

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or award variation

National Union of Workers, Tasmanian Branch
(T4824 of 1994)

WHOLESALE TRADES AWARD

PRESIDENT F. D. WESTWOOD

04 FEBRUARY 1994

Wage rates - State Wage Case December 1993 - arbitrated safety net
adjustment - operative date first full pay period commencing on or after
4 February 1994

ORDER
No. 1 of 1994

AMEND THE WHOLESALE TRADES AWARD IN THE FOLLOWING MANNER:

AMEND THE WHOLESALE TRADES AWARD BY DELETING CLAUSE 8 - WAGE RATES, AND INSERTING IN LIEU THEREOF THE FOLLOWING:

"WAGE RATES

DIVISION A - ALL EMPLOYEES OTHER THAN COMMERCIAL TRAVELLERS

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

(a) Adult Employees - 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.

	Base Rate \$	Supplementary Payment (A) (B) \$ \$		Weekly Wage Rate \$
LEVEL 1				
On commencement	319.20	45.40	8.00	372.60
After 2 months service	325.80	46.30	8.00	380.10
After 12 months service	332.30	47.40	8.00	387.70
LEVEL 2	337.40	48.10	8.00	393.50
LEVEL 3	353.90	50.40	8.00	412.30
LEVEL 4	368.50	52.50	8.00	429.00

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 rate of wages per week 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	Weekly Wage Rate \$
Under 16 years of age	55	204.90
16 years of age	65	242.20
17 years of age	78.5	292.50
18 years of age	93	346.50
19 years of age	100	372.60

(c) Adult Employees - Manufacturing and Packing Stream

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

	Base Rate	Supplementary Payment		Weekly Wage Rate
		(A)	(B)	
	\$	\$	\$	\$
LEVEL 1	284.80	40.60	8.00	333.40
LEVEL 2	299.50	42.60	8.00	350.10
LEVEL 3	319.20	45.40	8.00	372.60
LEVEL 4	337.40	48.10	8.00	393.50
LEVEL 5	353.90	50.40	8.00	412.30

(d) Junior Employees - Manufacturing and Packing Stream

The minimum rates of wages per week to 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	Weekly Wage Rate \$
Under 16 years of age	55	192.60
16 years of age	65	227.60
17 years of age	78.5	274.80
18 years of age	93	325.60
19 years of age	100	350.10
20 years of age	100	350.10

(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

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 classification.

	Base Rate	Supplementary Payment		Weekly Wage Rate
		(A)	(B)	
	\$	\$	\$	\$
LEVEL 1				
On commencement	319.20	27.40	8.00	354.60
After 2 months service	325.80	25.70	8.00	359.50
After 12 months service	332.30	24.30	8.00	364.60
LEVEL 2	337.40	36.00	8.00	381.40
LEVEL 3A	353.90	41.30	8.00	403.20
LEVEL 3B	353.90	53.00	8.00	414.90
LEVEL 4	368.50	55.00	8.00	431.50
LEVEL 5	438.10	13.40	8.00	459.50

PROVIDED that the increases arising from the broadbanding of classifications 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) Junior Employees

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

	Percentage	Weekly Wage Rate \$
Under 17 years of age	54	206.00
17 to 18 years of age	59	225.00
18 to 19 years of age	73	278.40
19 to 20 years of age	86	328.00
20 to 21 years of age	90	343.30

(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

3. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclauses 1 and 2 hereof, no adult employee shall be paid less than the rate of \$254.50 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 the work in ordinary hours the same rate shall be applicable to the calculation of overtime and all other penalty rates, payment during sick leave and annual leave, and for all other purposes of this award.

4. CLERKS

(a) Adult Employees

Except as prescribed in subparagraph (ii) of paragraph (b) hereof, adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification.

	Base Rate \$	Supplementary Payment \$	Weekly Wage Rate \$
(i) 1st year's adult experience	310.10	8.00	318.10
2nd year's adult experience	331.70	8.00	339.70
3rd year's adult experience & thereafter	359.90	8.00	367.90
(ii) An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	478.90	8.00	486.90

	Base Rate \$	Supplementary Payment \$	Weekly Wage Rate \$
(iii) A clerk who is in charge of and responsible for the work of:			
(a) 5 or more employees	425.70	8.00	433.70
(b) 3 or 4 employees	409.20	8.00	417.20
(c) 2 employees	401.10	8.00	409.10

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

(b) Junior Employees

The minimum rates of wages that may be paid to junior employees shall be the undermentioned percentages of the second year's adult experience weekly wage rate adjusted to the nearest 10 cents.

