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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

**T1654 of 1988**

**IN THE MATTER OF AN APPLICATION  
BY THE TASMANIAN CONFEDERATION OF  
INDUSTRIES TO VARY THE **HOSPITALS  
AWARD****

**RE: PART-TIME AND CASUAL  
EMPLOYEES**

**ORDER -**

**No. 1 of 1989**

AMEND THE **HOSPITALS AWARD** IN THE FOLLOWING MANNER:

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**1. Clause 15 - Casual Employees - insert at the end of this clause the following:**

"Casual employees shall have their wages for working shifts, which attract a penalty payment, calculated by adding the 20% loading to their hourly rate. Shift penalties are to be calculated on the base hourly rate, i.e. excluding 20%, the resultant amount to be added to the earlier calculation. In the case of overtime penalty payments, the above method of calculation shall not be used. Overtime payments shall be calculated by adding the overtime penalty to the normal hourly rate payable to a full-time employee employed in the same classification."

**2. Clause 32 - Part-Time Employees - insert at the end of subclause (b) the following:**

"Part-time employees, working less than 20 hours per week who receive a 20% loading, shall have their wages for working shifts, which attract a penalty payment, calculated by adding the 20% loading to their hourly rate. Shift penalties are to be calculated on the base hourly rate, i.e. excluding 20%, the resultant amount to be added to the earlier calculation. In the case of overtime penalty payments the above method of calculation shall not be used. Overtime payments shall be calculated by adding the overtime penalty to the normal hourly rate payable to a full-time employee employed in the same classification."

**3. Clause 62 - Casual Employees - insert at the end of this clause the following:**

"Casual employees shall have their wages for working shifts, which attract a penalty payment, calculated by adding the 20% loading to their hourly rate. Shift penalties are to be calculated on the base hourly rate, i.e. excluding 20%, the resultant amount to be added to the earlier calculation. In the case of overtime penalty payments, the above method of calculation shall not be used. Overtime payments shall be calculated by adding the overtime penalty to the normal hourly rate payable to a full-time employee employed in the same classification."

**4. Clause 76 - Part-Time Employees - insert at the end of subclause (b) the following:**

"Part-time employees, working less than 20 hours per week who receive a 20% loading, shall have their wages for working shifts, which attract a penalty payment, calculated by adding the 20% loading to their hourly rate. Shift penalties are to be calculated on the base hourly rate, i.e. excluding 20%, the resultant amount to be added to the earlier calculation. In the case of overtime penalty payments the above method of calculation shall not be used. Overtime payments shall be calculated by adding the overtime penalty to the normal hourly rate payable to a full-time employee employed in the same classification."

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**5. Clause 98 - Intermittent Employees - insert at the end of subclause (b) the following:**

"Intermittent employees working less than 20 hours per week who receive a 20% loading, shall have their wages for working shifts, which attract a penalty payment, calculated by adding the 20% loading to their hourly rate. Shift penalties are to be calculated on the base hourly rate, i.e. excluding 20%, the resultant amount to be added to the earlier calculation. In the case of overtime penalty payments the above method of calculation shall not be used. Overtime payments shall be calculated by adding the overtime penalty to the normal hourly rate payable to a full-time employee employed in the same classification."

**DATE OF OPERATION:**

The foregoing variations take effect from the first full pay period commencing on or after 15 March 1989.

J.G. King  
**COMMISSIONER**

19 January 1989