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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

Minister for Public Sector Administration
(T6452 of 1996)

HOBART REGIONAL WATER BOARD STAFF AWARD

Award variation - Annexure A - Drafting Officers translation to Technical Stream - consent matter - application granted - award varied - operative date 7 March 1996

ORDER BY CONSENT -

No. 3 of 1996

AMEND THE **HOBART REGIONAL WATER BOARD STAFF AWARD** AS FOLLOWS:

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By deleting Annexure A and inserting the following:

" ANNEXURE A

TRANSLATION TABLES

**DRAFTING OFFICERS
TRANSLATION TO CLERICAL STREAM**

| | Existing | | New | |
|----------------|----------------------------|----------------|------------|-------------------------|
| <i>Line 1</i> | Drafting Assistants | | | Level 1 |
| <i>Line 2</i> | Class 1 | 18 years 14223 | 17673 | |
| <i>Line 3</i> | | 19 years 16366 | 17673 | |
| <i>Line 4</i> | | 20 years 18120 | 18875 | |
| <i>Line 5</i> | | | 20077 | |
| <i>Line 6</i> | | 21 years 20871 | 21279 | 4th year |
| <i>Line 7</i> | | 2nd year 21311 | 22480 | 1st year Level 2 |
| <i>Line 8</i> | | 3rd year 21752 | 22480 | |
| <i>Line 9</i> | | 4th year 22186 | 22480 | |
| <i>Line 10</i> | | 5th year 22747 | 23681 | 2nd year |
| <i>Line 11</i> | Class II | 1st year 23292 | 23681 | |
| <i>Line 12</i> | | 2nd year 23847 | 24883 | 3rd year |
| <i>Line 13</i> | | 3rd year 24658 | 24883 | |

EXPLANATORY NOTES:

Translation is to the next highest salary point within the stream. For example, an existing Class II first increment (line 7) translates to a new Level 2 second increment (line 7).

An employee who has completed twelve months service on the maximum salary rate prescribed for Level 1 shall progress to Level 2, subject to the employer being satisfied that the employee's overall performance has justified the progression.

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**DRAFTING OFFICERS
TRANSLATION TO TECHNICAL STREAM**

| | Existing | | New | | |
|----------------|--------------------------------------|-------|------------|----------|----------------|
| <i>Line 1</i> | Trainee Drafting Officer | | | | Level 1 |
| <i>Line 2</i> | 1st year | 22186 | 22480 | 2nd year | |
| <i>Line 3</i> | 2nd year | 22747 | 23081 | 3rd year | |
| <i>Line 4</i> | 3rd year | 23292 | 23681 | 4th year | |
| <i>Line 5</i> | 4th year | 23847 | 24883 | 5th year | |
| <i>Line 6</i> | 5th year | 24658 | 24883 | | |
| <i>Line 7</i> | Drafting Assistants Class III | | | | Level 2 |
| <i>Line 8</i> | 1st year | 25060 | 26085 | 1st year | |
| <i>Line 9</i> | 2nd year | 25514 | 26085 | | |
| <i>Line 10</i> | 3rd year | 25973 | 26085 | | |
| <i>Line 11</i> | 4th year | 26435 | 27286 | 2nd year | |
| <i>Line 12</i> | 5th year | 26902 | 27286 | | |
| <i>Line 13</i> | Drafting Employees Class I | | | | Level 2 |
| <i>Line 14</i> | 1st year | 25905 | 26085 | 1st year | |
| <i>Line 15</i> | 2nd year | 26490 | 27286 | 2nd year | |
| <i>Line 16</i> | 3rd year | 27081 | 27286 | | |
| <i>Line 17</i> | 4th year | 27667 | 28488 | 3rd year | |
| <i>Line 18</i> | 5th year | 28253 | 28488 | | |
| <i>Line 19</i> | Class II | | 29713 | 4th year | |
| <i>Line 20</i> | 1st year | 28835 | 29713 | | |
| <i>Line 21</i> | 2nd year | 29426 | 30951 | 5th year | |
| <i>Line 22</i> | 3rd year | 30062 | 30951 | | |
| <i>Line 23</i> | 4th year | 30695 | | | |
| <i>Line 24</i> | Class III | | 32179 | 1st year | Level 3 |
| <i>Line 25</i> | 1st year | 31356 | 32179 | | |
| <i>Line 26</i> | 2nd year | 32114 | 33428 | 2nd year | |
| <i>Line 27</i> | 3rd year | 32866 | | | |
| <i>Line 28</i> | Class IV Grade 1 | | 33428 | 2nd year | |
| <i>Line 29</i> | 1st year | 33331 | 34666 | 3rd year | |
| <i>Line 30</i> | 2nd year | 34042 | | | |
| <i>Line 31</i> | Class IV Grade 2 | | 34666 | | |
| <i>Line 32</i> | 1st year | 34422 | 35904 | 1st year | Level 4 |
| <i>Line 33</i> | 2nd year | 35130 | 37142 | 2nd year | |
| <i>Line 34</i> | Class IV Grade 3 | | 37142 | | |
| <i>Line 35</i> | 1st year | 36117 | | | |
| <i>Line 36</i> | 2nd year | 37097 | | | |
| <i>Line 37</i> | Class V Grade 1 | | 38380 | 3rd year | |
| <i>Line 38</i> | 1st year | 38081 | 42095 | 1st year | Level 5 |
| <i>Line 39</i> | 2nd year | 39068 | 42095 | | |
| <i>Line 40</i> | Class V Grade 2 | | 42095 | | |
| <i>Line 41</i> | 1st year | 40048 | | | |
| <i>Line 42</i> | Class VI | | 42095 | | |
| <i>Line 43</i> | 1st year | 41950 | | | |
| <i>Line 44</i> | 2nd year | 43058 | 44570 | | Level 6 |

