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IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.432 and T.435 of 1986

IN THE MATTER OF APPLICATIONS BY THE TASMANIAN PUBLIC SERVICE ASSOCIATION AND THE TASMANIAN TRADES AND LABOR COUNCIL TO VARY ALL PUBLIC SECTOR AWARDS, AND TO VARY ALL PUBLIC AND PRIVATE SECTOR AWARDS AND AGREEMENTS RESPECTIVELY

RE: NATIONAL WAGE 2.3% INCREASE IN SALARIES, WAGES AND ALLOWANCES

ORDER -

**No. 1 of 1986
(Consolidated)**

AMEND THE **HOBART REGIONAL WATER BOARD STAFF AWARD** BY DELETING ALL CLAUSES CONTAINED THEREIN AND INSERTING IN LIEU THEREOF THE FOLLOWING:

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1. TITLE

This award shall be known as the "Hobart Regional Water Board Staff Award".

2. SCOPE

Subject to the exceptions and conditions contained herein, this award shall apply to all persons employed under the provisions of either:

- (a) up to and including 30 June 1984, the Metropolitan Water Act 1961, by the Metropolitan Water Board,
- (b) from 1 July 1984, the Hobart Regional Water Act 1984, by the Hobart Regional Water Board, being employees within the meaning of Part V of the Public Service Act 1973 and for whom classifications appear in this award.

3. ARRANGEMENT

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4. DATE OF OPERATION

This award shall come into operation as from the beginning of the first pay period to commence on or after 1 July 1986.

PROVIDED that, it is a term of this award that the unions undertake that they will not pursue any extra claims, award or overaward, except where consistent with the Principles of Wage Fixation of the Tasmanian Industrial Commission.

5. SUPERSESSION AND SAVINGS

This award incorporates and supersedes the Hobart Regional Water Board Staff Award No. 3 of 1985 (Consolidated).

PROVIDED FURTHER, that no right, obligation or liability incurred or accrued under any of the abovementioned provisions shall be affected by the replacement and supersession.

PROVIDED FURTHER, the provisions of the relevant Act or Instrument under or by virtue of which they are appointed, or as prescribed by the Regulations, Rules, By-laws or Instructions made under such Act or Instrument, whichever are applicable, shall continue to apply to the officers or classes of officer covered by this award as and where such Act, Instrument, Regulations, Rules, By-laws or Instructions, save insofar as the salary to be received by and the conditions of service of such officers or classes of officer are inconsistent with the provisions of this award.

6. PARTIES AND PERSONS BOUND

Unless otherwise specified, this award shall have application to and be binding upon:

- (a) the Hobart Regional Water Board in relation to all officers (as defined) for whom classifications appear in this award, whether members of a Registered Organisation or not,
- (b) the Tasmanian Public Service Association and the Officers of that organisation and their members for whom classifications appear in this award,
- (c) the Tasmanian Trades and Labor Council.

7. DEFINITIONS

In this award, unless the contrary intention appears:

'Adult Officer' means an officer 21 years of age or over.

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'Draftsman' means a person who holds an approved certificate from a Technical College, (or who at the date of this award holds qualifications deemed by the controlling authority to be equivalent thereto) together with appropriate practical experience in drafting work, and who is competent and required to perform drafting work of either an architectural, engineering, survey, cartographic, photogrammetric, computing or photo-interpretation nature.

'Junior Officer' means an officer under the age of 21 years.

'Officer' means a person permanently or temporarily employed under the provisions of the Hobart Regional Water Act 1984, by the Hobart Regional Water Board who, being an employee within the meaning of Part V of the Public Service Act 1973 on the date upon which this award comes into force, occupies one of the positions covered by this award or, who after that date is appointed to one of such positions.

8. SALARIES

An officer, classified or graded within a class or grade prescribed by this Principal Award, shall, subject to satisfying the prescribed requirements be paid:

- (i) in the case of an Adult Officer, at the salary rate determined for the relevant classification as hereinafter set forth;
- (ii) in the case of a Junior Officer, at the appropriate salary rate within the scale determined for the relevant classification as hereinafter set forth.

