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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

T. 1136 of 1988

IN THE MATTER OF AN APPLICATION BY
THE TASMANIAN TRADES AND LABOR
COUNCIL TO VARY AWARDS AND
AGREEMENTS IN LINE WITH THE
NATIONAL WAGE CASE DECISION OF 5
FEBRUARY 1988

ORDER BY CONSENT -

ORDER - No. 2 of 1988

AMEND THE **ELECTROLYTIC ZINC AWARD** BY DELETING CLAUSE 8 – WAGE RATES
AND INSERTING IN LIEU THEREOF THE FOLLOWING:

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Amend the Electrolytic Zinc Award by deleting Clause 8 – Wage Rates and inserting in lieu thereof the following:

8. WAGE RATES

DIVISION A - EMPLOYEES OTHER THAN CLERKS AND TECHNICAL GRADES

1. WAGES

The amounts set out hereunder shall be the minimum rates payable to adult employees therein named:

Section I - Plant Operators (Regular Shift Workers)

	Amount Per Week of 38 Hours \$
1. Leading hand in any division of this section appointed as such -	
(a) If in charge of less than 3 employees or if appointed as such	306.70
(b) If in charge of 3 and not more than 10 employees or if appointed as such	314.20
(c) If in charge of more than 10 and not more than 20 employees or if appointed as such	320.80
(d) If in charge of more than 20 employees or if appointed as such	326.60
2. Storeman (as defined)	279.50
3. Storeman in charge of a store	287.40
4. Shift labourer and any other employee in any division of this section not elsewhere mentioned	259.60
5. Relief operator - an adult employee who is regularly rostered to relieve operators, other than shift labourers, in this section	300.30

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SUBDIVISION 1 - SHIPPING AND TRANSPORT DIVISION

1.	Slab zinc storeman	300.30
2.	Blending attendant	300.30
3.	Weighman	281.50
4.	Bin feed gear attendant	281.50
5.	Assistant slab zinc storeman	281.50
6.	Assistant blending attendant	281.50
7.	Belt conveyor attendant	268.70
8.	Plant Transport Loader	
	(a) Up to and including 0.75 cubic metres	317.50
	(b) Over 0.75 cubic metres and up to 2.25 cubic metres	321.50
	(c) Over 2.25 cubic metres and up to 4.5 cubic metres	325.20

SUBDIVISION 2 - ROASTING DIVISION

1.	Furnaceman	300.30
2.	Calcine classification attendant	300.30
3.	Calcine screening attendant	300.30
4.	Ventilating system attendant	300.30
5.	Wetting down – table attendant	300.30

Employees in subdivision 2 hereof who are holders of a current Department of Labour and Industry Boiler Operator's Certificate shall be paid an allowance of \$4.60 per week pro-rata to hours worked.

SUBDIVISION 3 - LEACHING DIVISION

1.	Residue section filterman	306.70
2.	Jarosite section filterman	306.70
3.	Basics section attendant	300.30
4.	Boot repairer	300.30
5.	Leachman	300.30
6.	Filterman	300.30
7.	Dryer attendant	300.30
8.	Special appliance maker	300.30
9.	Leach residue attendant	300.30
10.	Filtermaker and repairer	300.30
11.	Pumpman	300.30
12.	Cleaning evaporating tower	300.30
13.	Reagent mixer	300.30
14.	Sewing machine operator	
	(i) first six months experience as such	281.50
	(ii) thereafter	300.30
15.	Thickener attendant	300.30
16.	Purifier	300.30
17.	Filter press cleaner	300.30

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18. Filter press repairer	300.30
19. Limestone grinding attendant	300.30
20. Assistant filterman	281.50
21. Washing machine attendant	300.30
22. Assistant leachman	281.50
23. Tube mill attendant	281.50
24. Pipe cleaner	281.50
25. Assistant purifier	281.50
26. Conveyor attendant	268.70

