

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.266 of 1985

IN THE MATTER OF AN APPLICATION BY THE
TASMANIAN TRADES AND LABOR COUNCIL TO
VARY SALARIES AND ALLOWANCES IN
NOMINATED PUBLIC AND PRIVATE SECTOR
AWARDS IN ACCORDANCE WITH THE NATIONAL
WAGE CASE DECISION OF 4 NOVEMBER 1985.

ORDER BY CONSENT:

No. 1 of 1986

**AMEND THE WHOLESALE TRADES AWARD, PART I - WAGE RATES AND PART II -
CONDITIONS IN THE FOLLOWING MANNER:**

- A. Delete the whole of PART I - WAGE RATES and insert in lieu thereof the following:-

"PART I - WAGE RATES

SECTION I - WHOLESALE ESTABLISHMENTS

1. BASIC WAGE

The minimum rate of wage that may be paid by employers to adult employees per week as a basic wage shall be \$108.20.

2. MARGINS

In addition to the basic wage prescribed in Clause 1 hereof, the margins set out in this clause shall be the minimum rates payable to adult employees herein mentioned.

Division A - Wholesale Grocer, Wholesale Wine and Spirit Merchant and/or Wholesale Tobacconist and Wholesalers not specifically subject to the jurisdiction of any other Tasmanian Industrial Commission award relating to private industry employees.

	Margin Per Week \$
1. Storeman/woman (Grade 1)	149.90
2. Storeman/woman (Grade 2)	156.30
A storeman/woman working singly and/or a storeman who has control of an isolated store where no direct supervision is exercised and is responsible for receipt, controls, issues, and stock checking of goods and/or material notation and preparation of necessary documents.	
3. An employee operating a power driven fork lift or similar power driven stacking machine or device in the course of his/her duties as a storeman/woman and/or packer.	
(i) With lifting capacity of up to and including 5000 kgs	153.40
(ii) With lifting capacity of over 5000 kgs	157.00

	Margin Per Week \$
4. Checker	154.00
5. Storeman/woman and/or packer usually employed in cold chambers	152.20
6. Head Cellarman/woman	160.40
7. Cellarman/woman	152.40

Division B - Manufacturer and/or packer of anyone or more of the following articles: Condiment, coffee, baking powder, soap powders, soap, washing soda, candles, blacking, sandsoap, self-raising flour, products containing dried fruits, pudding and cake mixes, icing sugar and other sugar based products and allied grocery lines.

Box Maker: The same marginal rate as prescribed from time to time by the Timber Merchants Award.

Extraction of tallow and/or treatment of animal offal:

The same marginal rate as is prescribed from time to time by the Meat Trades Award.

Other Employees:	Margin Per Week \$
(i) Storeman	149.90
(ii) Process Packer	143.80

Junior Employees:

- (i) Storeman: The rates prescribed in Clause 5, Part I hereof.
- (ii) Process Packers: Shall be paid the undermentioned percentages of the adult rate for classification 3(ii) hereof.

% of classification 3(ii)

Under 16 years of age	55%
16 years of age	65%
17 years of age	78.5%
18 years of age	93%
19 years of age	100%
20 years of age	100%

Division C - Manufacturer of Cereal Breakfast Foods

	Margin Per Week \$
1. Operator in charge of and working cereal cookers	156.50
2. Operator in charge of and working at toasting	156.50

3. LEADING HANDS

- (a) Employees in Divisions A and B Clause 2 hereof

Leading Hands in charge of less than 3 employees shall be paid \$2.90 per week extra.

If in charge of 3 to 10 employees, \$5.80 per week extra.

If in charge of 11 to 20 employees, \$9.70 per week extra.

If in charge of 21 or more employees, \$14.10 per week extra.

- (b) Employees in Division C Clause 2 hereof an additional \$6.40 per week.

4. MINIMUM WAGE

- (a) Notwithstanding the provisions of Clause 2 hereof, no adult employee shall be paid less than the rate \$194.20 per week.
- (b) Provided that payments for overtime, special rates, weekend penalties and holiday work 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.

5. JUNIORS

The minimum rates of wages per week that shall be paid to junior employees shall be the undermentioned percentages of the total rate for a Storeman Grade 1 calculated to the nearest 10 cents.

