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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

**The Federated Miscellaneous Yorkers Union of Australia
Tasmanian Branch
(T.3059 of 1991)**

and

**Federated Clerks Union of Australia
Tasmanian Branch
(T.2550 of 1990)**

LAUNDRY AND DRY CLEANING AWARD

Structural Efficiency Principle

ORDER - No. 3 of 1991

AMEND THE **LAUNDRY AND DRY CLEANING AWARD** IN THE FOLLOWING MANNER:

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1. By inserting the following in alphabetical order in Clause 7 - Definitions:

"Grade I employee" means an employee in the first 6 months of employment with no previous experience in the industry.

MUST POSSESS THE FOLLOWING SKILLS AND ABILITIES:

1. Be responsible for their own work subject to detailed instructions.
2. Work under routine supervision.
3. Carry out duties in a safe, responsible and efficient manner.
4. Possess basic communication and interpersonal skills.

the Tasmanian Confederation of Industries.

5. Must be able to perform basic tasks as a result of skill that should have been gained from basic education or gained in the course of everyday living or readily learn such basic tasks including, but not limited to, the following:
 - (a) be able to identify and classify items of linen/garments and associated simple tasks;
 - (b) be able to load and unload drying machines;
 - (c) be capable of basic keyboard operations and record keeping;
 - (d) hand and group clean garments and check for stains;
 - (e) be able to perform basic and incidental housekeeping duties.

AND WILL BE TRAINED in one of the following brackets:

BRACKET 1:

Perform all ironing machine functions either manually or with the aid of semiautomatic or automatic feeding, folding and preparing equipment.

Perform all manual or machine folding/hanging operations on linen/garments.

Operation of a tunnel finisher.

Use a Heatseal or Heat Marking Machine or mark linen with any other type of machine or manually.

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BRACKET 2:

Operation of any washing, drying and extracting equipment. Operation of towel unwinding equipment.

BRACKET 3:

Operation of any textile pressing machine.

BRACKET 4:

Manual or machine repairing of garments or linen.

PROVIDED that an employee with experience in the bracket he/she was employed for will advance to Grade 2 within 6 months upon demonstrating that he/she has attained and can perform at the desired level of efficiency in that bracket.

'**Grade 2 employee**' means an employee who has completed the required period at classification Grade 1 and who can competently perform the tasks required of them in the appropriate bracket as well as meeting the general requirements of the Grade 1 classification, even though they may not have completed training in all the tasks in their bracket.

Notwithstanding, in such case, the employee will be required to qualify in the tasks missed whilst in Grade 1.

IN ADDITION:

Must be able to operate with a minimum of supervision.

Must recognise and report obvious faults in the equipment they use.

Must be responsible for the maintenance of the quality and quantity of their own output.

OR

A repairer who must at the point of entry be competent to repair linen and garments either manually or by machine or a combination of both and must meet the general requirements of a Grade 1 employee.

Tasks performed by a repairer at this level would include but not be limited to the following:

- patching
- stud and button replacement
- hemming
- darning
- seaming

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OR

In addition to meeting the general requirements of a Grade 1 employee competently performs tasks within or indicative of the following:

Receiving and despatching and/or assembling of orders and packaging.

Assisting with basic record keeping.

Examining to ensure customers requirements are met and inspections.

Manual operation of finishing equipment.

Wet cleaning, spotting and pre-spotting.

Dry cleaning machine operator.

'Grade 3 employee' means:

1. Any employee who meets the requirements of a classification Grade 2.

AND IN ADDITION

2. Can efficiently carry out two Grade 1 Brackets and has been designated as a stand-by worker in those Brackets.

OR

3. Operates washing and ancillary equipment and is responsible for work flow and control of all washing supplies for such equipment and can carry out these tasks with minimal supervision.

OR

4. Holds a Boiler Ticket and is ready and willing to use that ticket in the performance of his/her duties.

OR

5. A repairer who is competent to perform all facets of repair functions and either performs work at this level or is designated as a stand-by worker.

Tasks performed by a repairer at this level would include but not be limited to the following:

zip replacement

pocket replacement

alterations

making of monograms

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AND/OR

6. Maintains necessary records and performs related tasks.

Mechanical distribution or collection.

Capable of training others engaged in lower Grades.

'Grade 4 employee' means an employee who holds a Boiler Ticket and is ready and available to use that ticket and meets the requirements of 1 and any of 2, 3, 5 and/or 6 of the requirements for Grade 3.

OR

Any Grade 2 or 3 employee who is appointed for the purpose of directing and controlling a section of the production operation."