EXPLANATORY NOTES :

Translation is to the next highest salary point within the stream. For example, an existing Drafting Employee Class II, first increment (line 19) translates to a new Level 2, fourth increment (line 19).

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Persons employed in positions on lines 28, 32 and 35 translate to the next highest salary point. Such persons will progress to the top of the new level; i.e. in the case of line 28 - new level 4; line 32 - new level 5; and line 35 - new level 6.

**ADMINISTRATIVE AND CLERICAL EMPLOYEES
TRANSLATION TO CLERICAL STREAM**

| | Existing | | New | | |
|----------------|-------------------|----------|------------|-------|----------------|
| <i>Line 1</i> | Class I | 18 years | 15068 | 17673 | Level 1 |
| <i>Line 2</i> | | 19 years | 17338 | 17673 | |
| <i>Line 3</i> | | | | 18875 | |
| <i>Line 4</i> | | 20 years | 19196 | 20077 | |
| <i>Line 5</i> | | 21 years | 20641 | 21279 | |
| <i>Line 6</i> | | 2nd year | 21153 | 21279 | |
| <i>Line 7</i> | | 3rd year | 21659 | 22480 | |
| <i>Line 8</i> | 4th year | 22180 | 22480 | | |
| <i>Line 9</i> | 5th year | 22720 | 23681 | | |
| <i>Line 10</i> | 6th year | 23241 | 23681 | | |
| <i>Line 11</i> | 7th year | 23820 | 24883 | | |
| <i>Line 12</i> | Class II | | 24674 | 24883 | Level 3 |
| <i>Line 13</i> | | | 25415 | 26085 | |
| <i>Line 14</i> | | | 26144 | 26686 | |
| <i>Line 15</i> | Class III | | 26879 | 27286 | |
| <i>Line 16</i> | | | 27612 | 27887 | |
| <i>Line 17</i> | Class IV | | 28334 | 28488 | |
| <i>Line 18</i> | | | 29055 | 29713 | |
| <i>Line 19</i> | Class V | | 29653 | 29713 | Level 4 |
| <i>Line 20</i> | | | 30313 | 30331 | |
| <i>Line 21</i> | | | 30941 | 30951 | |
| <i>Line 22</i> | Class VI | | | 31570 | |
| <i>Line 23</i> | | | 31573 | 32179 | |
| <i>Line 24</i> | | | 32201 | 33428 | |
| <i>Line 25</i> | Class VII | | 32837 | 33428 | Level 5 |
| <i>Line 26</i> | | | 33631 | 34047 | |
| <i>Line 27</i> | | | 34416 | 34665 | |
| <i>Line 28</i> | Class VIII | | 35202 | 35904 | Level 6 |
| <i>Line 29</i> | | | 35838 | 35904 | |
| <i>Line 30</i> | | | | 36523 | |
| <i>Line 31</i> | | | 36628 | 37142 | |

