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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.1524 and T.1525 of 1988

IN THE MATTER OF APPLICATIONS BY THE TASMANIAN PUBLIC SERVICE ASSOCIATION AND THE TASMANIAN TRADES AND LABOR COUNCIL RESPECTIVELY [CONSEQUENT ON THE DECISION OF THE FULL BENCH OF THE AUSTRALIAN CONCILIATION AND ARBITRATION COMMISSION IN THE NATIONAL WAGE CASE OF 12 AUGUST 1988] TO INCREASE WAGE RATES AND ALLOWANCES GENERALLY IN ALL AWARDS AND AGREEMENTS AND TO REVIEW THE WAGE FIXATION PRINCIPLES

ORDER -

No. 3 of 1988

THE **ICE CREAM MAKERS AWARD** IS AMENDED IN THE FOLLOWING MANNER:

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Delete Clause 8 - Wage Rates and insert in lieu thereof the following:

"8. WAGE RATES

1. WAGES

An adult employee of a classification hereunder mentioned shall be paid the amount assigned opposite that classification:

(a) Production Employees

		Margin Per Week $
1.	Mixer	308.30
2.	2. Machine Operator	308.30
3.	3. Cold Store Employee	302.70
4.	4. Cake Decorator	298.40
5.	5. Laboratory Assistant	299.10
6.	6. Yardman	298.80
7.	7. All others	294.70

Leading Hand -

(a) In charge of not less than 3 and not more than 10 employees $8.40 per week extra.

(b) In charge of more than 10 and not more than 20 employees $13.80 per week extra.

(c) In charge of more than 20 employees, an extra $19.90 per week.

(b) Clerks

(i) Adult Clerk

	Margin Per Week
First year of adult experience	267.40
Second year of adult experience .	288.60
Third year of adult experience	316.10
Fourth year of adult experience	327.00
Fifth year of adult experience	334.90
Sixth year of adult experience and thereafter	345.70

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(ii) Juniors

The minimum rates of wages that may be paid to juniors shall be the undermentioned percentages of the 2nd year adult rate adjusted to the nearest 10 cents.

	Percentage of 2nd Year Adult Rate %
Under 16 years of age	40
16 to 17 years of age	45
17 to 18 years of age	55
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

Proviso - When determining the margin payable to an employee attaining the age of 21 years, who has been employed as a junior clerk in the trades or groups of trades in which awards of the Tasmanian Industrial Commission relating to private industry employees are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(iii) Additional Payments

In addition to the weekly rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio-typists, teletypists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators.

	Amount $
Under 16 years of age	1.00
16 to 17 years of age	1.20
17 to 18 years of age	1.30
18 to 19 years of age	1.50
19 to 20 years of age	1.80
20 to 21 years of age	1.90
21 years of age and over	2.50

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2. JUNIOR EMPLOYEES (OTHER THAN CLERKS)

The minimum rates that may be paid to junior workers shall be the undermentioned percentages of the total wage prescribed for adult employees in Classification 7, subclause 1(a) hereof.

Under 17 years of age	60%
17 to 18 years of age	70%
18 years of age and over	Adult Rate

Where an employee has been employed as a junior for 3 years he shall be paid the appropriate adult rate. Wage rates in this clause shall be calculated to the nearest 10 cents.

3. SPECIAL RATES

(a) An employee designated as classification 3 "Cold Store Employee" in subclause (a) of Clause 2 "MARGINS" of this Part, when employed in cold stores, shall be paid an additional amount of $17.10 per week. When a greater or lesser amount of hours than 40 are worked in a week, the Special Rate shall be pro-rata to the hours worked.

(b) An employee as described in subclause (a) of this clause, shall be entitled, in addition to the rate prescribed by that subclause, to an amount of $8.00 per week if required to drive a fork lift truck."

DATE OF OPERATION

This award shall come into operation from the beginning of the first full pay period to commence on or after 15 September 1988.

PROVIDED THAT it is a term of this award arising from the decision of the Tasmanian Industrial Commission State Wage Case of 5 September 1988 the terms of which are set out therein that the union undertake, until 1 July 1989, not to pursue any extra claims, award or overaward, except where consistent with the State Wage Case Principles.

J.G. King
COMMISSIONER

14 November 1988