

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.794 of 1987

**IN THE MATTER OF AN APPLICATION BY
TASMANIAN ELECTRO METALLURGICAL CO.
PTY. LTD. TO VARY THE FERRO ALLOYS
AWARD**

RE: INSERTION OF NEW CLASSIFICATION

ORDER BY CONSENT -

No. 2 of 1987

AMEND THE FERRO ALLOYS AWARD IN THE FOLLOWING MANNER:

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1. Delete Clause 7 - Definitions and insert in lieu thereof the following:

7. DEFINITIONS

- (a) **`Day Workers`** are employees other than shift workers and include employees on night shift referred to in Clause 20, (Night Work for other than Shift Workers) of the award.
- (b) **`Shift Workers`** are employees working on a one, two or three-shift system.
- (c) **`Monday to Saturday Shift Workers`** are shift workers whose ordinary working hours are worked between Monday and Saturday.
- (d) **`Rigger` and/or `Splicer`** means an adult workman who is responsible for the erection of tackle and/or who is required amongst other duties to splice wire rope.
- (e) **`Electrician, Special Class`**, i.e. an employee appointed as such who is an electrical fitter or an electrical mechanic and who is mainly engaged on complex or intricate circuitry or both, the performance of which work requires the use of **`additional knowledge`** as herein defined. For the purpose of this definition, **`additional knowledge`** means knowledge in excess of that gained by the satisfactory completion of the appropriate technical college trade course which has been acquired by the tradesman by virtue of his -
 - (i) having had not less than 2 years on the job experience as a tradesman working mainly on such complex or intricate circuitry work as will enable the tradesman to perform such work unsupervised where necessary and practicable; and
 - (ii) having, by virtue of either the satisfactory completion of a prescribed post trade course in industrial electronics or the achievement of a comparable standard of knowledge by other means including the on the job experience referred to in paragraph (i) hereof, gained a sufficient comprehension of such complex or intricate circuitry work as will enable the tradesman to examine, diagnose and modify systems comprising inter-connected circuits.

For the purpose of this definition the following course is deemed to be the prescribed post trade course in industrial electronics -

The Industrial Electronics Course of the Technical Education Department of Tasmania, or such other approved course conducted by Education institutions in other States of Australia.

- (f) **Marker off** means a tradesman the greater part of whose time in any daily period is confined to marking off and/or template making.
- (g) **Plant labourer** means an employee whose duties are associated with the operation and maintenance of the plant and who from time to time is called upon by his employer, under the provisions of Clause 19, (Mixed Functions), to relieve employees classified in Sections A, B and C, of Clause 8, (Wage Rates).
- (h) **Labourer, other** means an employee whose duties are (unless otherwise classified) confined to sweeping, cleaning and hosing down the plant and its environs.
- (i) **Plant serviceman** means an employee who is required to carry out duties associated with plant cleanliness, safety and maintenance but does not include those functions which are within the province of the duties of a tradesman or any other classification of employee mentioned in Clause 8, (Wage Rates).
- (j) **Employee directly assisting a tradesman** means an employee engaged solely on the duties of assisting a tradesman by fetching and carrying, waiting on a tradesman's needs in the performance of his work and supporting material and fittings whilst tradesman is working on same.
- (k) **Instrument Fitter (Special Class)** means a tradesman who installs, tests, repairs, adjusts and calibrates instruments, meters, relays and apparatus, including installation, testing and modification of instruments and control systems based on electrical, electronic, pneumatic and/or hydraulic principles, for which he is required to apply the standard of additional knowledge, comprehension, skill and other abilities as defined for Electrician Special Class.
- (l) **Instrument Fitter** means a tradesman mainly engaged on industrial instrument installation, repairs and maintenance work.

- (m) **Electrician, Advanced - Temco** shall mean an electrician who successfully demonstrates the ability to competently perform electrical work without close supervision on the following items of plant and equipment.

Furnace Batch Weighers (No. 1 and 2 only)
Overhead cranes
Lifts
Furnace Transformers Protection
Power Distribution Procedures
Preventive Maintenance Procedures
Furnace Control - Electrical
Circuits (Fans)
Relay Sequences (all conveyor systems)
Wharf crane

Before being classified as such the employee shall pass an appropriate internal examination which comprehends the range of duties associated with the above plant and equipment.

- (n) **Electronics Tradesman** means an electrical tradesman working at a level beyond electrician special class and who is mainly engaged in applying his knowledge and skills to the tasks of installing, repairing, maintaining, servicing, modifying, commissioning, testing, fault finding and diagnosing of various forms of machinery and equipment which are electronically controlled by complex digital and/or analogue control systems utilising integrated circuitry. The application of this skill and knowledge would require an overall understanding of the operating principles of the systems and equipment on which the tradesman is required to carry out his tasks.

To be classified as an electronics tradesman a tradesman must have at least three years on the job experience as a tradesman in electronic systems utilising integrated circuits and in addition must have satisfactorily completed a post trades course in electronics equivalent to at least two years part time study.

In addition, to be classified as an electronics tradesman, a tradesman must be capable of:

- (i) Maintaining and repairing multi-function printed circuitry using circuit diagrams and test equipment.
- (ii) Working under minimum supervision and technical guidance.
- (iii) Providing technical guidance within the scope of the work described in this definition.

- (iv) Preparing reports of a technical nature on specific tasks or assignments as directed and within the scope of the work described in this definition.
- (o) **“Fitter - Mobile Equipment”** - means an employee approved as such who is primarily engaged in the maintenance of mobile equipment. Mobile equipment is equipment which uses it's own power (i.e., gas, diesel or petrol) to propel itself.
- (p) **“Smokehood Welder”** - means a boilermaker preferably a holder of a D.L.I. pressure vessel welding certificate, who is competent to perform and is required to perform special welding on the stainless steel and boiler pressure pipes inside the No. 5 furnace smokehood.
- (q) **“Relief Driver (TWU)”** means an employee who is previously engaged to relieve TWU drivers during periods of annual leave, sick leave, long service leave, compassionate leave and RLD's. At other times this employee will perform such duties as directed by the Company.
- (r) **“Show Day”** means not more than one local show day observed on an employee's ordinary working day, other than a Saturday or a Sunday, in the city, town or district in which the employee is employed; or such other day which, in the absence of such a local show day, is agreed on by the employee and the employer, therefore making a total of 11 paid public holidays per year.
2. Insert the following new classification 11 - Electronics Tradesman, with wage rate of \$390.20 in Section B - Maintenance and Miscellaneous, subclause 1, Clause 8 - Wage Rates and renumber subsequent classifications.

OPERATIVE DATE

As from 9 June 1987.