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| | | | | |
|---------|--------------------|--------|-------|-----------------|
| Line 32 | Class IX | 37256 | 38380 | Level 7 |
| Line 33 | | 38054 | 38380 | |
| Line 34 | | 38837 | 39617 | |
| Line 35 | Class X | 39625 | 40857 | |
| Line 36 | | 40414 | 40857 | |
| Line 37 | Class XI | 41282 | 43332 | Level 8 |
| Line 38 | | 42153 | 43332 | |
| Line 39 | Class XII | 43016 | 43332 | |
| Line 40 | | 43883 | 44570 | |
| Line 41 | Class XIII | 45630 | 45808 | |
| Line 42 | Class XIV | 47359 | 48280 | Level 9 |
| Line 43 | Class XV | 49256 | 49521 | |
| Line 44 | Class XVI | 51153 | 51998 | Level 10 |
| Line 45 | Class XVII | 52867 | 54475 | Level 11 |
| Line 46 | Class XVIII | 54733 | 58189 | Level 12 |
| Line 47 | Class XIX | 56884 | 58189 | |
| Line 48 | Class XX | 59031* | | |
| Line 49 | Class XXII | 61183* | | |

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class II third increment (line 14) translates to a new Level 3 second increment (line 14).

An employee who has completed twelve months service on the maximum salary rate prescribed for Level 1 shall progress to Level 2, subject to the employer being satisfied that the employee's overall performance has justified the progression.

Persons employed in positions on lines 12, 17, 21 and 23 translate to the next highest salary point. Such persons will progress to the top of the new level, ie in the case of line 12 - new Level 3; line 17 - new Level 4; lines 21 and 23 - new Level 5 respectively.

*Salary maintenance will apply to existing classifications highlighted with asterisk, ie lines 48 and 49.

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**KEYBOARD AND OFFICE ASSISTANT EMPLOYEES
TRANSLATION TO CLERICAL STREAM**

| | Keyboard Employees and Office Assistants | | | | New | | |
|----------------|---|----------------|----------|-------|------------|----------|----------------|
| <i>Line 1</i> | Class I | Grade 1 | 18 years | 14791 | 17673 | 1st year | Level 1 |
| <i>Line 2</i> | | | 19 years | 17019 | 17673 | | |
| <i>Line 3</i> | | | 20 years | 18843 | 18875 | 2nd year | |
| <i>Line 4</i> | | | | | 20077 | 3rd year | |
| <i>Line 5</i> | | | 21 years | 20261 | 21279 | 4th year | |
| <i>Line 6</i> | | Grade 2 | | 20517 | 21279 | | |
| <i>Line 7</i> | | Grade 3 | | 20772 | 21279 | | |
| <i>Line 8</i> | Class II | Grade 1 | | 21023 | 21279 | | |
| <i>Line 9</i> | | Grade 2 | | 21276 | 21279 | | |
| <i>Line 10</i> | | Grade 3 | | 21527 | 22480 | 1st year | Level 2 |
| <i>Line 11</i> | | Grade 4 | | 21782 | 22480 | | |
| <i>Line 12</i> | Class III | Grade 1 | | 22055 | 22480 | | |
| <i>Line 13</i> | | Grade 2 | | 22317 | 22480 | | |
| <i>Line 14</i> | | | | | 23681 | 2nd year | |
| <i>Line 15</i> | | | | | 24883 | 3rd year | |

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Keyboard Employee or Office Assistant Class I Grade 2 (line 6) translates to the new Level 1, 4th year of service (line 6).

An employee who has completed twelve months service on the maximum salary rate prescribed for Level 1 shall progress to Level 2, subject to the employer being satisfied that the employee's overall performance has justified the progression.

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**SECRETARYS/ACCOUNTANTS
TRANSLATION TO CLERICAL STREAM**

| | | | | |
|---------------|------------------|-------|-------|-----------------|
| <i>Line 1</i> | Class 1 | 47359 | 48280 | Level 9 |
| <i>Line 2</i> | Class II | 49256 | 49521 | |
| <i>Line 3</i> | Class III | 51153 | 51998 | Level 10 |

**ASSISTANT ACCOUNTANTS
TRANSLATION TO CLERICAL STREAM**

| | | | | | |
|---------------|-----------------|----------|-------|-------|----------------|
| <i>Line 1</i> | Class I | 1st year | 32837 | 33428 | Level 5 |
| <i>Line 2</i> | | 2nd year | 33631 | 34047 | |
| <i>Line 3</i> | | 3rd year | 34416 | 34665 | |
| <i>Line 4</i> | Class II | 1st year | 35202 | 35904 | Level 6 |
| <i>Line 5</i> | | 2nd year | 35838 | 35904 | |
| <i>Line 6</i> | | | | 36523 | |
| <i>Line 7</i> | | 3rd year | 36628 | 37142 | |

