

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.266 of 1985

IN THE MATTER OF AN  
APPLICATION BY THE TASMANIAN  
TRADES AND LABOR COUNCIL TO  
VARY WAGE RATES AND ALLOWANCES  
IN NOMINATED PUBLIC AND  
PRIVATE SECTOR AWARDS IN  
ACCORDANCE WITH THE NATIONAL  
WAGE CASE DECISION OF 4  
NOVEMBER 1985

ORDER BY CONSENT :

No. 2 of 1985  
(Consolidated)

AMEND THE SHIPBUILDERS AWARD BY DELETING PART I - WAGE RATES AND  
INSERTING IN LIEU THEREOF THE FOLLOWING:

SHIPBUILDERS AWARD

Established in respect of the trades of -

- (a) Constructing, altering or repairing ships or boats;
- (b) Dunnaging of ships' holds.

DATE OF OPERATION

This award shall come into operation as from the beginning of the first pay period to commence on or after 4 November 1985.

Provided that, it is a term of this award that the unions undertake that they will not pursue any extra claims, award or overaward, except where consistent with the Principles of Wage Fixation of the Tasmanian Industrial Commission.

PART I - WAGE RATES

SECTION I - EMPLOYEES ENGAGED ON DUNNAGING OF SHIPS

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CONSTRUCTION, ALTERING OR REPAIRING  
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PART I - WAGE RATES

SECTION I - EMPLOYEES ENGAGED ON DUNNAGING OF SHIPS

1. WAGE RATES

The minimum rate of wage that may be paid by employers to employees engaged in the dunnaging of ships during the ordinary working hours prescribed in sub-clause (a), Clause 2, (Hours), Section I, Part II shall be \$9.8178 per hour. Such hourly rate is inclusive of payments for pro rata entitlements to annual leave, sick leave and tool allowance, but is exclusive of overtime penalty rates, meal allowances, and special rates prescribed in Clause 1, (Special Rates), Section I, Part II.

Such hourly rate is computed on the basis of the calculation of the value, and is inclusive of pro rata entitlements to the following:- 20 days' annual leave; 10 days' sick leave; 11 days public holidays; 8 days for following the job and tool allowance of \$7.90 per week.

For the purposes of calculation, the following formula shall apply:-

One fortieth of fifty-two over forty-two point two of the weekly wage for Classification (a), Clause 2 (Margins), Section II hereof plus tool allowance.

In addition to the hourly rate prescribed herein a disability payment of 31 cents per hour shall be made for each hour worked; together with an amount for annual leave loading equivalent to the minimum wage prescribed in Clause 3 (Minimum Wage), Section II hereof calculated on an hourly basis.

SECTION II - EMPLOYEES ENGAGED ON THE CONSTRUCTION  
ALTERING OR REPAIRING OF SHIPS OR BOATS

1. BASIC WAGE

The minimum rate of wage that may be paid by employers to adult employees per week as a basic wage shall be \$108.20.

2. MARGINS

In addition to the basic wage prescribed by Clause 1 hereof, any adult employee of a classification specified hereunder shall be paid the margin assigned to that classification.

Classification	Margin Per Week \$
(a) Shipwright	202.60
(b) Ship's carpenter and/or joiner, or painter (tradesman)	202.60
(c) Employee docking and undocking vessels, cleaning, chipping, scraping, painting, coating with oils or composition, cement washing, or repairing docks or slips	98.20
(d) All other adults	72.10
(e) The hourly rate if 1/40th of appropriate weekly rate prescribed by Clauses 1 and 2 hereof.	
(f) Leading Hands -	
(i) If in charge of 2 to 8 employees, shall be paid 31 cents per hour extra.	
(ii) If in charge of more than 8 employees, 52 cents per hour extra.	

### 3. MINIMUM WAGE

- (a) Notwithstanding the provisions of Clause 2 (Margins) hereof, no adult employee shall be paid less than the rate of \$194.20 per week.
- (b) Provided that payments for overtime, special rates, weekend penalties, holiday work, shift allowances, and disability allowances prescribed in this award shall not be taken into account in the calculation of such minimum weekly rate of wage.

Where a minimum rate of pay as aforesaid is applicable to an employee for work in ordinary hours the same rate shall be applicable to the calculation of overtime and all other penalty rates, payments during sick leave and annual leave, and for all other purposes of this award.

### 4. APPRENTICES

The minimum weekly rates that may be paid to apprentices shall be the undermentioned percentages of the total wage applicable to classification (a), Clause 2 (Margins) hereof.

	Percentage of Total Wage %
Four-year term	
First year	38
Second year	55
Third year	75
Fourth year	90

Wage rates for apprentices shall be adjusted to the nearest 10 cents. In addition to the rate prescribed herein there shall be added a tool allowance of \$10.90 per week which sum shall not be taken into account in the computation of overtime or any other penalty rates.

An employer who provides an apprentice with a kit of tools may deduct from the wages of the apprentice the tool allowance of \$10.90 per week until such time as the employer is reimbursed the cost of the tools. In the event of an apprentice being dismissed or leaving the employment before the cost of the tools has been reimbursed, the employer shall be entitled to deduct from any moneys owing to the apprentice the amount then owing or to retain such tools as will equal the value then owing.

Tools so provided shall be kept at the employer's establishment during the usual hours of work.

### SECTION III - CLERKS

#### 1. WAGES

##### (i) Adults

Except as prescribed in sub-clause (iii) hereof, adult employees of a classification hereunder mentioned shall, in addition to the basic wage prescribed in Clause 1, Section II hereof, be paid the margin assigned opposite that classification.

	Margin Per Week \$
1. 1st year's adult experience	120.10
2nd year's adult experience	139.50
3rd year's adult experience and thereafter	164.60
2. An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	266.00

	Margin Per Week \$
3. A clerk who is in charge of and responsible for the work of -	
(a) 5 or more employees	218.50
(b) 3 or 4 employees	203.80
(c) 2 employees	196.60

“Employees” in this sub-section shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

(ii) Juniors

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

	Percentage of Second Year Adult Rate %	Amount Per Week \$
Under 16 years of age	40	99.10
16 to 17 years of age	45	111.50
17 to 18 years of age	55	136.20
18 to 19 years of age	70	173.40
19 to 20 years of age	80	198.20
20 to 21 years of age	90	222.90

(iii) 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 respect of which awards of the Tasmanian Industrial Commission are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(iv) Additional Payments

In addition to the weekly rates prescribed herein, the following additional amounts per week shall be paid to stenographers, audiotypists, teletypists, accounting machine, computer, data processing, tabulating machine, card punch and verified 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	2.40

