

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.1160 of 1988

**IN THE MATTER OF AN
APPLICATION BY THE FEDERATED
MISCELLANEOUS WORKERS UNION OF
AUSTRALIA TO VARY THE SHIPPING
AWARD**

RE: 4% SECOND TIER

DEPUTY PRESIDENT A. ROBINSON

HOBART, 28 April 1988

REASONS FOR DECISION

APPEARANCES:

For the Federated Miscellaneous Workers Union of Australia Tasmanian Branch	- Mr L. Brown
For the Tasmanian Confederation of Industries	- Mr K. Brotherson
For Transport Tasmania	- Mr P. Korn with Mr D. Bond

DATE AND PLACE OF HEARING:

14 April 1988 Hobart

This matter concerns an application by the Federated Miscellaneous Workers Union of Australia, Tasmanian Branch, for an increase in rates of pay in accordance with the second tier ceiling.

When brought on for hearing the parties agreed to deal only with that part of the claim which relates to Clause 8(b)(iv) - Bruny Island Ferry, at this time.

The claim as it relates to other employees covered under different sections and subsections is to be subject to further private discussions.

Leave is therefore reserved for the balance of claims to be again brought before the Commission at the request of any organisation party to the award.

In the meanwhile such other aspects of the 4% claim may be regarded as adjourned sine die.

Agreement had been reached between the parties in relation to Bruny Island Ferry employees.

Discussions preceeding such agreement had been entirely amicable and were conducted strictly in accordance with the requirements of the current Wage Fixation Principles relating to the second tier ceiling of 4%.

Both parties acknowledged the difficulty of finding appropriate cost saving efficiencies because the Bruny Ferry Service is already an efficient operation.

Nevertheless the estimated cost of granting the claim of \$12,000 per annum can be offset by the implementation of the following agreed package:

1. Cashless Payroll

All crew members will have their salaries paid direct into a nominated bank account/credit union/building society. Each employee may nominate up to three accounts.

Employees will not be eligible for cash advances.

2. Cleaning of Terminals

(a) At present the terminals at Kettering and Roberts Point are cleaned and maintained by non Transport Commission personnel.

(b) The housekeeping of the two terminals will become the responsibility of the ferry crews, as directed by management.

However it is recognised that during peak periods it may be necessary to provide assistance to crew members.

3. Overtime/Meal Allowances

(a) Clause 18 of the Shipping Award states that an employee engaged on the Bruny Ferry who works past 8.00p.m. shall either be supplied with a meal by the employer or be paid the appropriate meal allowance.

(b) Transport Tasmania will in the future be paying the meal allowance and not providing a meal.

4. Sick Leave

(a) The provisions as set out in the Shipping Award under the Clause Sick Leave (Clause 30) will be followed in future.

5. Maintenance

Ferry crews will carry out on board maintenance and repairs as required by management, e.g. renewing of grab lines on life rafts.

The Cashless Payroll provision will save an estimated \$6,000 per annum; Cleaning of Terminals \$6,000 per annum; and Overtime and Meal Allowance \$600 per annum.

The items of Sick Leave and Maintenance will also constitute an unspecified cost saving.

Having considered all of the evidence I am satisfied that the package produced to the Commission for ratification has been properly negotiated, is entirely genuine and is consistent with current Wage Fixation Principles.

I am also satisfied that to amend the award in the manner sought is consistent with public interest requirements of the Act.

The claim for a 4% wage increase for classifications contained in Section 8(b)(iv) - Bruny Island Ferry - is therefore granted.

Rates of pay will be calculated to the nearest 10 cents, with calculations of 5 cents going to the next highest 10 cents.

Operative Date

Award variations resulting from this decision shall apply from the date given on transcript, i.e. the first pay period to commence on or after 7 April 1988.

The Order [Correction Order] reflecting the award variation is attached.