**TECHNICAL EMPLOYEES
TRANSLATION TO TECHNICAL STREAM**

| | Existing | | | New | |
|----------------|------------------|----------|-------|------------|----------------|
| <i>Line 1</i> | Class I | 18 years | 15068 | 21879 | Level 1 |
| <i>Line 2</i> | | 19 years | 17338 | 21879 | |
| <i>Line 3</i> | | 20 years | 19196 | 21879 | |
| <i>Line 4</i> | | 21 years | 20667 | 21879 | |
| <i>Line 5</i> | | 2nd year | 21209 | 21879 | |
| <i>Line 6</i> | | 3rd year | 21750 | 21879 | |
| <i>Line 7</i> | | 4th year | 22300 | 22480 | 2nd year |
| <i>Line 8</i> | Class II | 1st year | 22752 | 23081 | 3rd year |
| <i>Line 9</i> | | 2nd year | 23289 | 23681 | 4th year |
| <i>Line 10</i> | Class III | Grade 1 | 23746 | 24883 | 5th year |
| <i>Line 11</i> | | Grade 2 | 24404 | 24883 | |

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| | | | | | | |
|----------------|-------------------|---------|-------|-------|----------|----------------|
| <i>Line 12</i> | Class IV | Grade 1 | 25018 | 26085 | 1st year | Level 2 |
| <i>Line 13</i> | | Grade 2 | 25597 | 26085 | | |
| <i>Line 14</i> | Class V | Grade 1 | 26101 | 27286 | 2nd year | |
| <i>Line 15</i> | | Grade 2 | 26683 | 27286 | | |
| <i>Line 16</i> | Class VI | Grade 1 | 27182 | 27286 | | |
| <i>Line 17</i> | | Grade 2 | 27759 | 28488 | 3rd year | |
| <i>Line 18</i> | Class VII | Grade 1 | 28248 | 28488 | | |
| <i>Line 19</i> | | Grade 2 | 28828 | 29713 | 4th year | |
| <i>Line 20</i> | Class VIII | Grade 1 | 29322 | 29713 | | |
| <i>Line 21</i> | | Grade 2 | 29955 | 30951 | 5th year | |
| <i>Line 22</i> | Class IX | Grade 1 | 30506 | 30951 | | |
| <i>Line 23</i> | | Grade 2 | 31140 | 32179 | 1st year | Level 3 |
| <i>Line 24</i> | Class X | Grade 1 | 31688 | 32179 | | |
| <i>Line 25</i> | | Grade 2 | 32321 | 33428 | 2nd year | |
| <i>Line 26</i> | Class XI | Grade 1 | 32876 | 33428 | | |
| <i>Line 27</i> | | Grade 2 | 33506 | 34666 | 3rd year | |
| <i>Line 28</i> | Class XII | Grade 1 | 34064 | 34666 | | |
| <i>Line 29</i> | | Grade 2 | 34681 | 35904 | 1st year | Level 4 |
| <i>Line 30</i> | Class XIII | Grade 1 | 35245 | 35904 | | |
| <i>Line 31</i> | | Grade 2 | 35871 | 35904 | | |
| <i>Line 32</i> | | | | 37142 | 2nd year | |
| <i>Line 33</i> | | | | 38380 | 3rd year | |

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class IV Grade 1 (line 12) translates to a new Level 2, 1st year (line 12).

In the case of employees translated from the existing Class IX Grade 2 (line 23) and Class XII Grade 2 (line 29) to the bottom of the new Level 3 (line 23) and Level 4 (line 29) respectively, there will be no progression in the new level unless the employee's position description satisfies the requirements of the classification standards for the new level.

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**SUPERINTENDENTS AND SUPERVISORS
TRANSLATION TO TECHNICAL STREAM**

| | | | | | |
|---------------|-----------------------|----------|-------|-------|----------------|
| <i>Line 1</i> | Supervisor | Class I | 40116 | 42095 | Level 5 |
| <i>Line 2</i> | | Class II | 40740 | 42095 | |
| <i>Line 3</i> | Superintendent | Class I | 42626 | 44570 | Level 6 |
| <i>Line 4</i> | | Class II | 43251 | 44570 | |

OPERATIVE DATE

This Order shall come into operation on and from 7 March 1996.

R J Watling
COMMISSIONER

3 October 1996