TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award variation

The Australian Workers' Union, Tasmania Branch
(T10727 of 2003)

TEMCO ENTERPRISE AWARD

Award variation – Clause 8 – Salaries – transfer into award salaries applicable under previously expired agreement – operative date ffpp 30 April 2003

ORDER BY CONSENT –

No. 1 of 2003

AMEND THE **TEMCO ENTERPRISE AWARD** IN THE FOLLOWING MANNER:

By deleting Clause 8 – Salaries, and inserting in lieu thereof the following:

"8. SALARIES

(a) Adult TEMCO Employees (excluding Adult Apprentice TEMCO Employees)

Classification	All Inclusive Total Base Salary (per annum)	Shift Work Payment (per annum) (per annum where applicable)	
TEMCO Employee		7 Day - Continuous	7 Day Shift
Entry	$26,200	$10,800	$9,400
Grade 1	$32,100	$11,400	$10,100
Grade 2	$33,600	$12,100	$10,700
Grade 3	$35,000	$12,800	$11,300
Grade 4	$36,500	$13,300	$11,900
Grade 5	$37,900	$13,900	$12,500
Grade 6	$39,500	$14,600	$13,200
Grade 7	$41,100	$15,400	$14,000
Grade 8	$42,800	$16,100	$14,700
Grade 9	$44,700	$16,800	$15,500

(b) Adult Apprentice TEMCO Employees

Classification	All Inclusive Total Base Salary (per annum)	Shift Work Payment (per annum where applicable)	
Adult Apprentice		7 day Continuous	7 Day Shift
1st Year of Apprenticeship (i)	$32,200	Not Applicable	
2nd Year of Apprenticeship (ii)	$32,900	Not Applicable	
3rd Year of Apprenticeship (iii)	$33,600	$12,300	$10,800
4th Year of Apprenticeship (iv)	$34,300	$12,500	$11,100
(i) 92% of Grade 3 Salary			
(ii) 94% of Grade 3 Salary			
(iii) 96% of Grade 3 Salary			
(iv) 98% of Grade 3 Salary			

(c) Youth apprentice TEMCO Employees (up to 21 years of age at commencement with TEMCO)

Classification	All Inclusive Total Base Salary (per annum)	Shift Work Payment (per annum where applicable)	
Youth Apprentice		7 Day Continuous	7 Day Shift
1st Year of Apprenticeship (i)	$12,300	Not Applicable	
2nd Year of Apprenticeship (ii)	$17,500	Not Applicable	
3rd Year of Apprenticeship (iii)	$22,800	$8,300	$7,300
4th Year of Apprenticeship (iv)	$28,000	$10,200	$9,000
(i) 35% of Grade 3 Salary			
(ii) 50% of Grade 3 Salary			
(iii) 65% of Grade 3 Salary			
(iv) 80% of Grade 3 Salary			

(d) Junior TEMCO Employees (16 years of age at commencement with TEMCO)

Classification	All Inclusive Total Base Salary (per annum)	Shift Work Payment (per annum where applicable)	
Junior Employee		7 Day Continuous	7 day Shift
1st year of employment (i)	$9,200	Not applicable	
2nd Year of Employment (ii)	$13,100	$5,400	$4,700
Employment as an adult (iii)	$26,200	$10,800	$9,400
(i) 35% of Grade Entry Salary			
(ii) 50% of Grade Entry Salary and shift work payments			
(iii) 100% of Grade Entry Salary and shift work payments			

(e) Part Time Employees

The salary and, if applicable, shift work payment to be paid to a part time employee shall be determined as follows:

(i) Salary

$$\frac{P}{80} \times S$$

Where P = Part Time Employee's Standard Fortnightly Hours

S = Total Salary for the applicable grade of Employee on Full Time Work.

(ii) Shift Work Payments (if applicable)

$$\frac{H}{84} \times T$$

Where H = Part Time Employee's Standard Fortnightly Hours

T = Total applicable Shift Work payment of Employee on full time work in the same grade.

(iii) PC & S Shift Payment (for alternate weeks of 3 x 12 and 4 x 12 all worked Monday-Friday)

	Annually
	$
Entry	4,800
Grade 1	5,000
Grade 2	5,300
Grade 3	5,600
Grade 4	5,900
Grade 5	6,200

(f) Supported Wage System

(i) Eligibility Criteria

Subject to this subclause an employer may engage employees at a supported wage rate (as set out in paragraph (iii) of this subclause) who meet the impairment criteria for receipt of a Disability Support Pension and who, because of their disability, are unable to perform the range of duties to the competence level normally required for the class of work for which they are engaged.

PROVIDED that this subclause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.

PROVIDED FURTHER that this subclause does not apply to employers in respect of their facility, program, undertaking, service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under Section 10 or under Section 12A of the above Act, or if a part only has received recognition, that part.

(ii) For The Purposes Of This Subclause:

'Accredited Assessor' means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

'Assessment instrument' means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

'Disability Support Pension' means the pension available under the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.

'Supported Wage System' means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.

(iii) Supported Wage Rates

Employees to whom this subclause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed capacity (paragraph (iv))	Percentage of prescribed award rate %
10%	10
20%	20
30%	30
40%	40
50%	50
60%	60
70%	70
80%	80
90%	90

PROVIDED that the minimum amount payable shall be not less than $51 per week.

(iv) Assessment Of Capacity

For the purpose of establishing the percentage of the award rate to be paid to a supported wage employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(1) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;

(2) the employer and an accredited Assessor from a panel agreed by the parties to the award and the employee.

(v) Lodgment of Assessment Instrument

(1) All assessment instruments under the conditions of this subclause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Tasmanian Industrial Commission.

(2) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar of the Tasmanian Industrial Commission to the union by certified mail and shall take effect unless an objection is notified to the Registrar of the Tasmanian Industrial Commission within 10 working days.

(vi) Review of Assessment

The assessment of the applicable percentage shall be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(vii) Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the supported wage provisions of this subclause shall be entitled to the same terms and conditions of employment as all other workers covered by this award who are paid on a pro rata basis.

(viii) Workplace Adjustment

An employer wishing to employ a person under the provisions of this subclause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

(ix) Trial Period

(1) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this subclause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

(2) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined in accordance with paragraphs (iv) and (v).

(3) The minimum amount payable to the employee during the trial period shall be no less than $51 per week or such greater amount as is agreed from time to time between the parties.

(4) Work trials should include induction or training as appropriate to the job being trialed.

(5) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under paragraph (iii) hereof."

Operative Date

This variation shall come into operation from the beginning of the first full pay period to commence on or after 30 April 2003.

Tim Abey
COMMISSIONER

1 May 2003