A ADULT OFFICERS

	Salary per annum
(i) Secretary/Accountant	\$
Class I	37369
Class II	38919
Class III	40468
(ii) Supervisor	
Class I	31453
Class II	31962
(iii) Drafting Assistant	
Class I	
1st year of service	15345
2nd year of service	15738
3rd year of service	16131
4th year of service	16520
5th year of service and thereafter	17020

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PROVIDED that an officer shall not progress beyond the salary for the fourth year of service unless in the opinion of the Controlling Authority, the duties and responsibilities of such officer warrant such progression.

Class II	
1st year of service	17506
2nd year of service	18002
3rd year of service	18483

Class III	
1st year of service	18842
2nd year of service	19248
3rd year of service	19657
4th year of service	20070
5th year of service and thereafter	20487

PROVIDED that an officer shall not be classified within Class III unless he has had at least five years, adult experience in drafting duties.

(iv) Draftsman

Class I	
1st year of service	19598
2nd year of service	20119
3rd year of service	20647
4th year of service	21171
5th year of service and thereafter	21693

Class II	
1st year of service	22211
2nd year of service	22728
3rd year of service	23239
4th year of service and thereafter	23756

(v) Administrative and Clerical Officer

Clerical Officer

Class I	
1st year of service	15140
2nd year of service	15597
3rd year of service	16048
4th year of service	16514
5th year of service	16996
6th year of service	17461
7th year of service and thereafter	17979

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Class II	
1st year of service	18498
2nd year of service	19159
3rd year of service and thereafter	19810
Class III	
1st year of service	20466
2nd year of service	21121
(vi) Assistant Accountant	
Class I	
1st year of service	25506
2nd year of service	26155
3rd year of service and thereafter	26796
Class II	
1st year of service	27438
2nd year of service	27957
3rd year of service and thereafter	28604
(vii) Technical Officer	
Class I	
1st year of service	15163
2nd year of service	15647
3rd year of service	16130
4th year of service and thereafter	16621
Class II	
1st year of service	17025
2nd year of service and thereafter	17504
Class III	
Grade 1	17912
Grade 2	18379
Class IV	
Grade 1	18805
Grade 2	19322
Class V	
Grade 1	19772
Grade 2	20291
Class VI	
Grade 1	20736
Grade 2	21253

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Class VII	
Grade 1	21688
Grade 2	22205
Class VIII	
Grade 1	22637
Grade 2	23153
Class IX	
Grade 1	23603
Grade 2	24120
Class X	
Grade 1	24568
Grade 2	25085
Class XI	
Grade 1	25538
Grade 2	26052
Class XII	
Grade 1	26508
Grade 2	27012
Class XIII	
Grade 1	27474
Grade 2	27984

(viii) General Officer

Class I	
1st year of service	13582
2nd year of service	13792
3rd year of service	14000
4th year of service and thereafter	14213

PROVIDED that the commencing salary and incremental progression of a Class I officer shall be as determined by the Controlling Authority, having regard to the duties responsibilities and practical experience of such officer in the relevant field of work.

Class II	
Grade 1	14426
Grade 2	14638

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Class III	
Grade 1	14858
Grade 2	15059
Class IV	
Grade 1	15270
Grade 2	15475
Class V	
Grade 1	15687
Grade 2	15888
Class VI	
Grade 1	16100
Grade 2	16314
Class VII	
Grade 1	16541
Grade 2	16748
Class VIII	
Grade 1	16970
Grade 2	17184
Class IX	
Grade 1	17398
Grade 2	17614
Class X	
Grade 1	17833
Grade 2	18043
Class XI	
Grade 1	18260
Grade 2	18466
Class XII	
Grade 1	18682
Grade 2	18897
Class XIII	
Grade 1	19111
Grade 2	19324
Class XIV	
Grade 1	19544
Grade 2	19755

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Class XV	
Grade 1	19973
Grade 2	20192

(ix) Adult Officer

Office Assistant
Typist
Stenographer
Machinist
Audio Typist
Keyboard Operator
Secretarial Assistant
Typist-in-Charge
Machinist-in-Charge
Keyboard Supervisor

Class I	
Grade 1	14801
Grade 2	15030
Grade 3	15257

Class II	
Grade 1	15481
Grade 2	15707
Grade 3	15931
Grade 4	16158

Class III	
Grade 1	16402
Grade 2	16636

PROVIDED that:

- (i) an officer who is a typist shall not be promoted or progress beyond Class I, Grade 2, unless she has satisfactorily passed a typing test of 40 words per minute;
- (ii) an officer who is a typist appointed to a Class I position who has passed a typing test of 50 words per minute shall be paid in addition an allowance of \$197.00 per annum;
- (iii) an officer shall not be appointed as a stenographer unless she has passed a stenography test of 80 words per minute;

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- (iv) an officer classified to a position up to and including Class II, Grade 2, who has satisfactorily passed a stenography test shall be paid either of the allowances which follow:
 - (a) For 100 words per minute - \$392 per annum
 - (b) For 120 words per minute - \$588 per annum
- (v) no stenographer shall be appointed to a position classified above Class III Grade 1, unless having first passed a stenography test of 100 words per minute;
- (vi) a machinist who has served twelve months on the maximum of Class II, Grade 1, may progress grade by grade to Class III, Grade 2, subject to a certificate by the Head of the Department and with the concurrence of the Controlling Authority that that officer will be required to undertake the duties of an officer of that Class.

PROVIDED FURTHER that the proficiency allowances more particularly set forth in either provisos (ii) or (iv) hereof shall, in each case, be in substitution for, and not cumulative one upon the other.

B. JUNIOR OFFICERS

SCALE 1 - Officers appointed to a position where the Schools Board Certificate endorsed "A" of the Schools Board of Tasmania or equivalent qualifications is a prerequisite to appointment to that position.

Age	\$
16 years and under	8327
17 years	9538
18 years	11052
19 years	12718
20 years	14080

PROVIDED that the salaries for Scale 1 shall be:-

55% at age 16 years
63% at age 17 years
73% at age 18 years
84% at age 19 years
93% at age 20 years

of the first year of service of an Administrative and Clerical Officer, Class I.

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SCALE 2 - Officers appointed to a position not classified under Scale 1 or 3.

Age	Salary Per Annum \$
16 years and under	7758
17 years	8887
18 years	10297
19 years	11849
20 years	13119

PROVIDED that the salaries for Scale 2 shall be:-

55% at age 16 years
63% at age 17 years
73% at age 18 years
84% at age 19 years
93% at age 20 years

of the first year of service of a Clerical Assistant Class I as appearing in the Clerical Officers' (Public and Mental Health Services) Principal Award.

SCALE 3 - Officers appointed to a position as either a typist, machinist or office assistant.

Age	
16 years and under	8141
17 years	9325
18 years	10805
19 years	12433
20 years	13765

PROVIDED that the salaries for Scale 3 shall be:-

55% at age 16 years
63% at age 17 years
73% at age 18 years
84% at age 19 years
93% at age 20 years

of the first year of service of a Clerical Officer - Keyboard and Office Assistant - Class I, Grade 1.

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PROVIDED that a Junior Officer appointed to a position as a -

- (i) typist who has satisfactorily passed a speed test in stenography at one or the other of the speeds undermentioned shall be paid a proficiency allowance at the rate of:-
 - (a) 80 words per minute - \$392 per annum
 - (b) 100 words per minute - \$780 per annum
 - (c) 120 words per minute - \$1174 per annum
- (ii) typist who has satisfactorily passed a type-writing test at one or other of the speeds undermentioned shall be paid a proficiency allowance at the rate of:-
 - (a) 40 words per minute - \$305 per annum
 - (b) 50 words per minute - \$392 per annum
- (iii) machinist who has satisfactorily passed an approved efficiency test in machine operation in the full range of that machine or machines she is required to operate, shall be paid a proficiency allowance at the rate of:-
 - (a) one class of machine with up to 10 programmes, functions or systems - \$392 per annum
 - (b) one class of machine with more than 10 programmes, functions or systems, or a group of machines with more than 10 programmes, functions or systems - \$780 per annum.

PROVIDED that the proficiency allowances more particularly set forth in either provisos (i), (ii) or (iii) hereof shall, in each case be, in substitution for, and not cumulative one upon each other.

PROVIDED FURTHER that a married junior officer with a dependent spouse or a dependent child may, on the determination of the Controlling Authority, be paid the salary such officer would normally receive on attaining the age of 21 years.

