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TASMANIAN INDUSTRIAL COMMISSION

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

T.1524 and T.1525 of 1988

IN THE MATTER OF APPLICATIONS BY THE TASMANIAN PUBLIC SERVICE ASSOCIATION AND THE TASMANIAN TRADES AND LABOR COUNCIL RESPECTIVELY (CONSEQUENT ON THE DECISION OF THE FULL BENCH OF THE AUSTRALIAN CONCILIATION AND ARBITRATION COMMISSION IN THE NATIONAL WAGE CASE OF 12 AUGUST 1988] TO INCREASE WAGE RATES AND ALLOWANCES GENERALLY IN ALL AWARDS AND AGREEMENTS AND TO REVIEW THE WAGE FIXATION PRINCIPLES

RE: \$10.00 WAGE RATE ADJUSTMENT

ORDER –

No. 1 of 1989

AMEND THE **ELECTROLYTIC ZINC AWARD** IN THE FOLLOWING MANNER:

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THE ELECTROLYTIC ZINC AWARD IS VARIED AS FOLLOWS:

Delete Clause 8 - Wage Rates, and insert 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	325.90
(b) If in charge of 3 and not more than 10 employees or if appointed as such	333.60
(c) If in charge of more than 10 and not more than 20 employees or if appointed as such	340.40
(d) If in charge of more than 20 employees or if appointed as such	346.40
2. Storeman (as defined)	297.90
3. Storeman in charge of a store	306.00
4. Shift labourer and any other employee in any division of this section. not elsewhere mentioned	277.40
5. Relief operator - an adult employee who is regularly rostered to relieve operators, other than shift labourers, in this section	319.30

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SUBDIVISION 1 - SHIPPING AND TRANSPORT DIVISION

1.	Slab zinc storeman	319.30
2.	Blending attendant	319.30
3.	Weighman	299.90
4.	Bin feed gear attendant	299.90
5.	Assistant slab zinc storeman	299.90
6.	Assistant blending attendant	299.90
7.	Belt conveyor attendant	286.80
8.	Plant Transport Loader	
	(a) Up to and including 0.75 cubic metres	337.00
	(b) Over 0.75 cubic metres and up to 2.25 cubic metres	341.10
	(c) Over 2.25 cubic metres and up to 4.5 cubic metres	345.00

SUBDIVISION 2 - ROASTING DIVISION

1.	Furnaceman	319.30
2.	Calcine classification attendant	319.30
3.	Calcine screening attendant	319.30
4.	Ventilating system attendant	319.30
5.	Wetting down - table attendant	319.30

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	325.90
2.	Jarosite section filterman	325.90
3.	Basics section attendant	319.30
4.	Boot repairer	319.30
5.	Leachman	319.30
6.	Filterman	319.30
7.	Dryer attendant	319.30
8.	Special appliance maker	319.30
9.	Leach residue attendant	319.30
10.	Filtermaker and repairer	319.30
11.	Pumpman	319.30
12.	Cleaning evaporating tower	319.30
13.	Reagent mixer	319.30
14.	Sewing machine operator .-	
	(i) first six months experience as such	299.90
	(ii) thereafter	319.30
15.	Thickener attendant	319.30
16.	Purifier	319.30
17.	Filter press cleaner	319.30

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18.	Filter press repairer	319.30
19.	Limestone grinding attendant	319.30
20.	Assistant filterman	299.90
21.	Washing machine attendant	319.30
22.	Assistant leachman	299.90
23.	Tube mill attendant	299.90
24.	Pipe cleaner	299.90
25.	Assistant purifier	299.90
26.	Conveyor attendant	286.80

SUBDIVISION 4 - ELECTROLYTIC DIVISION

1.	Cell inspector	319.30
2.	Stripper	319.30
3.	Scrubber	319.30
4.	Manganese cleaner	319.30
5.	Anode attendant	319.30
6.	Electrode attendant	319.30
7.	Tractor driver	319.30
8.	Pipe cleaner	299.90
9.	Hoist and gantry attendant	299.90
10.	Manganese dump attendant	299.90
11.	Assistant cell inspector	286.80
12.	Chipper off	286.80
13.	Coil cleaner	286.80
14.	Cleaner of spent towers	299.90
15.	Mechanical Stripping Attendant	319.30

SUBDIVISION 5 - ANODE CASTING DIVISION

1.	Feeder	319.30
2.	Caster	319.30
3.	Mouldman	319.30
4.	Solderer	319.30
5.	Cutter	299.90
6.	Finisher	299.90
7.	Collector	299.90

SUBDIVISION 6 - CASTING DIVISION

1.	Melting and casting attendant	319.30
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SUBDIVISION 7 -- CADMIUM -DIVISION

