

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act, 1984

T.1053 of 1987

**IN THE MATTER OF AN APPLICATION BY
THE TASMANIAN CONFEDERATION OF
INDUSTRIES TO VARY THE FERRO
ALLOYS AWARD**

RE: SECOND TIER INCREASES

ORDER -

No. 3 of 1987

AMEND THE FERRO ALLOYS AWARD IN THE FOLLOWING MANNER:

AMEND THE FERRO ALLOYS AWARD IN THE FOLLOWING MANNER:

By deleting Clause 8 - Wage Rates and inserting in lieu thereof the following -

"8. WAGE RATES

1. WAGE RATES

Employees of a classification hereunder mentioned shall be paid the amount opposite that classification -

Section A - Plant Operatives

	Amount Per Week \$
1. Furnace man	292.10
2. Tapper	275.30
3. Tapper's Assistant	260.90
4. Crane driver	272.10
5. Telpher driver	259.50
6. Crusher Attendant	270.90
7. Plant labourer (as defined)	256.50
8. Crusher labourer	260.90
9. Labourer other (as defined)	252.30
10. Sinter Machine Operator	292.10
11. Sinter Plant Assistant	260.90
12. Tapper and Caster	284.00
13. Baghouse Attendant	270.90
14. Baghouse Labourer	258.80
15. Pendant Control Crane Operator	
(a) 10 tonnes and over	260.20
(b) Under 10 tonnes	256.50
16. Water Treatment Plant Attendant	267.80
17. Water Treatment Plant Assistant	258.80
18. Induction Furnace Operator	285.70
19. Induction Furnace Attendant	267.80

Amount Per Week
\$

Section B - Maintenance and Miscellaneous

1.	Fitter	330.10
2.	Fitter/Mobile Equipment (as defined)	330.10
3.	Boilermaker and/or structural steel tradesman	330.10
4.	Smokehood Welder	334.60
5.	Marker off (as defined)	348.10
6.	Electrical tradesman	330.10
7.	Electrician, Special Class (as defined)	389.90
8.	Electrician Advanced T.E.M.C.O. (as defined)	348.90

Employees engaged in classifications 6, 7 and 8 of this Section shall, if holding an "A" Grade Licence be paid an additional allowance of \$9.70 per week.

9.	Instrument Fitter (as defined)	362.50
10.	Instrument Fitter Special Class (as defined)	389.90
11.	Electronics tradesman	330.10
12.	Bricklayer	317.40

Bricklayer employed on repair of brickwork in connection with furnace work shall be paid at the rate of time and a half on the wage rate prescribed herein.

13.	Carpenter	330.10
14.	Employee directly assisting a tradesman (as defined)	256.80
15.	Bricklayer's labourer	289.20
16.	Operator of loader front end or overhead -	

	Amount Per Week \$
Up to and including 0.75 cubic metres	280.40
Over 0.75 cubic metres and up to and including 2.25 cubic metres	285.40
Over 2.25 cubic metres and up to and including 4.5 cubic metres	289.10
17. Fork Lift Driver	
(i) Lifting capacity up to 5,000 kg	277.80
(ii) Lifting capacity in excess of 5,000 kg	282.80
18. Mobile Crane Driver	
(i) Lifting capacity up to 5 tonnes	277.20
(ii) Lifting capacity in excess of 5 tonnes but not exceeding 10 tonnes	282.30
(iii) Lifting capacity in excess of 10 tonnes	287.20
19. Backhoe Operator	280.40
20. Wharf Crane Driver	319.30
21. Press Operator	268.40
22. Driver, crawler tractor using power operated attachments (over 10,000 lb up to 15,000 lb shipping weight)	280.40
23. Plant serviceman (as defined)	288.70
24. Rigger and/or splicer	297.50
25. (a) Storeman Grade 1	
A storeman and/or packer during the first 2 months of service	274.80
(b) Storeman Grade 2	
A storeman and/or packer after 2 months service	276.80
26. Employee engaged on the lining of casting pans and launders	287.70
27. Greaser	260.10
28. Change house attendant	256.50
29. Triggerman	260.00
30. Beltman	287.70
31. Painter	330.10

