

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s.23 application for awards and variation of awards

National Union of Workers, Tasmanian Branch

(T.3848 of 1992)

(T.4116 of 1992)

WHOLESALE TRADES AWARD

PRESIDENT

Wage Rates - Wholesale Trades Award - Minimum Rates Adjustments - Stores and Warehousing Stream, and the Manufacturing and Packing Stream Divisions (third and fourth minimum rates adjustment) - the Wholesale Seller of Electrical Goods Division (second and third minimum rates adjustment)

ORDER -

No. 2 of 1992

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

AMEND THE WHOLESALE TRADES AWARD BY DELETING SUBCLAUSES 1 AND 2 FROM DIVISION A OF CLAUSE 8 - WAGE RATES - AND INSERTING IN LIEU THEREOF THE FOLLOWING:

"1. WHOLESALE ESTABLISHMENTS - OTHER THAN WHOLESALE SELLER OF ELECTRICAL GOODS

(a) Wages - Stores and Warehousing Stream

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

	AMOUNT PER WEEK		
	Base Rate	Supplementary Payment	Total Amount per week
LEVEL 1	\$	\$	\$
On commencement	319.20	45.40	364.60
After 2 months service	325.80	46.30	372.10
After 12 months service	332.30	47.40	379.70
LEVEL 2	337.40	48.10	385.50
LEVEL 3	353.90	50.40	404.30
LEVEL 4	368.50	52.50	421.00

PROVIDED that for the purpose of determining the placement of an employee in Level 1, service shall be deemed to be adult experience only.

(b) Junior Employees - Stores and Warehousing Stream

The minimum rates of wages to be paid to a junior engaged under the Stores and Warehousing Stream shall be the undermentioned percentages of the total rate for an Adult, Store and Warehousing Stream Level 1, on commencement, paragraph (a) of this subclause.

	Percentage	Amount per Week
		\$
Under 16 years of age	55	200.50
16 years of age	65	237.00
17 years of age	78.5	286.20
18 years of age	93	339.10
19 years of age	100	364.60

(c) Wages - Manufacturing and Packing Stream

An adult employee shall be paid not less than the rate of wages for the pay level assigned to their classification.

AMOUNT PER WEEK

	Base Rate	Supplementary Payment	Total Amount per week
	\$	\$	\$
LEVEL 1	284.80	40.60	325.40
LEVEL 2	299.50	42.60	342.10
LEVEL 3	319.20	45.40	364.60
LEVEL 4	337.40	48.10	385.50
LEVEL 5	353.90	50.40	404.30

(d) Junior Employees - Manufacturing and Packing Stream

The minimum rates of wages per week that shall be paid to a junior engaged under the Manufacturing and Packing Stream shall be the undermentioned percentages of the total rate for an Adult, Manufacturing and Packing Stream LEVEL 2 of paragraph (c) of this subclause.

	Percentage	Amount per Week \$
Under 16 years of age	55	188.20
16 years of age	65	222.40
17 years of age	78.5	268.50
18 years of age	93	318.20
19 years of age	100	342.10
20 years of age	100	342.10

(e) Absorption of Minimum Rate Adjustment

PROVIDED that the increases in rates of wages in subclause 1 of this clause are subject to absorption into any overaward payments in existence as of the first full pay period to commence on or after 20 December 1991.

For the purpose of this clause "overaward payment" means the amount an employee receives in excess of the award wage which applied immediately prior to 20 December 1991 for the classification in which the employee is engaged. Provided that such payment shall exclude overtime, shift allowances, penalty rates, disability allowances and fares and travelling time allowances and any other ancillary payment of a like nature prescribed by this award.

2. WHOLESALE SELLER OF ELECTRICAL GOODS

- (a) Adult employees employed by a wholesale seller of electrical goods shall be paid not less than the rates of wages set out below, for the pay level assigned to their classifications.

Wage Group	Amount per Week \$
LEVEL 1	
On commencement	328.50
After 2 months service	331.00
After 12 months service	333.50
LEVEL 2	362.50
LEVEL 3A	386.10
LEVEL 3B	406.90
LEVEL 4	423.50
LEVEL 5	451.50

PROVIDED that the increases arising from the broadbanding of classifications and rates of wages shall be subject to absorption into any overaward payments in existence as of the first full pay period to commence on or after 20 December 1991.

(b) Juniors

The minimum rates of wages to be paid to a junior shall be the undermentioned percentages of the total rate for an Adult Level 2, paragraph (a) of this subclause.

	Percentage	Amount per Week \$
Under 17 years of age	54	195.80
17 to 18 years of age	59	213.90
18 to 19 years of age	73	264.60
19 to 20 years of age	86	311.80
20 to 21 years of age	90	326.30

(c) Leading Hands

In addition to the rates prescribed in this subclause, the following amounts shall be paid to leading hands employed by wholesale sellers of electrical goods from the first full pay period to commence on or after 20 December 1991.

	Amount per Week \$
(i) If in charge of less than 3 employees	4.10
(ii) If in charge of 3 to 10 employees	8.10
(iii) If in charge of 11 to 20 employees	13.00
(iv) If in charge of 21 or more employees	19.30

(d) Transitional Arrangements

For the purpose of subclause 2. of this clause employees shall be translated into the new classification structure subject to the following:

(i) Classification Structures

The old classification structure forms Appendix A to this Award and corresponding definitions are set out in Clause 7 - Definitions of the Award.

The new classification structure forms Appendix B to this Award.

(ii) Duration

The process of translating employees from the old to the new classification structure shall commence from the beginning of the first full pay period to commence on or after 20 December 1991 and shall be completed by 20 June 1992. Concurrent with the translation of employees, the parties to the Award shall test the appropriateness of the new classification structure.

(iii) Commitments

- (1) Consistent with the proposed new classification structure employees shall undertake a wider range of duties including tasks that are incidental or peripheral to their main task or function.
- (2) The parties to the Award shall participate in the testing and translation process without disruption and without creating false expectations.
- (3) Any dispute or disagreement shall be dealt with in accordance with Clause 28 - Settlement of Disputes.

(iv) Translation

For the purpose of determining an employee's level as set out in the table below, the following translation schedule shall apply:

<u>Existing Classification</u>	<u>Pay Level</u>
(a) Shop Assistant and Salesman	
(i) First Year Adult Experience	1
(ii) Second Year Adult Experience	2
(iii) Third Year Adult Experience	3A
(b) Senior Salesman	3A
(c) Branch Manager and/or Buyer/Orderer	5

(d)	Section Manager and/or Buyer/Orderer	
(i)	Of a section where 5 or more employees (including the section manager and/or buyer/orderer) are employed	4
(ii)	Of a section where 3 or 4 employees (including the section manager and/or buyer/orderer) are employed	3B
(iii)	Of a section where 2 employees (including the section manager and/or buyer/orderer) are employed	3B
(e)	Country Salesman	N/A
(f)	Outside Salesman (Town or Suburban)	N/A
(g)	Probationary Traveller	N/A
(h)	Storeman Grade I	2
(i)	Storeman Grade II	2
(j)	Cleaner	1
(k)	Driver of a motor vehicle having maker's capacity of:	
	- 1.2 tonnes or less	N/A
	- over 1.2 tonnes but not over 3 tonnes	N/A
	- over 3 tonnes	N/A"

OPERATIVE DATE

The foregoing variation shall come into operation from the first full pay period commencing on or after 18 December 1992.

