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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984  
s.23 application to vary an award

**Australian Municipal, Administrative, Clerical and Services Union**  
(T5595 of 1995)

**OPTICAL INDUSTRIES AWARD**

COMMISSIONER R J WATLING

HOBART, 17 August 1995

Award variation - second \$8 safety net adjustment

Award variation - allowances

**ORDER BY CONSENT –**

**No. 3 of 1995**

THE **OPTICAL INDUSTRIES AWARD** IS VARIED AS FOLLOWS:

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**1. Delete Clause 8 - Wage Rates and insert in lieu thereof the following:**

**"8. WAGE RATES**

**1. OPTICAL EMPLOYEES**

Adult employees of a classification hereunder mentioned shall be paid the weekly wage rate assigned opposite that classification.

(a) Adults

Classification:	Base Rate	Base	Supplementary		Weekly
	Relativity	Rate	Payment	Payment	Wage Rate
	%	\$	(A)	(B)	\$
1. Optical Worker Grade 1 (as defined)	72	262.90	34.80	16.00	313.70
2. Optical Worker Grade 2 (as defined)	78	284.90	36.70	16.00	337.60
3. Optical Worker Grade 3 (as defined)	92	336.00	43.90	16.00	395.90
4. Optical Tradesperson Grade 1100 (as defined)		365.20	48.70	16.00	429.90
5. Optical Tradesperson Grade 2105 (as defined)		383.50	51.00	16.00	450.50
6. Optical Tradesperson Grade 3110 (as defined)		401.70	50.20	16.00	467.90

(b) Apprentices

Apprentices shall be paid the undermentioned percentages of the weekly wage rate prescribed for an 'Optical Tradesperson Grade 1' (as defined).

	%	Weekly Wage Rate
		\$
First year	42%	180.60
Second year	55%	236.40
Third year	75%	322.40
Fourth year	88%	378.30

The said minimum rates shall be calculated to the nearest 10 cents, any fraction of 10 cents not exceeding 5 cents to be disregarded.

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(c) Junior Employees

The minimum weekly wage rate payable to junior employees shall be the undermentioned percentage of the total weekly wage rate prescribed for an 'Optical Worker Grade 2' (as defined).

	%	Weekly Wage Rate \$
17 years of age and under	55	185.70
18 years of age	65	219.40
19 years of age	78	263.30
20 years of age	93	314.00

2. CLERICAL EMPLOYEES

Except as prescribed in subclause 3 - Minimum Wage hereof, adult employees of a classification hereunder mentioned shall be paid the weekly wage rate assigned opposite that classification.

(a) Adults

	Base Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
1. Clerical Officer Entry Level (as defined)					
1st 6 months	80	292.20	33.70	16.00	341.90
2nd 6 months	85	310.40	31.10	16.00	357.50
2. Clerical Officer Grade 1 (as defined)					
1-12 months	87	317.70	32.10	16.00	365.80
Thereafter	90	328.70	29.80	16.00	374.50
3. Clerical Officer Grade 2 (as defined)					
1-12 months	92	336.00	34.80	16.00	386.80
Thereafter	95	346.90	33.30	16.00	396.20
4. Clerical Officer Grade 3 (as defined)					
1-12 months	97	354.20	39.50	16.00	409.70
Thereafter	100	365.20	40.50	16.00	421.70
5. Clerical Officer Grade 4 (as defined)					
1-12 months	105	383.50	40.00	16.00	439.50

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6. Administrative Officer Grade 5 (as defined)	110	401.70	41.30	16.00	459.00
7. Administrative Officer Grade 6 (as defined)	115	420.00	59.70	16.00	495.70

(b) Junior clerical employees

The minimum weekly wage rate that shall be paid to junior clerical employees shall be the undermentioned percentages of the weekly wage rate for Clerical Officer, Grade 1, 1st 12 months service, as prescribed in subclause 2(a), classification 2, of this clause adjusted to the nearest 10 cents.

	%	Weekly Wage Rate \$
Under 16 years of age	40	146.30
16 to 17 years of age	45	164.60
17 to 18 years of age	55	201.20
18 to 19 years of age	70	256.10
19 to 20 years of age	80	292.60
20 to 21 years of age	90	329.20

**PROVIDED ALWAYS** that when determining the amount 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 relating to private industry employees are established, experience obtained after reaching the age of 19 years shall be counted as adult experience.

(c) Trainee Clerk (as defined)

The minimum weekly wage rate payable to a trainee clerk (as defined) shall be determined by the following method of calculation -

By taking the appropriate weekly wage rate for a junior clerical employee as prescribed in subclause 2(c) of this division then multiplying it by 39 and dividing it by 52. (39 being the actual number of weeks spent on the job)

**PROVIDED** that the wage determined by this calculation shall in no case be less than the minimum rate (as varied from time to time) prescribed by the Australian Traineeships System Guidelines.

**PROVIDED ALWAYS** that trainee clerk (as defined) wage rate shall be calculated in multiples of ten (10) cents with any result of five (5) cents or more being taken to the next ten (10) cents.

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(d) Ratio of Juniors to Adult Employees

The maximum number of junior employees to be employed shall not exceed the ratio of two junior employees to every one adult. These ratio provisions shall not apply to trainee clerks.

### 3. MINIMUM WAGE

Notwithstanding the provisions of subclauses 1 and 2 hereof, no adult employee shall be paid less than the rate of \$257.40 per week.

**PROVIDED** that payments for overtime, holiday and weekend penalties, 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."

**2. Delete Clause 15 - First Aid Allowance and insert in lieu thereof the following:**

**"15. FIRST AID ALLOWANCE**

An employee who is the holder of a current St. John First Aid Certificate shall if required to act as a first aid attendant, be paid \$4.60 per week extra."

**OPERATIVE DATE**

The operative date of the foregoing amendments shall be from the first full pay period to commence on or after 26 July 1995.

R.J. Watling  
**COMMISSIONER**

17 August 1995