	Amount Per Week
	\$
32. Gardener	256.50
33. Employee directly assisting an employee other than a tradesman	256.80

Section C - Transport

Employee driving motor vehicle haying
maker's capacity of -

1.2 tonnes or less	296.20
Over 1.2 tonnes but not over 3 tonnes	299.90
Over 3 tonnes but not over 6 tonnes	304.50
6 tonnes and over but under 7 tonnes	305.20
7 tonnes and over but under 8 tonnes	306.10
8 tonnes and over but under 9 tonnes	306.80
9 tonnes and over but under 10 tonnes	307.50
Relief Driver	307.50

Section D - R.L.D. Plant Relief Operators

RLD Operator Grade 5	304.20
RLD Operator Grade 4	285.50
RLD Operator Grade 3	268.50
RLD Operator Grade 2	264.70
RLD Operator Grade 1	256.80

Definitions

Grade 5 means an employee qualified in the operation of the mobile and 40 tonne O.H.C. and is sufficiently experienced in operational skills to relieve on RLD classifications:-

- (a) F.E.L. Driver
- (b) Forklift driver
- (c) Mobile crane driver
- (d) Backhoe driver
- (e) Overhead crane driver
- (f) Telpher driver

Grade 4 means an employee allocated the RLD relief duties associated with No. 5 Furnace area and relieves the following classifications as required:-

- (a) Tapper and caster
- (b) Crusher attendant
- (c) Crusher labourer
- (d) Change house attendant
- (e) Employee engaged in lining and casting of pans and launders

Grade 3 means an employee allocated the RLD relief duties associated with all raw material and finished product crushers (other than No. 5 F/P Crusher) and relieves the following classifications as required:-

- (a) Crusher attendant
- (b) Crusher labourer

Grade 2 means an employee allocated the RLD relief duties associated with No. 3 Furnace area and relieves the following classifications as required:-

- (b) Tapper assistant
- (c) W.T.P. attendant

Grade 1 means an employee allocated the RLD relief duties associated with No. 1 & 2 Furnace and Sinter Plant, relieving the following classifications as required:-

- (a) Tapper assistant
- (b) Sinter plant assistant

2. LEADING HANDS

Unless otherwise specifically provided for, employees appointed by the company as leading hands shall be paid additional amounts as follows:-

	Per Week
	\$
In charge of 3 to 10 employees	15.40
In charge of 11 to 20 employees	23.10
In charge of more than 20 employees	29.50

3. APPRENTICES

The minimum rates of wages to be paid to apprentices and probationary apprentices in all trades shall be the undermentioned percentages of the total wage for classification 1, Section B, sub-clause 1 hereof calculated to the nearest 10 cents -

	Percentage of Tradesman's Wage	Amount Per Week
	%	\$
1st year	45	148.50
2nd year	55	181.60
3rd year	75	247.60
4th year	92	303.70

The conditions of apprenticeship shall be in accordance with those prescribed in the Industrial and Commercial Training Act 1985, and Regulations thereto.

4. SHIFT WORK ALLOWANCES

Except as otherwise provided shift workers shall be paid in addition to the wage rates prescribed for their classification, the following shift work allowances -

Shift workers whilst working rotating shifts (day shift, night shift, afternoon shift) with regular weekly changes at the rate of \$4.65 per shift in respect of all shifts worked.

Provided that each such rotating shift worker, when engaged under a roster system which does not provide for at least 1/3 of his working time in the full cycle of the roster being on day shift, shall be paid an additional shift allowance at the rate of \$2.92 per shift in respect of each of any number of afternoon and/or night shifts more than 2/3 of his working time in the roster worked by him.

Provided further that working time on day shift shall, if necessary, include shifts rostered off on day shift not exceeding an average over the full cycle of the roster of one per week.

5. DISABILITY ALLOWANCE

In addition to the rates of wage herein prescribed there shall be paid to each employee a disability allowance of \$18.30 each week of 38 hours worked.

When a greater or lesser number of hours than 38 are worked in a week, the disability allowance shall be paid pro rata to the hours worked.

