

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T. No. 99 of 1985

IN THE MATTER OF an application
by the Tasmanian Trades and
Labor Council to vary the **AWARD
OF THE SHIPBUILDERS INDUSTRIAL
BOARD** in accordance with the
National Wage Case decision of 3
April 1985

ORDER BY CONSENT -

The above award is varied as follows:

PART I - WAGE RATES

1. By deleting the title of the award and inserting in lieu thereof "Shipbuilders Award".
2. By deleting the whole of Part I 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.

Operative Date:- As from the first pay period to commence on or after 6 April, 1985.

PART I - WAGE RATES

SECTION I - EMPLOYEES ENGAGED ON DUNNAGING OF SHIPS

Clause No.	Page No.
* 1. Wage Rates	3

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

* 1. Basic Wage	3
* 2. Margins	3
* 3. Minimum Wage	4
* 4. Apprentices	4

SECTION III - CLERKS

* 1. Wages	5
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Note:- Clauses varied in accordance with the provisions of Section 35(7) of the Industrial Relations Act, 1984 are indicated with an asterisk (*) in the Index.

The award of the Shipbuilders Industrial Board made on 19 April 1984 (No. 3 of 1984) is hereby revoked and replaced by this Award.

Shipbuilders 2. Part I

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 \$9.4573 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 \$7.60 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 30 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 \$104.20.

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.

Shipbuilders 3. Part I

Classification	Margin Per Week \$
(a) Shipwright	195.20
(b) Ship's carpenter and/or joiner, or painter (tradesman)	195.20
(c) Employee docking and undocking vessels, cleaning, chipping, scraping, painting, coating with oils or composition, cement washing, or repairing docks or slips	94.60
(d) All other adults	69.50
(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 30 cents per hour extra.	
(ii) If in charge of more than 8 employees, 50 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 \$187.10 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.

Shipbuilders 4. Part I

	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 \$10.50 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 \$10.50 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	115.70
2nd year's adult experience	134.40
3rd year's adult experience and thereafter	158.60
2. An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	256.30

Shipbuilders 5. Part I

	Margin per Week \$
3. A clerk who is in charge of and responsible for the work of -	
(a) 5 or more employees	210.50
(b) 3 or 4 employees	196.30
(c) 2 employees	189.40

'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	95.40
16 to 17 years of age	45	107.40
17 to 18 years of age	55	131.20
18 to 19 years of age	70	167.00
19 to 20 years of age	80	190.90
20 to 21 years of age	90	214.70

(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	1.40
19 to 20 years of age	1.70
20 to 21 years of age	1.80
21 years of age and over	2.20



Shipbuilders 7. Part I