1.	Leachman and purifier	319.30
2.	Filterman	319.30
3.	Melter and caster	319.30
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	319.30
5.	Packer	319.30
6.	Tube mill attendant	319.30
7.	Assistant leachman and purifier	299.90

SUBDIVISION 8 - COBALT OXIDE SECTION

I		
1.	Cobalt oxide attendant	319.30

SUBDIVISION 9 - CONTACT ACID DIVISION

1.	Conversion attendant	319.30
2.	Purification attendant	319.30
3.	Acid storage and despatch attendant	319.30

SUBDIVISION 10 - SUPERPHOSPHATE DIVISION

1.	Millman	319.30
2.	Mixerman	319.30
3.	Loader	319.30
4.	Blender	319.30
5.	Bagging machine attendant	299.90
6.	Recycle attendant	319.30

SUBDIVISION 11 - HYDROGEN DIVISION

1.	Cell attendant	319.30
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SUBDIVISION 12 - NITROGEN DIVISION

1.	Nitrogen attendant	323.00'
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SUBDIVISION 13 - AMMONIA DIVISION

1.	Compressor attendant	323.00
2.	Synthesis attendant	323.00

SUBDIVISION 14 -AMMONIUM SULPHATE DIVISION

1.	Saturator attendant	319.30
2.	Centrifuge attendant	319.30
3.	Dryer attendant	319.30
4.	Bagging machine attendant	299.90

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Section II - Auxilliary Services (Regular Shift Workers)

1.	Senior shift electrician (if appointed as such)	460.40
2.	Shift electrician (if appointed as such)	438.80
3.	Shift mill mechanic (if appointed as such)	417.40
4.	Switchboard attendant Power Control Centre	316.10
5.	Compressor station attendant	319.60
6.	Compressor station assistant	304.20
7.	Watchman, Grade 1	319.30
8.	Pilot Plant attendant	319.30

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 \$6.20 per week extra.
- (b) If in charge of 3 and not more than ten other employees, or if appointed as such \$13.70 per week extra.
- (c) If in charge of more than 10 and not more than 20 other employees, or if appointed as such \$20.30 per week extra.
- (d) If in charge of more than 20 other employees or if appointed as such \$26.10 per week extra.

SUBDIVISION A. - ELECTRICAL TRADES

1.	Industrial instrument mechanic (special class) (as defined)	438.80
2.	Industrial instrument mechanic (as defined)	387.00
3.	Electrical fitter (as defined)	369.90
4.	Electrical mechanic (as defined)	369.90
5.	Electrical fitter or electrical mechanic (electronics) (as defined)	369.90
6.	Electrician - Special Class (as defined)	438.80
7.	Electrical tradesman's assistant	299.90
8.	Cadmium cells collector attendant	293.80
9.	Battery attendant - an adult employee engaged in the servicing of batteries	287.70

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10. Storeman (as defined)	297.90
11. Storeman in charge of a store	306.00
12. Bench hand	294.20

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	342.10
2. String crane driver	288.90
3. Crane drivers not elsewhere included	304.90
4. Boiler attendant - first class, who attends to 2 or more boilers	304.40
5. Pneumatic tyred tractors not using power operated attachments -	
(i) 35 kW brake power and under	302.10
(ii) Over 35 kW brake power and up to 70 kW brake power	306.60
(iii) Over 70 kW brake power and up to 110 kW brake power	315.10
(iv) Over 110 kW brake power	319.40
6. Pneumatic tyred tractors using power operated attachments	
(i) 35kW brake power and under	306.60
(ii) Over 35 kW brake power and up to 70 kW brake power	315.10
(iii) Over 70 kW brake power and up to 110 kW brake power	319.40
(iv) Over 110 kW brake power	323.00
7. Loaders -	
Up to and including 0.75 cubic metres	315.10
Over 0.75 cubic metres and up to 2.25 cubic metres	319.40
Over 2.25 cubic metres and up to 4.5 cubic metres	323.00
Over 4.5 cubic metres	329.10

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8.	Excavators -	
	Up to and including 0.5 cubic metres	319.40
	Over 0.5 cubic metres and up to 2.25 cubic metres	323.00
	Over 2.25 cubic metres	329.10
9.	Driver of road roller, powered	
	(i) under 8 tonnes	306.60
	(ii) 8 tonnes and over	315.10