SUBDIVISION 4 - ELECTROLYTIC DIVISION

1. Cell inspector	300.30
2. Stripper	300.30
3. Scrubber	300.30
4. Manganese cleaner	300.30
5. Anode attendant	300.30
6. Electrode attendant	300.30
7. Tractor driver	300.30
8. Pipe cleaner	2815.50
9. Hoist and gantry attendant	281.50
10. Manganese dump attendant	281.50
11. Assistant cell inspector	268.70
12. Chipper off	268.70
13. Coil cleaner	268.70
14. Cleaner of spent towers	281.50
15. Mechanical Stripping Attendant	300.30

SUBDIVISION 5 - ANODE CASTING DIVISION

1. Feeder	300.30
2. Caster	300.30
3. Mouldman	300.30
4. Solderer	300.30
5. Cutter	281.50
6. Finisher	281.50
7. Collector	281.50

SUBDIVISION 6 - CASTING DIVISION

1. Melting and casting attendant	300.30
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SUBDIVISION 7 - CADMIUM DIVISION

1. Leachman and purifier	300.30
2. Filterman	300.30
3. Melter and caster	300.30
4. Cell attendant who performs all duties of stopping and starting motor generators,	

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	regulating loads to cells, reading instruments and putting in switches	300.30
5.	Packer	300.30
6.	Tube mill attendant	300.30
7.	Assistant leachman and purifier	281.50

SUBDIVISION 8 - COBALT OXIDE SECTION

1.	Cobalt oxide attendant	300.30
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SUBDIVISION 9 - CONTACT ACID DIVISION

1.	Conversion attendant	300.30
2.	Purification attendant	300.30
3.	Acid storage and despatch attendant	300.30

SUBDIVISION 10 - SUPERPHOSPHATE DIVISION

1.	Millman	300.30
2.	Mixerman	300.30
3.	Loader	300.30
4.	Blender	300.30
5.	Bagging machine attendant	281.50
6.	Recycle attendant	300.30

SUBDIVISION 11 - HYDROGEN DIVISION

1.	Cell attendant	300.30
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SUBDIVISION 12 - NITROGEN DIVISION

1.	Nitrogen attendant	303.90
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SUBDIVISION 13 - AMMONIA DIVISION

1.	Compressor attendant	303.90
2.	Synthesis attendant	303.90

SUBDIVISION 14 - AMMONIUM SULPHATE DIVISION

1.	Saturator attendant	300.30
2.	Centrifuge attendant	300.30
3.	Dryer attendant	300.30
4.	Bagging machine attendant	281.50

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Section II - Auxilliary Services (Regular Shift Workers)

1.	Senior shift electrician (if appointed as such)	437.30
2.	Shift electrician (if appointed as such)	416.30
3.	Shift mill mechanic (if appointed as such)	395.50
4.	Switchboard attendant Power Control Centre	297.20
5.	Compressor station attendant	300.60
6.	Compressor station assistant	285.60
7.	Watchman, Grade 1	300.30
8.	Pilot Plant attendant	300.30

Provided that employees classified in items 1 and 2 hereof who are holders of an "A" Grade Licence shall be paid an additional allowance of \$10.70 per week.

Further provided that any employee who holds a current standard first aid certificate from St. John's Ambulance or similar body shall be paid an allowance of \$4.60.

Section III - Day Workers

Leading Hand

- (a) If in charge of less than 3 other employees or if appointed as such \$6.00 per week extra.
- (b) If in charge of 3 and not more than ten other employees, or if appointed as such \$13.30 per week extra.
- (c) If in charge of more than 10 and not more than 20 other employees, or if appointed as such \$19.70 per week extra.
- (d) If in charge of more than 20 other employees or if appointed as such \$25.30 per week extra.