2. By deleting Clause 8 - Wage Rates, and inserting in lieu thereof the following:

"8. WAGE RATES

A. LAUNDRY DRY CLEANING EMPLOYEES - ADULTS

Adult employees of a classification hereinafter mentioned shall be paid the wage rates assigned to that classification.

Grade	Base Rate \$	Supplementary Payment \$	Weekly Rate \$
Grade I	325.70	0.00	325.70
Grade II	331.30	3.70	335.00
Grade III	331.30	9.80	341.10
Grade IV	355.10	7.90	363.00

Leading Hands

- (a) If in charge of not less than 3 and not more than 10 employees \$15.50 per week extra.
- (b) If in charge of more than 10 and not more than 20 employees \$23.00 per week extra.
- (c) If in charge of more than 20 employees - \$29.60 per week extra.

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B. LAUNDRY & DRY CLEANING EMPLOYEES - JUNIORS

(a) The minimum rates of wages that may be paid to juniors shall be the undermentioned percentages prescribed in Division A, for the classification Laundry and Dry Cleaning Employee Grade II:

	Percentage of Classification for Grade II
Under 17 years of age	50
17 years and under 18 years	65
18 years and under 19 years	75
19 years and under 20 years	90
20 years of age	100

(b) The percentage of wages herein set out shall be calculated in multiples of 10 cents, amounts less than 5 cents being taken to the lower multiple and amounts of 5 cents or more being taken to the higher multiple.

(c) Juniors Employed in a Receiving Depot

Notwithstanding anything hereinbefore contained, any junior working on his/her own and responsible for cash transactions and/or in charge of a depot shall be paid not less than the rate prescribed for 19 years and under 20 years plus an amount per week of \$9.20.

C. CARTS AND DRIVERS

Adult employees of a classification hereunder shall be paid the wage rate opposite that classification:

	Amount per Week \$
(a) Employee driving motor vehicle having maker's capacity of -	
1.2 tonnes or less	346.50
over 1.2 tonnes but under 3 tonnes	350.40
over 3 tonnes but under 6 tonnes	355.10

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(b) An additional amount for an 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	2.10
Over \$600 but not exceeding \$1000	3.10
Over \$1000	4.10

(c) Juniors

The minimum rate of wages which may be paid to junior drivers shall be the undermentioned percentages of the appropriate adult rate:

	%
18 years of age and under 19 years	70
19 years of age and under 20 years	80
20 years of age and thereafter	Adult Rate

D. CLERKS

Except as prescribed in this Division in subclause B - Juniors, Proviso, adult employees of a classification hereunder mentioned shall be paid the wage rate assigned opposite that classification:

A. ADULTS

	Amount per Week \$
(a) 1st year's adult experience	302.40
2nd year's adult experience	323.60
3rd year's adult experience & thereafter	351.10
(b) An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	467.20
(c) A clerk who is in charge of and responsible for the work of:	
5 or more employees	410.10
3 or 4 employees	394.10
2 employees	386.10

'Employees' in (c) above shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

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B. JUNIORS

The minimum rate of wages that may be paid to juniors shall be the undermentioned percentage of subclause A - Wage Rates - 2nd year's adult experience, of this division adjusted to the nearest 10 cents.

	%	Amount per Week \$
Under 16 years of age	40	129.40
16 to 17 years of age	45	145.60
17 to 18 years of age	55	178.00
18 to 19 years of age	70	226.50
19 to 20 years of age	80	258.90
20 to 21 years of age	90	291.20

Proviso

When determining the rate 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 which awards of the Tasmanian Industrial Commission are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

C. TRAINEE CLERK (AS DEFINED)

The minimum weekly wage rate payable to a trainee clerk (as defined) shall be determined by the following method of calculation:

By taking the appropriate wage rate for a junior clerk as prescribed in subclause 2 of this division then multiplying it by 39 and dividing it by 52.
(39 being the actual number of weeks spent 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 Traineeships System Guidelines.

PROVIDED FURTHER that trainee clerk (as defined) 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.

D. ADDITIONAL PAYMENTS

In addition to the weekly rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio-typists, teletypists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators:

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	Amount per Week \$
Under 16 years 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

E. SUPPLEMENTARY PAYMENTS

The amount shown as a supplementary payment for a classification rate shall be fully absorbed into any overaward payments provided that at all times the total amount listed for that classification shall be the minimum weekly amount payable."

DATE OF OPERATION:

The above variations shall have effect from the beginning of the first full pay period to commence on or after 28 August 1991.

R.K. Gozzi
COMMISSIONER

26 September 1991