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TASMANIAN INDUSTRIAL COMMISSION

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

**Health Services Union of Australia
Tasmania No. 1 Branch
(T.4802 of 1994)**

DENTISTS AWARD

COMMISSIONER R J WATLING

18 February 1994

Wage rates - State Wage Case December 1993 - arbitrated safety net adjustment - application granted - ffpp 2 February 1994

ORDER BY CONSENT -

No. 1 of 1994

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

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Delete Clause 8 - Wage Rates and insert in lieu thereof the following:

"8. WAGE RATES

1. WAGES

The minimum weekly wage rate to be paid by employers to adult employees per week of 38 hours shall be as follows:

DIVISION A - REGISTERED DENTAL MECHANICS AND DENTAL TECHNICIANS

	Base Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
(a) Registered Dental Mechanic -					
1st year of experience	118.14	431.40	61.50	8.00	500.90
2nd year of experience	119.70	437.10	62.30	8.00	507.40
3rd year of experience	121.26	442.80	63.10	8.00	513.90
4th year of experience	122.82	448.50	63.90	8.00	520.40
5th year of experience and thereafter	124.37	454.20	64.70	8.00	526.90
(b) Dental Technician -					
1st year of experience	104.98	383.40	54.60	8.00	446.00
2nd year of experience	106.54	389.10	55.40	8.00	452.50
3rd year of experience	108.10	394.80	56.20	8.00	459.00
4th year of experience	109.66	400.50	57.00	8.00	465.50
5th year of experience and thereafter	111.21	406.10	57.90	8.00	472.00
(c) Supplementary Payment					

The amounts appearing in the column headed Supplementary Payment (A) and (B) contained in subclause (a) and (b) of this Division 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 2 February 1994 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 2 February 1994.

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(d) Apprentices

The minimum weekly wage rate to be paid to an apprentice shall be the undermentioned percentages of the weekly wage rate of a dental technician, 1st year of experience, as prescribed in classification (b) of this Division:

	%
First year	45
Second year	55
Third year	65
Fourth year	85

Adjustments are to be made to the nearest ten cents.

PROVIDED that an apprentice dental technician who completes his apprenticeship over a four year term shall then be paid the weekly wage rate prescribed in classification (b) of Division A.

PROVIDED ALWAYS that the relevant percentage of the \$8 Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December 1993 is 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 2 February 1994.

(e) Extra Rates

A dental mechanic who is responsible for the supervision of 3 or more employees shall be paid \$9.90 per week in addition to his weekly wage.

DIVISION B - DENTAL MECHANIC'S ASSISTANTS AND ATTENDANTS

(a) The minimum weekly wage rate to be paid by employers to adult Dental Mechanic's Assistants and Attendants (i.e. employees over 20 years of age) shall be the undermentioned rates per week:

	Base Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
1st year of adult experience	79.45	290.20	41.30	8.00	339.50
2nd year of adult experience	81.01	295.80	42.20	8.00	346.00
3rd year of adult experience	82.57	301.50	43.00	8.00	352.50
4th year of adult experience	84.13	307.20	43.80	8.00	359.00
5th year of adult experience	85.69	312.90	44.60	8.00	365.50

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(b) Supplementary Payment

The amounts appearing in the column headed Supplementary Payment (A) and (B) contained in subclause (a) of this Division 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 2 February 1994 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 2 February 1994.

(c) Juniors

The minimum weekly wage rate to be paid to junior assistants shall be as follows:

	Percentage of appropriate Adult Wage prescribed in Division B %
Under 17 years of age	50
17 to 18 years of age	62.5
18 to 19 years of age	75
19 to 20 years of age	87.5

PROVIDED that the relevant percentage of the \$8 Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period commencing on or after 2 February 1994.

DIVISION C - DENTAL ASSISTANTS

The minimum weekly wage rate to be paid by employers to adult Dental Assistants (i.e. employees over 20 years of age) shall be the undermentioned rates per week:

	Base Rate Relativity %	Base Rate \$	Supplementary Payment \$		Weekly Wage Rate \$
			(A)	(B)	
(a) 1st year of adult experience	83.62	305.40	43.50	8.00	356.90
2nd year of adult experience	85.18	311.10	44.30	8.00	363.40
3rd year of adult experience	86.74	316.80	45.10	8.00	369.90
4th year of adult experience	88.30	322.50	45.90	8.00	376.40
5th year of adult experience	89.86	328.20	46.70	8.00	382.90

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PROVIDED that employees who prior to 20 November 1991 were classified as Dental Assistants in Clause 8 - Wage Rates, Division C - Dental Assistants, subclause (a) 4th and 5th years adult experience shall receive an actual wage increase of \$9.50 and \$9.80 respectively.

(b) Supplementary Payment

The amounts appearing in the column headed Supplementary Payment (A) and (B) contained in subclause (a) of this Division 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 2 February 1994 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 2 February 1994.

(c) Juniors

The minimum weekly wage rate to be paid to junior Dental Assistants shall be the undermentioned percentages of the 1st year adult experience contained in paragraph (a) of this Division.

	%	Weekly Wage Rate \$
Under 17 years of age	50	178.50
17 to 18 years of age	62.5	223.10
18 to 19 years of age	75	267.70
19 to 20 years of age	87.5	312.30

PROVIDED that at 20 years of age an employee shall be classified under paragraph (a) of this Division.

PROVIDED ALWAYS that the relevant percentage of the \$8 Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December 1993 is 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 2 February 1994.

(d) Certificate Allowance

In addition to the wage rates contained in subclauses (a) and (c) of this Division an employee who holds a certificate of proficiency accredited by the Dental Assistants' Education Council of Australia shall be paid a certificate allowance of \$17.00 per week.

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2. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1 hereof, no adult employee shall be paid less than the rate of \$257.40 per week.
- (b) Provided that payments for overtime, holiday and weekend penalties prescribed in this award shall not be taken into account in the calculation of such minimum weekly wage rate.

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.

3. 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 \$8.50 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."

OPERATIVE DATE:

The operative date for the foregoing amendments shall be from the beginning of the first full pay period to commence on or after 2 February 1994.

R J Watling
COMMISSIONER

18 February 1994