SUBDIVISION A.- ELECTRICAL TRADES

1.	Industrial instrument mechanic (special class) (as defined)	416.30
2.	Industrial instrument mechanic (as defined)	366.00
3.	Electrical fitter (as defined)	349.40
4.	Electrical mechanic (as defined)	349.40
5.	Electrical fitter or electrical mechanic (electronics) (as defined)	349.40

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6.	Electrician - Special Class (as defined)	416.30
7.	Electrical tradesman's assistant	281.50
8.	Cadmium cells collector attendant	275.50
9.	Battery attendant - an adult employee engaged in the servicing of batteries	269.60
10.	Storeman (as defined)	279.50
11.	Storeman in charge of a store	287.40
12.	Bench hand	275.90

Provided that employees classified in items 1,2,3,4,5 and 6 hereof who are holders of an 'A' Grade Licence shall be paid an additional allowance of \$10.70 per week.

Provided further that employees classified in item 5 hereof who are holders of an Industrial Electronics Certificate or possess similar qualifications in electronics and employ these qualifications in the course of their work shall be paid an additional allowance of \$10.70 per week.

SUBDIVISION B.- ENGINE DRIVERS

1.	Gantry crane driver	322.40
2.	String crane driver	270.80
3.	Crane drivers not elsewhere included	286.30
4.	Boiler attendant - first class, who attends to 2 or more boilers	285.80
5.	Pneumatic tyred tractors not using power operated attachments -	
	(i) 35 kW brake power and under	283.60
	(ii) Over 35 kW brake power and up to 70 kW brake power	288.00
	(iii) Over 70 kW brake power and up to 110 kW brake power	296.20
	(iv) Over 110 kW brake power	300.40
6.	Pneumatic tyred tractors using power operated attachments	
	(i) 35kW brake power and under	288.00
	(ii) Over 35 kW brake power and up to 70 kW brake power	296.20
	(iii) Over 70 kW brake power and up to 110 kW brake power	300.40
	(iv) Over 110 kW brake power	303.90
7.	Loaders -	
	Up to and including 0.75 cubic metres	296.20
	Over 0.75 cubic metres and up to 2.25	

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cubic metres	300.40
Over 2.25 cubic metres and up to 4.5 cubic metres	303.90
Over 4.5 cubic metres	309.80
8. Excavators -	
Up to and including 0.5 cubic metres	300.40
Over 0.5 cubic metres and up to 2.25 cubic metres	303.90
Over 2.25 cubic metres	309.80
9. Driver of road roller, powered	
(i) under 8 tonnes	288.00
(ii) 8 tonnes and over	296.20

SUBDIVISION C.- MECHANICAL ENGINEERS

1. Mechanical tradesmen (in the field)	363.30
2. Mechanical tradesmen (as defined)	349.40
3. 1st class machinist (as defined)	349.40
4. 2nd class machinist (as defined)	284.20
5. Angle-iron smith	359.30
6. General engineering blacksmith, including ajax forger, blacksmith, bulldozer, Bradley hammersmith, drop-hammer smith, chain smith, engine smith, general smith, motor smith, olive smith, ship smith, spring smith, rolling stock smith and wheel wright smith	351.90
7. Blacksmith's machinist	271.30
8. Boilermaker (as defined)	349.40
9. Structural steel tradesman (as defined)	349.40
10. 1st class welder (as defined)	349.40
11. Welder, special class (as defined)	367.20
12. Welder, 2nd class (as defined)	272.20
13. Patternmaker	399.40
14. Tradesman's helper and/or blacksmith's striker	281.50
15. Fitter running bearings	359.50
16. Motor mechanic (as defined)	349.40
17. Toolmaker (as defined)	399.40
18. Storeman (as defined)	279.50
19. Storeman in charge of a store	287.40
20. Marker off	362.90
21. Metal sprayer -	
(i) who operates from outside a properly enclosed cabin	275.60

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(ii) other	285.00
22. Shot blast, sand blast -	
(i) who operates from outside a properly enclosed cabin	267.80
(ii) other	278.20
23. Inspector (as defined)	409.40
24. Gear attendant	280.50

Employees classified in Item 16 hereof, who have completed a post trade course in diesel mechanics and employ these qualifications in the course of their work shall be paid an allowance of \$9.90 per week.