	Percentage %
Under 16 years of age	55
16 years of age	65
17 years of age	78.5
18 years of age	93
19 years of age	100
20 years of age	100

SECTION II - CLERKS

1. MARGINS

Except as prescribed in subclause (b), Clause 2 hereof, adult employees of a classification hereunder mentioned shall, in addition to the Basic Wage prescribed in Clause 1, Section I hereof, be paid the margin assigned opposite that classification.

	Margin Per Week \$
1. 1st year's adult experience	120.20
2nd year's adult experience	139.50
3rd year's adult experience and thereafter	164.60
2. An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	266.00
3. A clerk who is in charge of and responsible for the work of -	
(a) 5 or more employees	218.70
(b) 3 or 4 employees	203.90
(c) 2 employees	196.80

'Employees' in this subsection shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

2. JUNIORS

The minimum rates of wages that may be paid to juniors shall be the undermentioned percentages of the second year adult rate adjusted to the nearest 10 cents.

	Percentage %
(a) Under 16 years of age	40
16 to 17 years of age	45
17 to 18 years of age	55
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

(b) Proviso

When determining the margin 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 18 years shall be counted as adult experience.

(c) Additional Payments

In addition to the weekly rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio-typists, tele-typists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators.

	Amount \$
Under 16 years of age	1.00
16 to 17 years of age	1.20
17 to 18 years of age	1.30
18 to 19 years of age	1.50
19 to 20 years of age	1.80
20 to 21 years of age	1.90
21 years of age and over	2.40

SECTION III - COMMERCIAL TRAVELLERS

1. MARGINS

The minimum rates of wages that may be paid to employees shall be the undermentioned margins in addition to the Basic Wage prescribed in Clause 1, Section I hereof:

	Margin Per Week \$
1. Country traveller	212.00
2. Town or local traveller	185.90
3. Probationary traveller	155.30

SECTION IV - CARTERS AND DRIVERS

1. MARGINS

In addition to the basic wage provided in Clause 1, Section I hereof, the margins and loadings set out in this clause shall be the minimum rates payable to the employees herein named:

	Margin Per Week \$
Employee driving motor vehicles having maker's capacity of -	
1.2 tonnes or less	160.40
Over 1.2 tonnes but not over 3 tonnes	163.90
Over 3 tonnes but under 6 tonnes	168.20
6 tonnes and over but under 7 tonnes	168.90
7 tonnes and over but under 8 tonnes	169.70
8 tonnes and over but under 9 tonnes	170.40
9 tonnes and over but under 10 tonnes	171.10
10 tonnes and over	172.00
Motor driver's assistant and yardman	146.40

	Amount Per Week \$
Further additional amount for employee driver collecting money per week -	
For any amount handled up to \$20	0.60
Over \$20 but not exceeding \$200	1.10
Over \$200 but not exceeding \$600	2.00
Over \$600 but not exceeding \$1000	2.90
Over \$1000	3.90

2. JUNIORS

The minimum rates of wages that may be paid to junior employees shall be the undermentioned percentages of the appropriate adult rate:

	%
Under 19 years of age	70
19 and under 20 years of age	80
20 years of age and over	Adult Rate"

B. PART II - "CONDITIONS" -

1. SECTION I - "WHOLESALE ESTABLISHMENTS" -

- (i) Clause 3 "MEAL HOURS AND TEA MONEY" - delete the amount "\$4.50" where appearing and insert in lieu thereof "\$4.70".
- (ii) Clause 6 "TRAVELLING TIME" - delete the amount "9.5 cents" and insert in lieu thereof "9.9 cents".

2. SECTION II - "COMMERCIAL TRAVELLERS" -

(i) Clause 3 "SPECIAL ALLOWANCES" -

Subclause (a) - delete the amount "\$3.10" and insert in lieu thereof "\$3.22".

Subclause (b) - delete the amount "\$1.54" and insert in lieu thereof "\$1.60".

- (ii) Clause 4 "LOCOMOTION" - Subclause (a) - delete the amount "8.3 cents" and "\$4.10" where appearing and insert in lieu thereof "8.6cents" and "\$4.26" respectively.

The foregoing variations come into operation as from the beginning of the first pay period to commence on or after 4 November 1985.

Provided that, it is a term of this award that the unions undertake that they will not pursue any extra claims, award or overaward, except where consistent with the Principles of Wage Fixation of the Tasmanian Industrial Commission.

