

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award variation

Australian Municipal, Administrative, Clerical and Services Union
(T.No. 5609 of 1995)

National Union of Workers, Tasmanian Branch
(T.No. 5560 of 1995)

WHOLESALE TRADES AWARD

COMMISSIONER R J WATLING

HOBART, 17 August 1995

Award variation - second \$8 safety net adjustment

ORDER BY CONSENT

No. 4 of 1995

AMEND THE **WHOLESALE TRADES AWARD** IN THE FOLLOWING MANNER:

AMEND THE **WHOLESALE TRADES AWARD** AS FOLLOWS:

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

8. WAGE RATES

(a) Warehouse and Storeworker Employees

(i) Adults

Adult employees shall be paid the weekly wage rate set out below for the pay level assigned to their classification.

	Wage rate Relativity	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Warehouse & Storeworker Grade 1 (as defined)				
On commencement	87.4	364.60	16.00	380.60
After 2 months service	89.2	372.10	16.00	388.10
After 12 months service	91	379.70	16.00	395.70
Warehouse & Storeworker Grade 2 (as defined)				
	92.4	385.50	16.00	401.50
Warehouse & Storeworker Grade 3 (as defined)				
	96.9	404.30	16.00	420.30
Warehouse & Storeworker Grade 4 (as defined)				
	100.9	421.00	16.00	437.00
Warehouse & Storeworker Grade 5 (as defined)				
	105	438.10	16.00	454.10

(ii) Junior Employees

The minimum weekly wage rate to be paid to a junior Warehouse and Storeworker employee shall be the undermentioned percentages of the total weekly wage rate for an Adult, Warehouse and Storeworker, Grade 1, on commencement, subclause (a)(i) of this clause.

	Percentage %	Weekly Wage Rate \$
Under 16 years of age	55	209.30
16 years of age	65	247.40
17 years of age	78.5	298.80
18 years of age	93	354.00
19 years of age	100	380.60

(b) Manufacturing and Packing Employees

(i) Adults

Adult employees shall be paid the weekly wage rate set out below for the pay level assigned to their classification.

	Wage rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Manufacturing & Packing Employee Grade 1 (as defined)	78	325.40	16.00	341.40
Manufacturing & Packing Employee Grade 2 (as defined)	82	342.10	16.00	358.10
Manufacturing & Packing Employee Grade 3 (as defined)	87.4	364.60	16.00	380.60
Manufacturing & Packing Employee Grade 4 (as defined)	92.4	385.50	16.00	401.50
Manufacturing & Packing Employee Grade 5 (as defined)	96.9	404.30	16.00	420.30

(ii) Junior Employees

The minimum weekly wage rate to be paid to a junior Manufacturing and Packing employee shall be the undermentioned percentages of the total weekly wage rate for an Adult, Manufacturing and Packing Employee, Grade 2 (as defined) of subclause (b)(i) of this clause.

	Percentage %	Weekly Wage Rate \$
Under 16 years of age	55	197.00
16 years of age	65	232.80
17 years of age	78.5	281.10
18 years of age	93	333.00
19 years of age	100	358.10
20 years of age	100	358.10

(c) Clerical and Administrative Employees

(i) Adults

Adult employees shall be paid the weekly wage rate set out below for the pay level assigned to their classification.

	Wage Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
Adult entry (as defined)					
1st 6 months service	80	292.20	35.70	16.00	343.90
2nd 6 months service	85	310.40	33.20	16.00	359.60
Clerical & Administrative Employee Grade 1 (as defined)					
1A - 1st 12 months service	87	317.70	37.50	16.00	371.20
1B - After 12 months service	90	328.70	35.90	16.00	380.60
Clerical & Administrative Employee Grade 2 (as defined)					
2A - 1st 12 months service	92	336.00	41.80	16.00	393.80
2B - After 12 months service	95	346.90	40.30	16.00	403.20
Clerical & Administrative Employee Grade 3 (as defined)					
3A - 1st 12 months service	97	354.20	49.60	16.00	419.80
3B - After 12 months service	100	365.20	48.00	16.00	429.20
Clerical & Administrative Employee Grade 4 (as defined)					
4A - 1st 12 months service	105	383.50	47.40	16.00	446.90
Clerical & Administrative Employee Grade 5 (as defined)					
5A - 1st 12 months service	110	401.70	44.80	16.00	462.50
Clerical & Administrative Employee Grade 6 (as defined)					
6A - 1st 12 months service	115	420.00	46.30	16.00	482.30
Clerical & Administrative Employee Grade 7 (as defined)					
7A - 1st 12 months service	120	438.20	57.00	16.00	511.20