Provided further that employees mentioned in Item 16 hereof who have not completed a post trade course in diesel mechanics but who have been engaged on diesel (motive power) work with their present employer for a period of not less than 3 years shall be paid an allowance of \$9.90 per week.

Employees classified in Item 11 hereof, whilst engaged in the operation of a M.I.G. welding machine shall be paid an amount of \$1.00 per day extra.

SUBDIVISION D.- ELECTROPLATERS

1. Electroplater, second class (as defined)	284.20
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SUBDIVISION E.- BRICKLAYERS

1. Bricklayers	349.40
2. Bricklayer's labourer	289.80

SUBDIVISION F.- CARPENTERS

1. Carpenters	349.40
2. Carpenter's labourer	281.50

SUBDIVISION G.- PAINTERS

1. Painters, glaziers, decorators and sign writers	349.40
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SUBDIVISION H.- PLUMBERS

1. Leadburner	395.80
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2.	Sheetmetal worker	
	(i) First class bench hand	349.40
	(ii) Second class bench hand	284.20
3.	Leadburner's assistant	281.50
4.	Sheetmetal worker's assistant	281.50
5.	Sheetmetal worker (in the field)	363.30

SUBDIVISION I.- RIGGERS

1.	Riggers (as defined)	310.70
2.	Rigger Inspector (as defined)	322.20

Provided that employees mentioned in this Sub-Division shall be paid an allowance of \$20.10 per week pro-rata to the hours worked. This allowance is in recognition of the special work performed by riggers at Risdon.

SUBDIVISION J.- TIMBER WORKERS

1.	Sawyer -	
	(i) If cutting to a depth of 190 millimetres or over	296.50
	(ii) If cutting to a depth of less than 190 millimetres	286.70
	(iii) If sharpening saw, \$1.95 per week extra	
2.	Orderman, measurer or tallyman (as defined)	282.50
3.	Puller-out at sawbench -	
	(i) Cutting a depth of 190 millimetres or over	272.20
	(ii) Cutting a depth of less than 190 millimetres	266.90
4.	Puller-out at any planing machine	272.20
5.	Wood machinist 'A' grade	349.40
6.	Saw sharpener	296.50
7.	Portable chain saw operator	282.50

SUBDIVISION K.- TRANSPORT

1.	Drivers of motor vehicles having a maker's capacity of 1.2 tonnes or less	317.50
	Over 1.2 tonnes but not over 3 tonnes	321.00
	3 tonnes and over but under 6 tonnes	325.90
	6 tonnes and over but under 7 tonnes	326.50

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7 tonnes and over but under 8 tonnes	327.40
8 tonnes and over but under 9 tonnes	328.20
9 tonnes and over but under 10 tonnes	328.90
10 tonnes and over but under 11 tonnes	330.00
11 tonnes and over but under 12 tonnes	330.90
12 tonnes and over but under 13 tonnes	331.40
13 tonnes and over but under 14 tonnes	332.50
14 tonnes and over but under 15 tonnes	333.40
15 tonnes and over but under 16 tonnes	334.10
16 tonnes and over but under 17 tonnes	335.00
17 tonnes and over but under 18 tonnes	335.50
18 tonnes and over but under 19 tonnes	336.70
19 tonnes and over but under 20 tonnes	337.40
20 tonnes and over but under 21 tonnes	338.10
21 tonnes and over but under 22 tonnes	338.40
22 tonnes and over but under 23 tonnes	339.10
23 tonnes and over	340.50
2. Omnibus driver	327.40
3. Car driver	321.00
4. Loader	295.30
5. Motor Driver's assistant	297.20
6. Driver of Mobile Crane up to 5 tonnes	329.50
7. Fork Lift truck driver -	
(a) Lifting capacity up to 5,000 kilograms	322.20
(b) Lifting capacity over 5,000 kilograms and up to 10,000 kilograms	325.20
(c) Lifting capacity over 10,000 kilograms up to 25,000 kilograms	334.10
8. Suction sweeper driver	326.50