6. TOOL ALLOWANCE

In addition to the wage rates prescribed in Section B, sub-clause 1 hereof, the following tool allowance shall apply to the undermentioned classifications:-

	\$
Carpenters	8.10
Bricklayers	8.10
Painters	8.10

7. CERTIFICATE ALLOWANCE

A certificate allowance of \$4.40 per week will be payable to employees who possess and are required to use the knowledge obtained in acquiring the following certificates -

<u>Riggers</u>	-	D.L.I. Certificate of Competency
<u>Fitters</u>	-	Post Trade Hydraulics Certificate
	-	Post Trade Diesel Endorsement
<u>Boilermakers</u>	-	D.L.I. Pressure Vessel Welding Certificate
<u>Electricians</u>	-	Post Trade Industrial Electronics Certificate

A limit of \$8.80 (i.e., two certificates) will apply.

8. LAUNDRY AND PROTECTIVE CLOTHING ALLOWANCE

In addition to the wage rates herein prescribed there shall be paid to each employee a laundry and protective clothing allowance of \$2.02 per week of 38 hours worked.

9. DIRECT DEPOSIT ALLOWANCE

All employees whose wages are paid by direct deposit shall be paid a flat weekly allowance of 33 cents, such allowance to be compensation for Government charges imposed by financial institutions on account transactions."

2. By inserting the following appendix after Clause 22:

"APPENDIX 1

SECOND TIER WAGE ADJUSTMENT

Discussions have taken place between the parties in accordance with the Restructuring and Efficiency Principle of the National Wage Case March 1987.

During these discussions, the parties identified the following improvements in efficiency and changes in work arrangements that are consistent with the needs and requirements of the Company.

In addition to these improvements, the parties will continue to cooperate to maintain and improve the efficiency and productivity of the Company's operation.

Direct Deposit of Wages

Arrangements will be made by the Company for employees' wages to be deposited directly into a nominated account/s with either a bank and/or certain other financial institutions.

Lubrication Procedures

Previously Greasers restored oil losses after maintenance or recommissioning of gear boxes.

It is now agreed that oil losses which have arisen during maintenance and/or recommissioning will be restored by Fitters. This will apply whether the job has been completed in the workshop or in situ.

Mobile Equipment Maintenance

Mobile equipment and transport drivers will perform their own pre start vehicle checks. This will include topping up oil levels and hydraulic fluids as required. The drivers will be provided with adequate training to perform this work and all materials to be used will be clearly marked. This work was previously performed by Garage Fitters.

Garage Fitters will now disconnect and/or reconnect batteries and lights in mobile equipment. Electricians are no longer required to perform this work.

It is agreed that no demarcation will apply to Garage Fitters jump starting vehicles. This work was previously only performed by Electricians. A trolley of batteries will be adapted for the purpose of jump starting vehicles.

An Electrician will no longer be rostered to check reversing sirens, horns, etc., on mobile equipment. Faults will be reported to the Electrical Department as appropriate. Daily checks will be conducted by drivers.

Fitters to Perform Certain Boilermaking Tasks

Fitters will perform the following tasks in workshops, where competent to do so:

- (a) Destructive cutting
 - cutting damaged and welded bolts
 - cutting off old bearings
 - cut off location blocks on gear boxes

- (b) Heating with oxy
 - shrink fit couplings and bushes
 - heating of bearings

- (c) Tack welding
 - welding nuts on to bolts
 - weld location blocks for gear boxes

The Company will provide the necessary training.

The setting up of welding and cutting gear for the performance of welding and cutting will remain the work of an EDAT (Employee Directly Assisting a Tradesman).

Boilermakers to use Drills

Where competent to do so, Boilermakers will use magnetic based drills in situ to a diameter of one half inch. The Company will provide the necessary training.

This work has only been undertaken in the past by Fitters.

Assistance to Fitters

Fitters will not require the assistance of EDAT's in the tasks of:

- . reconnecting air hoses
- . filling mobile compressors
- . topping up hydraulic oils

This will apply during normal working hours and on overtime.

If an occasion arises where a Fitter believes an EDAT is necessary, he shall raise the matter with the Supervisor of the area he is working in. Any disagreement will immediately be referred to the appropriate Maintenance Supervisor.