(ii) Junior Employees

- (1) The minimum weekly wage rate to be paid to a junior Clerical and Administrative employee performing duties consistent with the definition of an Adult, Clerical and Administrative Employee, Grade 1 (as defined), shall be the undermentioned percentages of the total weekly wage rate for an Adult, Clerical and Administrative Employee, Grade 1, 1A of subclause (c)(i) of this clause.

	Percentage %	Weekly Wage Rate \$
Under 17 years of age	50	185.60
17 to 18 years of age	55	204.20
18 to 19 years of age	65	241.30
19 to 20 years of age	80	297.00
20 to 21 years of age	85	315.50

- (2) The minimum weekly wage rates to be paid to all other junior Clerical and Administrative employees shall be the undermentioned percentages of the total weekly wage rate for an Adult, Clerical and Administrative Employee, Grade 2, 2A of subclause (c)(i) of this clause.

	Percentage %	Weekly Wage Rate \$
Under 17 years of age	50	196.90
17 to 18 years of age	55	216.60
18 to 19 years of age	65	256.00
19 to 20 years of age	80	315.00
20 to 21 years of age	85	334.70

(d) Transport Employees

(i) Adults

Adult employees shall be paid not less than the weekly wage rate set out below for the pay level assigned to their classification.

	Wage Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
Transport Employee Grade 1 (as defined)	93.2	340.50	40.50	16.00	397.00
Transport Employee Grade 2 (as defined)	97.4	355.70	42.50	16.00	414.20
Transport Employee Grade 3 (as defined)	99.5	363.40	43.50	16.00	422.90

(ii) Junior Employees

The minimum weekly wage rate to be paid to junior Transport employees is as follows:

Under 19 years of age	-	70% of the appropriate adult weekly wage rate
19 years of age	-	80% of the appropriate adult weekly wage rate
20 years of age	-	100% of the appropriate adult weekly wage rate

PROVIDED that the total wage shall be calculated to the nearest ten cents.

(e) Commercial Travellers

All employees shall be paid not less than the weekly wage rate set out below for the pay level assigned to their classification.

	Wage rate Relativity	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
Commercial Traveller Grade 1 (as defined)	87	317.70	42.00	16.00	375.70
Commercial Traveller Grade 2 (as defined)	95	346.90	46.40	16.00	409.30
Commercial Traveller Grade 3 (as defined)	100	365.20	52.00	16.00	433.20

(f) Trainees

(i) Australian Traineeship System (ATS)

The total weekly wage rate payable to trainees (as defined) shall be determined by multiplying the appropriate junior employee rate as specified in Clause 8 - Wage Rates, of this award by 39 (which represents the actual time spent on the job) and dividing that sum by 52.

PROVIDED that the wage rates determined by this calculation shall in no case be less than the minimum rate prescribed by the Australian Traineeship System Guidelines. This figure is adjusted in accordance with National Wage Decisions.

(ii) Career Start Traineeship System (CST)

The weekly wage rate payable to a Career Start Trainee (as defined) shall be calculated by taking the appropriate classification rate prescribed in Clause 8 - Wage Rates of this award that would otherwise have been applicable to the employee had that employee not been a Career Start Trainee (as defined) and multiplying that weekly wage rate by the number of weeks spent on-the-job as specified in the registered training agreement (as defined) and dividing that amount by the number of weeks duration of the contract for training as specified in the registered training agreement (as defined)."

OPERATIVE DATE

The foregoing variation shall come into effect from the first full pay period commencing on or after 26 July 1995.