SUBDIVISION L.- SHIPPING AND TRANSPORT DIVISION

1. Wharf attendant	272.10
2. Wharf crane dogman	293.50
3. Zinc weighman	300.30
4. Boom conveyor attendant	300.30

SUBDIVISION M. MISCELLANEOUS

1. Concrete finisher	293.50
2. Operator of concrete mixer	293.50
3. Drain pipe layer	293.50
4. Asphalter, tar or whitewash sprayer	293.50
5. Experienced gardener - an employee who is required to use general botanical knowledge	293.50
6. Bitumen kettle operator	293.50

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7.	Tarman and/or white washer	293.50
8.	Brush hand	293.50
9.	Sanitary attendant	272.00
10.	Pneumatic pick or jackhammer user	293.50
11.	Tankman who replaces metal hoops on tanks	281.50
12.	Sampler in assay sample room	300.30
13.	Chainman	293.50
14.	Power rammer operator	293.50
15.	Laboratory attendant	281.50
16.	Ramset gun operator	293.50
17.	Changehouse, crib room attendant	268.70
18.	Runner and/or messenger	293.50
19.	Fencer using line and level	293.50
20.	Hydrogen cell assembly maintenance attendant	300.30
21.	Digester attendant, aluminium sulphate section	300.30
22.	Globuliser attendant, aluminium sulphate section	281.50
23.	Pick or shovel man	272.00
24.	Storeman (as defined)	279.50
25.	Storeman in charge of a store	287.40
26.	Operator - water cleaning unit in excess of 6900 kPa	300.30
27.	F.R.P. Worker	293.50
28.	Junior storeman, learning or doing the work of a storeman -	

Percentage of Wage Rate
Prescribed for Classification
M 24, Section III, hereof,
%

16 and under 17 years	31
17 and under 18 years	42
18 and under 19 years	53
19 and under 20 years	66
20 and under 21 years	79

SUBDIVISION N.- GENERAL LABOURER

Not elsewhere specifically mentioned	256.40
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SUBDIVISION O.- JUNIOR LABOURER

Not elsewhere provided for herein -

	Percentage of Wage Rate Prescribed for Classification N, Section III, hereof, %
Under 16 years of age	24
Over 16 years and under 17	34
Over 17 years and under 18	46
Over 18 years and under 19	58

SUBDIVISION P.- APPRENTICES

The minimum wage rates for apprentices shall be the undermentioned percentages of the tradesman's rate of \$330.20.

	Percentage of Tradesman's Wage %
Four year term -	
First year	38
Second year	55
Third year	75
Fourth year	95

Section IV - Waterside Workers

(That is to say, employees engaged in the handling of cargoes on the wharf of the employer, and/or on ship-board, in the course of transit from or to the hoppers or stacks of the employer for the immediate purpose of loading or unloading overseas ships).

- (a) The minimum rate of wage which shall be paid to employees under this section of the award between the hours of 7.45 a.m. and 3.45 p.m. on Monday to Friday inclusive shall be \$13.6561 per hour.
- (b) In addition to the wage rate prescribed in subsection 1 (a) hereof, the following additional amounts shall be paid to employees engaged on waterside work in the undermentioned classifications:

	Per Hour
Gantry crane drivers	1.4842
Leading Hands	1.6821
Fork lift truck drivers	0.4947

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Such additional amounts shall be subject to the penalty additions prescribed in this section of the award.

2. Working outside ordinary hours - Monday to Friday -
 - (a) Between 3.45 p.m. and 11.45 p.m., Monday to Friday inclusive - one and one-half times the ordinary rate.
 - (b) Between 11.45 p.m. and 7.45 a.m., Monday to Friday inclusive - and between 11.45 p.m. Sunday and 7.45 a.m. Monday - double the ordinary rate.
3. Saturday work - Between 11.45 p.m. Friday and 11.45 p.m. Saturday - double the ordinary rate.
4. Sunday work - Between 11.45 p.m. Saturday and 11.45 p.m. Sunday - two and one-half times the ordinary rate.
5. Holiday work.