SUBDIVISION C. - MECHANICAL ENGINEERS

1.	Mechanical tradesmen (in the field)	384.20
2.	Mechanical tradesmen (as defined)	369.90
3.	1st class machinist (as defined)	369.90
4.	2nd class machinist (as defined)	302.70
5.	Angle-iron smith	380.10
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	372.50
7.	Blacksmith's machinist	289.40
8.	Boilermaker (as defined)	369.90
9.	Structural steel tradesman (as defined)	369.90
10.	1st class welder (as defined)	369.90
11.	Welder, special class (as defined)	388.20
12.	Welder, 2nd class (as defined)	290.40
13.	Patternmaker	421.40
14.	Tradesman's helper and/or blacksmith's striker	299.90
15.	Fitter running bearings	380.30
16.	Motor mechanic (as defined)	369.90
17.	Toolmaker (as defined)	421.40
18.	Storeman (as defined)	297.90
19.	Storeman in charge of a store	306.00
20.	Marker off	383.80
21.	Metal sprayer -	
	(i) who operates from outside a properly enclosed cabin	293.90
	(ii) other	303.60

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22. Shot blast, sand blast -	
(i) who operates from outside a properly enclosed cabin	285.80
(ii) other	296.50
23. Inspector (as defined)	430.70
24. Gear attendant	298.90

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)	302.70
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SUBDIVISION E. - BRICKLAYERS

1. Bricklayers	369.90
2. Bricklayer's labourer	308.50

SUBDIVISION F. - CARPENTERS

1. Carpenters	369.90
2. Carpenter's labourer	299.90

SUBDIVISION G. - PAINTERS

1. Painters, glaziers, decorators and sign writers	369.90
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SUBDIVISION H. - PLUMBERS

1. Leadburner	417.70
2. Sheetmetal worker	

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(i) First class bench hand	369.90
(ii) Second class bench hand	302.70
3. Leadburner's assistant	299.90
4. Sheetmetal worker's assistant	299.90
5. Sheetmetal worker (in the field)	384.20

SUBDIVISION I. – RIGGERS

1. Riggers (as defined)	330.00
2. Rigger Inspector (as defined)	341.90

PROVIDED THAT employees mentioned in this subdivision 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	315.40
(ii) If cutting to a depth of less than 190 millimetres	305.30
(iii) If sharpening saw, \$1.95 per week extra	
2. Orderman, measurer or tallyman (as defined)	301.00
3. Puller-out at sawbench -	
(i) Cutting a depth of 190 millimetres or over	290.40
(ii) Cutting a depth of less than 190 millimetres	284.90
4. Puller-out at any planing machine	290.40
5. Wood machinist 'A' grade	369.90
6. Saw sharpener	315.40
7. Portable chain saw operator	301.00

SUBDIVISION K. - TRANSPORT

1. Drivers of motor vehicles having a maker's capacity of 1.2 tonnes or less	337.00
Over 1.2 tonnes but not over 3 tonnes	340.60
3 tonnes and over but under 6 tonnes	345.70
6 tonnes and over but under 7 tonnes	346.30
7 tonnes and over but under 8 tonnes	347.20

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8 tonnes and over but under 9 tonnes	348.00
9 tonnes and over but under 10 tonnes	348.80
10 tonnes and over but under 11 tonnes	349.90
11 tonnes and over but under 12 tonnes	350.80
12 tonnes and over but under 13 tonnes	351.30
13 tonnes and over but under 14 tonnes	352.50
14 tonnes and over but under 15 tonnes	353.40
15 tonnes and over but under 16 tonnes	354.10
16 tonnes and over but under 17 tonnes	355.10
17 tonnes and over but under 18 tonnes	355.60
18 tonnes and over but under 19 tonnes	356.80
19 tonnes and over but under 20 tonnes	357.50
20 tonnes and over but under 21 tonnes	358.20
21 tonnes and over but under 22 tonnes	358.60
22 tonnes and over but under 23 tonnes	359.30
23 tonnes and over	360.70
2. Omnibus driver	347.20
3. Car driver	340.60
4. Loader	314.20
5. Motor Driver's assistant	316.10
6. Driver of Mobile Crane up to 5 tonnes	349.40
7. Fork Lift truck driver -	
(a) Lifting capacity up to 5,000 kilograms	341.90
(b) Lifting capacity over 5,000 kilograms and up to 10,000 kilograms	345.00
(c) Lifting capacity over 10,000 kilograms up to 25,000 kilograms	354.10
8. Suction sweeper driver	346.30
SUBDIVISION L. - SHIPPING AND TRANSPORT DIVISION	
1. Wharf attendant	290.30
2. Wharf crane dogman	312.30
3. Zinc weighman	319.30
4. Boom conveyor attendant	319.30
SUBDIVISION M. - MISCELLANEOUS	
1. Concrete finisher	312.30
2. Operator of concrete mixer	312.30
3. Drain pipe layer	312.30
4. Asphalter, tar or whitewash sprayer	312.30
5. Experienced gardener - an employee who is required to use general botanical knowledge	312.30
6. Bitumen kettle operator	312.30

