

**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984  
s.23 application for award variation

**Australian Municipal, Administrative, Clerical and Services Union**  
(T.5636 of 1995)

**WHOLESALE TRADES AWARD**

COMMISSIONER R J WATLING

HOBART, 19 July 1995

Award variation - State Wage November 1989 - third minimum rates adjustment - Drivers and Clerical classifications - Principles satisfied - consent matter - application granted - award varied - operative fpp 20 July 1995

**ORDER BY CONSENT -**

**No. 2 of 1995**

**AMEND THE WHOLESALE TRADES AWARD AS FOLLOWS:**

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

**“8. WAGE RATES**

(a) Warehouse and Storeworker Employees

(i) Adults

Adult employees shall be paid the weekly wage rate set out below for the pay level assigned to their classification.

	Wage rate Relativity	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Warehouse & Storeworker Grade 1 (as defined)				
On commencement	87.4	364.60	8.00	372.60
After 2 months service	89.2	372.10	8.00	380.10
After 12 months service	91	379.70	8.00	387.70
Warehouse & Storeworker Grade 2 (as defined)	92.4	385.50	8.00	393.50
Warehouse & Storeworker Grade 3 (as defined)	96.9	404.30	8.00	412.30
Warehouse & Storeworker Grade 4 (as defined)	100.9	421.00	8.00	429.00
Warehouse & Storeworker Grade 5 (as defined)	105	438.10	8.00	446.10

(ii) Junior Employees

The minimum weekly wage rate to be paid to a junior Warehouse and Storeworker employee shall be the undermentioned percentages of the total weekly wage rate for an Adult, Warehouse and Storeworker, Grade 1, on commencement, subclause (a)(i) of this clause.

	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

(b) Manufacturing and Packing Employees

(i) Adults

Adult employees shall be paid the weekly wage rate set out below for the pay level assigned to their classification.

	Wage rate Relativity	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Manufacturing & Packing Employee Grade 1 (as defined)	78	325.40	8.00	333.40
Manufacturing & Packing Employee Grade 2 (as defined)	82	342.10	8.00	350.10
Manufacturing & Packing Employee Grade 3 (as defined)	87.4	364.60	8.00	372.60
Manufacturing & Packing Employee Grade 4 (as defined)	92.4	385.50	8.00	393.50
Manufacturing & Packing Employee Grade 5 (as defined)	96.9	404.30	8.00	412.30

(ii) Junior Employees

The minimum weekly wage rate to be paid to a junior Manufacturing and Packing employee shall be the undermentioned percentages of the total weekly wage rate for an Adult, Manufacturing and Packing Employee, Grade 2 (as defined) of subclause (b)(i) of this clause.

	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

(c) Clerical and Administrative Employees

(i) Adults

Adult employees shall be paid the weekly wage rate set out below for the pay level assigned to their classification.

	Wage Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
Adult entry (as defined)					
1st 6 months service	80	292.20	35.70	8.00	335.90
2nd 6 months service	85	310.40	33.20	8.00	351.60
Clerical & Administrative Employee Grade 1 (as defined)					
1A - 1st 12 months service	87	317.70	37.50	8.00	363.20
1B - After 12 months service	90	328.70	35.90	8.00	372.60
Clerical & Administrative Employee Grade 2 (as defined)					
2A - 1st 12 months service	92	336.00	41.80	8.00	385.80
2B - After 12 months service	95	346.90	40.30	8.00	395.20
Clerical & Administrative Employee Grade 3 (as defined)					
3A - 1st 12 months service	97	354.20	49.60	8.00	411.80
3B - After 12 months service	100	365.20	48.00	8.00	421.20
Clerical & Administrative Employee Grade 4 (as defined)					
	105	383.50	47.40	8.00	438.90
Clerical & Administrative Employee Grade 5 (as defined)					
	110	401.70	44.80	8.00	454.50



Clerical & Administrative Employee Grade 6 (as defined)	115	420.00	46.30	8.00	474.30
Clerical & Administrative Employee Grade 7 (as defined)	120	438.20	57.00	8.00	503.20

(ii) Junior Employees

- (1) The minimum weekly wage rate to be paid to a junior Clerical and Administrative employee performing duties consistent with the definition of an Adult, Clerical and Administrative Employee, Grade 1 (as defined), shall be the undermentioned percentages of the total weekly wage rate for an Adult, Clerical and Administrative Employee, Grade 1, 1A of subclause (c)(i) of this clause.

	Percentage %	Weekly Wage Rate \$
Under 17 years of age	50	181.60
17 to 18 years of age	55	199.80
18 to 19 years of age	65	236.10
19 to 20 years of age	80	290.60
20 to 21 years of age	85	302.10

- (2) The minimum weekly wage rates to be paid to all other junior Clerical and Administrative employees shall be the undermentioned percentages of the total weekly wage rate for an Adult, Clerical and Administrative Employee, Grade 2, 2A of subclause (c)(i) of this clause.

	Percentage %	Weekly Wage Rate \$
Under 17 years of age	50	192.90
17 to 18 years of age	55	212.20
18 to 19 years of age	65	250.80
19 to 20 years of age	80	308.60
20 to 21 years of age	85	327.90

(d) Transport Employees

(i) Adults

Adult employees shall be paid not less than the weekly wage rate set out below for the pay level assigned to their classification.

	Wage Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
Transport Employee Grade 1 (as defined)	93.2	340.50	40.50	8.00	389.00
Transport Employee Grade 2 (as defined)	97.4	355.70	42.50	8.00	406.20
Transport Employee Grade 3 (as defined)	99.5	363.40	43.50	8.00	414.90

(ii) Junior Employees

The minimum weekly wage rate to be paid to junior Transport employees is as follows:

Under 19 years of age	-	70% of the appropriate adult weekly wage rate
19 years of age	-	80% of the appropriate adult weekly wage rate
20 years of age	-	100% of the appropriate adult weekly wage rate

**PROVIDED** that the total wage shall be calculated to the nearest ten cents.

(e) Commercial Travellers

All employees shall be paid not less than the weekly wage rate set out below for the pay level assigned to their classification.

	Wage rate Relativity	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
Commercial Traveller Grade 1 (as defined)	87	317.70	42.00	8.00	367.70
Commercial Traveller Grade 2 (as defined)	95	346.90	46.40	8.00	401.30
Commercial Traveller Grade 3 (as defined)	100	365.20	52.00	8.00	425.20

(f) Trainees

(i) Australian Traineeship System (ATS)

The total weekly wage rate payable to trainees (as defined) shall be determined by multiplying the appropriate junior employee rate as specified in Clause 8 - Wage Rates, of this award by 39 (which represents the actual time spent on the job) and dividing that sum by 52.

**PROVIDED** that the wage rates determined by this calculation shall in no case be less than the minimum rate prescribed by the Australian Traineeship System Guidelines. This figure is adjusted in accordance with National Wage Decisions.

(ii) Career Start Traineeship System (CST)

The weekly wage rate payable to a Career Start Trainee (as defined) shall be calculated by taking the appropriate classification rate prescribed in Clause 8 - Wage Rates of this award that would otherwise have been applicable to the employee had that employee not been a Career Start Trainee (as defined) and multiplying that weekly wage rate by the number of weeks spent on-the-job as specified in the registered training agreement (as defined) and dividing that amount by the number of weeks duration of the contract for training as specified in the registered training agreement (as defined)."

**OPERATIVE DATE**

The foregoing variation shall come into effect from the beginning of the first full pay period commencing on or after 20 July 1995.