All work done on New Year's Day, Australia Day, Hobart Regatta Day, Eight Hours' Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Show Day (as defined), Christmas Day and Boxing Day

Between 7.45 a.m. and 11.45 p.m. - two and one half times the ordinary rate.

Between 11.45 p.m. and 7.45 a.m. - treble the ordinary rate.

6. (a) Employees working under this section of the award shall be paid for the mid-shift crib times at the rates prescribed for the shifts concerned. Such crib times shall be taken at the following times:-

Day Shift - 11.45 a.m. to 12.15 p.m.
Afternoon Shift - 7.45 p.m. to 8.15 p.m.
Night Shift - 3.45 a.m. to 4.15 a.m.
- (b) Employees under this section of the award who are required to work during the crib times prescribed by subsection 6 (a) hereof shall be paid the following rates for such crib times and thereafter until a crib time is allowed or the employee ceases work:-

Monday to Friday -

Day Shift -	-	double the ordinary rate.
Afternoon Shift	-	double the ordinary rate.
Night Shift	-	treble the ordinary rate.

Saturdays -

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All Shifts - treble the ordinary rate.

Sundays and holidays prescribed in sub section 5 hereof
All Shifts - three and a half times the ordinary rate.

7. Before starting waterside work immediately after working a full day or shift of eight hours, employees shall be allowed a paid crib time of thirty minutes, unless the period of waterside work is to be one and a half hours or less.

If, with the approval of the employees concerned, such waterside work is continued for more than one and a half hours without a meal break, payment at the appropriate waterside workers' rates is to be made in lieu of crib.

An employee shall not work for more than five hours without a break for a meal.

8. The foregoing special provisions as to overtime and Sundays and holidays for waterside workers as herein defined are in lieu of the provisions relating to payment for overtime and for work performed on Sundays and holidays prescribed under the general conditions of this award.

2. DISABILITY ALLOWANCE

In addition to the rates of wages herein prescribed there shall be paid to each employee a disability allowance of \$17.20 for each week of 38 hours worked. The amount prescribed in this clause shall be subject to adjustment in accordance with appropriate penalty rates elsewhere prescribed in this award.

3. SERVICE AND EXPERIENCE PAYMENT

In addition to the wage rates and allowances prescribed in Division A all employees mentioned herein shall, subject to continuous service be paid the following amounts:

- (i) On completion of 26 weeks service - \$2.90 per week extra
- (ii) On completion of 1 year's service - \$3.80 per week extra
- (iii) On completion of 2 years' service - \$8.40 per week extra
- (iv) On completion of 5 years' service - \$11.00 per week extra
- (v) On completion of 10 years' service - \$16.50 per week extra
- (vi) On completion of 15 years' service and thereafter - \$21.90 per week extra

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Payment of the amounts prescribed shall be on the basis of a 38 hour week and when a greater or lesser number of hours than 38 are worked, payment shall be made pro rata to the hours worked.

Payments of the amounts prescribed shall continue to be made during periods of annual leave or other absences approved by the employer during which ordinary wages are paid.

Continuous service for the purpose of this clause means continuous service with the recognised employer in the industry for which this award is established.

4. SHIFT ALLOWANCE

- (a) Regular shift workers included in Sections I and II hereof shall be paid a shift allowance of \$1.65 per week of 38 hours. This allowance shall be taken into consideration in the computation of overtime and other penalty rates and shall be included in payments for leave entitlements.
- (b) Regular shift workers, whilst performing any afternoon or night shift or part thereof, shall receive an additional allowance at the rate of 15% of the ordinary rate prescribed for a Leading Hand classification 1 (a), Section I, hereof (i.e. 15% of \$289.10 per week of 38 hours), less the sum of \$1.65 per week prescribed in subclause (a) of this clause. This additional allowance shall not be taken into consideration in the computation of overtime and other penalty rates but shall be included in payments for leave entitlements.