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7.	Tarman and/or white washer	312.30
8.	Brush hand	312.30
9.	Sanitary attendant	290.20
10.	Pneumatic pick or jackhammer user	312.30
11.	Tankman who replaces metal hoops on tanks	299.90
12.	Sampler in assay sample room	319.30
13.	Chainman	312.30
14.	Power rammer operator	312.30
15.	Laboratory attendant	299.90
16.	Ramset gun operator	312.30
17.	Changehouse, crib room attendant	286.80
18.	Runner and/or messenger	312.30
19.	Fencer using line and level	312.30
20.	Hydrogen cell assembly maintenance attendant	319.30
21.	Digester attendant, aluminium sulphate section	319.30
22.	Globuliser attendant, aluminium sulphate section	299.90
23.	Pick or shovel man	290.20
24.	Storeman (as defined)	297.90
25.	Storeman in charge of a store	306.00
26.	Operator - water cleaning unit in excess of 6900 kPa	319.30
27.	F.R.P. Worker	312.30
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	274.10
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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 dates for apprentices shall be the undermentioned. percentages of the tradesman's rate of \$350.10.

	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 \$14.4176 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	1.5263
Leading Hands	1.7298
Fork lift truck drivers	0.5088

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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 3.45pm and 11.45pm, Monday to Friday inclusive - one and one-half times the ordinary rate.
 - (b) Between 11.45pm and 7.45am, Monday to Friday inclusive - and between 11.45pm Sunday and 7.45am Monday - double the ordinary rate.
3. Saturday work - Between 11.45pm Friday and 11.45pm Saturday - double the ordinary rate.
4. Sunday work - Between 11.45pm Saturday and 11.45pm 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 7.45am and 11.45pm - two and one half times the ordinary rate.

Between 11.45pm and 7.45am - 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	11.45am to 12.15pm
Afternoon Shift	7.45pm to 8.15pm
Night Shift	3.45am to 4.15am

- (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 -

All Shifts treble the ordinary rate

Sundays and holidays prescribed in subsection 5 hereof -

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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 Divisions 1, 2 and 5 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 \$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. PMEZ TRADES/TECHNICAL 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 PMEZ Trades/Technical Employees in the performance of their work.

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.

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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	335.20	309.80
2nd year	345.70	319.60
3rd year	356.60	331.20
4th year	367.20	340.80
5th year	379.50	351.30
6th year and thereafter	390.30	363.80
2nd Grade		
1st year of appointment	401.20	374.90
2nd year of appointment	411.50	386.70
3rd year of appointment	423.20	396.60
4th year of appointment and thereafter	435.10	407.30
3rd Grade		
1st year of appointment	445.10	418.90
2nd year of appointment	455.90	430.30
3rd year of appointment	467.60	440.80
4th year of appointment and thereafter	479.10	451.50
Amount Per Week		
\$		
Clerk Other		
Years of experience after age 21		
1st year		301.50
2nd year		308.10
3rd year		315.40
4th year		322.40
5th year		331.10
6th year		339.30
7th year		347.70
8th year		355.70
9th year and thereafter		364.60

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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.

	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.

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

4. VDU 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.

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	306.20
(ii) 2nd year of experience and thereafter	317.70
(iii) Leading tracer per week extra	9.20
(2) Tester	
(i) 1st year of experience	327.80
(ii) 2nd year of experience	336.40
(iii) 3rd year of experience	346.30
(iv) thereafter	357.20

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(3)	Technical assistant	
	Planning assistant	
	Detail draughtsman	
	(i) 1st year of experience as such	347.80
	(ii) 2nd year of experience as such	362.40
	(iii) 3rd year of experience as such	377.30
	(iv) 4th year of experience as such	382.00
	(v) thereafter	408.20
	(vi) Leading technical assistant	
	Planning assistant	
	Detail draughtsman	
	per week extra	18.00

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.

(4)	Technician	
	Planning technician	
	Senior detail draughtsman	
	(i) 1st year of experience	420.90
	(ii) 2nd year of experience as such	436.80
	(iii) thereafter	453.60
	(iv) Leading technician	
	Planning technician	
	Senior detail draughtsman	
	per week extra	20.90

(5)	Technical officer	
	Design draughtsman	
	Production planner	
	(i) 1st year of service as such	466.60
	(ii) 2nd year of experience as such	486.90
	(iii) thereafter	511.80
	(iv) Leading technical officer	
	Design draughtsman	
	Production planner	
	per week extra	23.40

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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.

5. SHIFT ALLOWANCE

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

6. VDU 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."

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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

7 April 1989