	Percentage	Amount per Week \$
(i) Under 16 years of age	40	135.90
16 to 17 years of age	45	152.90
17 to 18 years of age	55	186.80
18 to 19 years of age	70	237.80
19 to 20 years of age	80	271.80
20 to 21 years of age	90	305.70

(ii) Proviso

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 awards of the Tasmanian Industrial Commission relating to private industry employees, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(iii) 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 year 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	1.90
20 to 21 years of age	2.10
21 years of age and over	2.70

(iv) Trainee Clerk (as defined)

The minimum weekly wages that are 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 clerk as prescribed in subparagraph (i) then multiplying it by 39 and dividing it by 52 (39 being the actual number of weeks 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 Traineeship System Guidelines.

PROVIDED FURTHER that the Trainee Clerk (as defined) weekly wage rate shall be calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next 10 cents.

5. CARTERS AND DRIVERS - OTHER THAN WHOLESALE SELLERS OF ELECTRICAL GOODS

(a) Adult Employees

The wage rates and loadings set out in this subclause shall be the minimum rates payable to adult employees herein named:

	Base Rate \$	Supplementary Payment \$	Weekly Wage Rate \$
Employee driving motor vehicle having maker's capacity of:			
1.2 tonnes or less	355.20	8.00	363.20
Over 1.2 tonnes but not over 3 tonnes	359.20	8.00	367.20
Over 3 tonnes but under 6 tonnes	364.00	8.00	372.00
6 tonnes and over but under 7 tonnes	364.70	8.00	372.70
7 tonnes and over but under 8 tonnes	365.60	8.00	373.60
8 tonnes and over but under 9 tonnes	366.30	8.00	374.30
9 tonnes and over but under 10 tonnes	367.20	8.00	375.20
10 tonnes and over	368.10	8.00	376.10
Motor driver's assistant and yardman	339.50	8.00	347.50
		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			2.30
Over \$600 but not exceeding \$1000			3.30
Over \$1000			4.30

(b) Junior Employees

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

	%
Under 19 years of age	70
19 and under 20 years of age	80
20 years of age and over	adult rate

6. CARTERS AND DRIVERS - WHOLESALE SELLER OF ELECTRICAL GOODS

(a) Adult Employees

The wage rates set out in this clause shall be the minimum rates payable to adult employees herein named employed in the following classifications by wholesale sellers of electrical goods.

	Base Rate \$	Supplementary Payment \$	Weekly Wage Rate \$
Employee driving motor vehicle having maker's capacity of			
1.2 tonnes or less	355.60	8.00	363.60
Over 1.2 tonnes but not over 3 tonnes	359.40	8.00	367.40
Over 3 tonnes	364.40	8.00	372.40

(b) Junior Employees

Junior workers who are employed as drivers of motor vehicles by wholesale sellers of electrical goods shall be paid the following percentages of the weekly wage rate payable to an adult for the class of work performed.

	%
Under 19 years of age	70
19 and under 20 years of age	80
20 and under 21 years of age	90
21 years of age	Adult rate

DIVISION B - COMMERCIAL TRAVELLERS

The minimum rates of wages to be paid to employees of a classification hereunder mentioned shall be as follows:

	Base Rate \$	Supplementary Payment \$	Weekly Wage Rate \$
(i) Country Traveller	418.70	8.00	426.70
(ii) Town or Local Traveller	384.30	8.00	392.30
(iii) Probationary Traveller	349.90	8.00	357.90

SUPPLEMENTARY PAYMENT

- (a) The amounts appearing in the columns headed Supplementary Payment (A) and (B) contained in subclauses 1(a), 1(c) and 2(a) of Division A of this clause are absorbable against any overaward payment being paid by an employer as from the beginning of the first full pay period commencing on or after 18 December 1992, in respect of Column (A) and in respect of Column (B), which results from the Arbitrated Safety Net Adjustment Principle as determined in the State Wage Case Decision of 24 December 1993, from the beginning of the first full pay period commencing on or after 4 February 1994.
- (b) The amounts appearing in the column headed Supplementary Payment in subclauses 4(a), 5(a), and 6(a) of Division A and of Division B are absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 4 February 1994.

JUNIOR EMPLOYEES - ARBITRATED SAFETY NET ADJUSTMENT - ABSORPTION

The relevant percentage of the \$8.00 Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December applicable to junior employees in subclauses 1(b), 1(d), 2(b), 4(b), 5(b) and 6(b) of Division A as from the beginning of the first full pay period to commence on or after 4 February 1994, is absorbable against any overaward payment being paid by the employer."

OPERATIVE DATE

The above variation shall come into operation and have effect as on and from the first full pay period commencing on or after 4 February 1994.