5. TOOL ALLOWANCE

All employees engaged in classifications that are proclaimed as trades under the Industrial and Commercial Training Act 1985, shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$4.80 per week. The exceptions being carpenters and carpentry apprentices (after the first year of employment as such) where such amount shall be not less than \$10.70 per week.

Provided that such allowance shall not be subject to adjustment when computing payments for shift penalty rates, for weekend or holiday work, for overtime or for any other purpose.

6. RISDON TRADESMEN'S SPECIAL ALLOWANCE

In addition to the wage rates and allowances prescribed herein, employees classified as tradesmen hereunder shall be paid an allowance of \$5.70 per week pro-rata to hours worked.

The allowance is in recognition of the special skill and diversity required to be exercised by Risdon Tradesmen in the performance of their work.

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7. DIRECT DEPOSIT ALLOWANCE

All employees whose wages are paid by direct deposit shall be paid a flat weekly allowance of 30 cents, such allowance to be compensation for Government charges imposed by financial institutions on account transactions.

DIVISION B - CLERKS

1. WAGE RATES

The wage rates set out hereunder shall be the minimum payable to adult employees:

	Clerk Skilled Amount Per Week \$	Clerk General Amount Per Week \$
1st Grade		
Years of experience after age 21		
1st year	315.70	291.10
2nd year	325.90	300.60
3rd year	336.50	311.80
4th year	346.80	321.20
5th year	358.70	331.40
6th year and thereafter	369.20	343.50
2nd Grade		
1st year of appointment	379.80	354.30
2nd year of appointment	389.80	365.70
3rd year of appointment	401.20	375.30
4th year of appointment and thereafter	412.70	385.70
3rd Grade		
1st year of appointment	422.40	397.00
2nd year of appointment	432.90	408.10
3rd year of appointment	444.30	418.30
4th year of appointment and thereafter	455.40	428.60

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	Amount Per Week \$
Clerk Other	
Years of experience after age 21	
1st year	283.00
2nd year	289.40
3rd year	296.50
4th year	303.30
5th year	311.70
6th year	319.70
7th year	327.90
8th year	335.60
9th year and thereafter	344.30

Progression to 1st grade is automatic.
Progression to 2nd and 3rd grades at discretion of employer.

Provided that employees classified herein who have passed examinations in an approved course of study, mutually agreed to be of value to the Company shall, when such learning is applied in the normal duties of the employee concerned, be paid the following additional allowances:

\$1.55 per week for each Certificate of Business Studies subject.

\$1.55 per week for each Diploma Course semester unit.

Provided further that this provision shall likewise apply to employees mentioned in subclause 2 hereof.

Provided however that if the course of study is not proceeded with to completion the allowance so paid in respect of any subjects passed may be discontinued if further subject passes are not gained within any 3 year period and only after consultation with the union.

2. JUNIOR EMPLOYEES

The minimum rates of wages in addition to the rate prescribed in subclause 3 hereof that shall be paid to junior employees shall be the undermentioned percentages of the total wage payable for the first year adult service adjusted to the nearest 10 cents.

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	Percentage of 1st year adult total rate %
Under 16 years	38.5
16 - 17 years	45.0
17 - 18 years	55.0
18 - 19 years	70.0
19 - 20 years	80.0
20 - 21 years	90.0

The wage rates for Juniors set forth in the above table shall be adjusted on a pro-rata basis on each occasion there is a wage adjustment for adults. Calculation shall be to the nearest 10 cents.

3. DISABILITY ALLOWANCE

In addition to the rates of wages herein prescribed there shall be paid to each employee a disability allowance of \$16.50 per week.

The amount prescribed in this subclause shall be subject to adjustment in accordance with appropriate penalty rates elsewhere prescribed in this award.