Rigging Tasks

Once rigging gear has been set up by Riggers, then rigging tasks of less than one tonne using blocks and chains may be performed by Fitters, Boilermakers and EDAT's where they are competent to do so.

In the past all aspects of rigging work have been performed by Riggers.

The increased efficiency gained from the introduction of the flexibilities referred to under the previous four headings will not reduce the number of Fitters, Boilermakers, Riggers or EDAT's employed.

Electrical Maintenance

A stationary oxy-acetylene set fitted with heating barrels will be permanently placed in the Electrical Workshop to be used by Electricians to heat couplings. Existing practices for the heating of couplings on site will continue. An exchange of letters between the ETU and AMWU will confirm this position.

All electrical personnel will be responsible for the cleaning and tidiness of the new electrical workshop and its surrounds, including the crib room. The toilet will be cleaned by an existing Changehouse Attendant.

Electrical Plant Servicemen may, where competent to do so, perform the following tasks which were previously only performed by Electrical Tradesmen:

- . change charts and fill pens
- . dismantle, overhaul and reassemble motors
- . carry out and assist with plant inspections
- . reading of meters.

Relieving on the Job

FIA members employed at the furnace units and in the sinter plant previously operated a system of relieving on the job in the final half hour of each shift.

It has been agreed that employees will actually commence duties at the work place and at the actual time of changeover. The system of relief will be based on employees relieving employees in like classifications. This results in an effective increase in productive time of between five and ten minutes per employee which will be used to perform work within the responsibilities of the furnace and sinter plant crews.

Maintenance of Tapholes and Wells

In the case of maintenance of tapholes and wells, it is agreed between the Company, FIA and FEDFA that where possible the Brokk will be used by FIA members for this purpose.

When the Brokk is operating away from the ladle area, it may only be used by appropriately trained employees. Appropriate training is deemed to be 40 hours experience in the presence of a member of the ladle crew.

Ladle crew members need not be in attendance when the Brokk is being operated by other trained employees.

This extension in the use of the Brokk will not affect the employment of members of the ladle crew or require that ladles be dug out with jackhammers.

Changing of Drill Bits and Rods at Manganese Furnaces

The Company, in consultation with maintenance and production employees on the manganese furnaces, has devised a piece of equipment which will enable production workers to change drill bits and rods at manganese furnaces. The device is referred to as a 'taphole drill bit release mechanism' and its introduction will mean that a Fitter and an EDAT will no longer be required to perform this task.

Transport Section

When available, the TWU Relief Drivers will cover all absenteeism irrespective of duration.

Supervisors may transport employees to jobs for the purpose of inspections. This does not include the transportation of materials other than as outlined in the TWU-TEMCO agreement.

Waste Watch Committee

A committee comprising two staff employees and two wages employees and to be chaired by the Supply Supervisor will be formed to examine areas on site where it is felt that there is an inefficient or wasteful use of resources or materials occurring. The 'waste watch' committee will meet on a monthly basis and recommend appropriate measures to progress and if possible resolve any inefficiencies.

Planning Department

The operation of the Planning Department will be considered by the formation of a group comprising wages and staff representatives. The group will examine the co-ordination of planning activities and consider recommendations to improve on the efficiency of the Planning Department.

Tapping of Numbers 1 and 2 Furnaces

The Company and FIA recognise that production is lost when Numbers 1 and 2 Furnaces are not tapped due to the unavailability of the overhead crane.

The parties agree to further discussions aimed at finalising an arrangement to overcome this inefficiency.

No. 5 Furnace Injection Lance

Bricklayers will maintain a supply of mixed steel bond at No. 5 Furnace, so that Tappers and Casters can patch the new injection lance due to be installed at No. 5 furnace.

Mobile Equipment Drivers

Front End Loader Drivers and Forklift Drivers will move from their normal work areas to perform duties as required within their classifications. This movement may include changing to another vehicle within the classification.

This will provide added flexibility and ensure that the most cost effective means of absenteeism coverage will apply.

Details of this have been recorded and agreed with the FEDFA."

The foregoing variations shall have effect from the first pay period commencing on or after 1 December 1987.