4. V.D.U. ALLOWANCE

In addition to the rates herein prescribed, clerical employees working as Computer Operators and Operators of Inforex Data Preparation Terminals, Word Processors and VDU-Computer Consoles, shall be paid an allowance of \$6.50 per week extra.

Other clerical employees as agreed with the Union engaged in timekeeping, purchasing and stores audit duties and who are required to operate VDU equipment on a less than full-time basis, shall be paid \$1.35 per week extra.

The allowances prescribed by this clause shall be paid pro-rata to hours worked.

5. DIRECT DEPOSIT ALLOWANCE

All employees whose wages are paid by direct deposit shall be paid a flat weekly allowance of 30 cents, such allowance to be compensation for Government charges imposed by financial institutions on account transactions.

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DIVISION C - TECHNICAL GRADES

1. WAGES

In addition to the amount prescribed in subclauses 3 and 4 hereof, the wage rates set out hereunder shall be the minimum payable to adult employees:

Classification	Amount Per Week \$
(1) Tracer	
(i) 1st year experience	287.60
(ii) 2nd year of experience and thereafter	298.70
(iii) Leading tracer per week extra	8.90
(2) Tester	
(i) 1st year of experience	308.50
(ii) 2nd year of experience	316.90
(iii) 3rd year of experience	326.50
(iv) thereafter	337.10
(3) Technical assistant Planning assistant Detail draughtsman	
(i) 1st year of experience as such	328.00
(ii) 2nd year of experience as such	342.10
(iii) 3rd year of experience as such	356.60
(iv) 4th year of experience as such	370.90
(v) thereafter	386.60
(vi) Leading technical assistant Planning assistant Detail draughtsman per week extra	17.50

Provided that where the employee has been classified in a higher tradesman classification as a toolmaker or patternmaker immediately prior to being classified as a draughtsman-detail, planning assistant, technical assistant, he shall commence on second year of the scale.

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	Amount Per Week \$
(4) Technician	
Planning technician	
Senior detail draughtsman	
(i) 1st year of experience	398.90
(ii) 2nd year of experience as such	414.40
(iii) thereafter	430.70
(iv) Leading technician	
Planning technician	
Senior detail draughtsman	
per week extra	20.30
(5) Technical officer	
Design draughtsman	
Production planner	
(i) 1st year of service as such	443.30
(ii) 2nd year of experience as such	463.00
(iii) thereafter	487.20
(iv) Leading technical officer	
Design draughtsman	
Production planner	
per week extra	22.70

2. OPERATION

This Division shall not apply to persons mainly engaged in the supervision of employees where such employees are outside the coverage of this Division of this award.

3. DISABILITY ALLOWANCE

In addition to the rates of wages herein prescribed there shall be paid to each employee a disability allowance of \$16.50 per week.

The amount prescribed in this clause shall be subject to adjustment in accordance with appropriate penalty rates elsewhere prescribed under this Division.

4. RISDON TECHNICAL GRADES ALLOWANCE

In addition to the rates of wages herein prescribed there shall be paid to each employee classified under this Division a Risdon Technical Grades Allowance of \$5.00 per week, payable pro-rata to hours worked.

This allowance is in recognition of the special circumstances at Risdon which relate to technical grades of employees classified under this Division.

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5. SHIFT ALLOWANCE

The provisions of subclause 4, Division A of this Clause shall also apply to employees in this Division.

6. V.D.U. ALLOWANCE

In addition to the rates herein prescribed, Technical Employees working with VDU Equipment shall be paid an allowance of \$6.50 per week extra.

Other Technical Employees as agreed with the Association who are required to operate VDU Equipment on a less than full-time basis, shall be paid \$1.35 per week extra.

7. DIRECT DEPOSIT ACCOUNT

All employees whose wages are paid by direct deposit shall be paid a flat weekly allowance of 30 cents, such allowance to be compensation for Government charges imposed by financial institutions on account transactions."

The foregoing variations shall have effect from the first pay period commencing on or after 5 February 1988.

A. Robinson
DEPUTY PRESIDENT

16 September 1988