9. DEDUCTIONS FROM SALARY

Until otherwise determined by the Tasmanian Industrial Commission, deductions from salaries or wages on account of quarters, fuel, light, power, board, and other facilities and amenities provided for officers covered by this award, and the rates of those deductions, and the basis on which they shall be calculated, shall be in accordance with the terms and conditions for the time being prescribed by the relevant Act or Instrument under or by virtue of which they are appointed, or as prescribed by the Regulations, Rules, By-laws or Instructions made under such Act or instrument whichever are applicable.

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10. HOURS OF DUTY

A. Office Staff

The ordinary hours of duty for the office staff shall be 73 1/2 per fortnight, to be worked within the hours of 8.00 a.m. to 6.00 p.m., Monday to Friday inclusive.

PROVIDED that these hours may be adjusted through the operation of a system of flexitime.

PROVIDED FURTHER that the ordinary hours of duty shall be 7 hours 21 minutes per day.

Flexitime

A flexible working hours scheme, known as 'flexitime' may operate for office staff employees where:

- (i) flexitime periods are 8.00 a.m. to 10.00 a.m. and 4.00 p.m. to 6.00 p.m., with a core period from 10.00 a.m. to 4.00 p.m.;
- (ii) employees shall commence and/or cease work during the flexitime periods at times convenient to the Board;
- (iii) an employee may, in certain circumstances, obtain permission to reduce his lunch break, but only to a minimum of half an hour;
- (iv) no credit may accumulate from the end of one fortnight to the beginning of the next by an amount of more than ten (10) hours. Any credit more than ten (10) hours at the end of the fortnight period is to be reduced, so that the credit at the beginning of the new fortnight is to be ten (10) hours;
- (v) if an employee has a debit at the end of a fortnight, he must work it off as early as possible in the new fortnight;
- (vi) an employee may take time off up to the maximum of his credit, in half days or full days, at the convenience of and with the prior approval of the Board, providing the work load allows;
- (vii) time is to be deducted for professional appointments I(doctor, dentist, optician, solicitor, etc.) except in exceptional or emergency situations when the Engineering Manager may use his discretion.
- (viii) the demands of the Board and service to the public must 'be every employee's first consideration before flexitime can operate effectively.

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B. Operational Staff

(i) Day Workers

The ordinary hours of duty shall be 38 hours per week to be worked Monday to Friday (both inclusive).

PROVIDED that these hours may be worked by way of a nine day fortnight during the months of March to December and that a roster shall provide for 50% of day workers to be away each Friday, and further, that the nine day fortnight shall be suspended during the months of January and February.

PROVIDED FURTHER that the normal hours of duty for day workers shall be:

(a) March to December:

Monday - Thursday 7.30 a.m. to 4.30 p.m.
Friday 7.30 a.m. to 4.00 p.m.
(exclusive of half hour lunch)

(b) January and February

Monday - Friday 7.30 a.m. to 3.36 p.m.
(exclusive of half hour lunch)

PROVIDED FURTHER that additional hours may be worked to the above periods and shall be compensated by way of "special leave" determined in accordance with the following provisions:

- (a) Each employee shall be credited with time worked beyond seven hours thirty-six minutes per day up to a limit of eight hours thirty minutes. Time worked in excess of eight hours thirty minutes shall be paid at the appropriate overtime rates.
- (b) All recreation leave, sick leave, days that are public holidays and all-other leave shall be counted as days of seven hours thirty-six minutes duration and no time shall be credited or debited to the employee.
- (c) Each employee shall be debited with the hours for his rostered day off at the rate of seven hours thirty-six minutes per day.
- (d) If a rostered day off falls on a public holiday, or the employee is required to work on a rostered day off, the day off shall be given on the first working day, either before or after the rostered day off, or if this cannot be arranged, at a time determined by the Board.

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- (e) On the 1st October in each year the hours in credit or debit for each employee shall be totalled and if in:
 - (i) credit, leave in lieu of the total hours shall be given at a time convenient to the Board;
 - (ii) debit, a rostered day off shall be worked by the employee at a time convenient to the Board.
- (f) If an employee resigns, retires or is transferred from the Board's employ, an amount of money equivalent to the debit of hours at ordinary rates of pay, or the credit of hours at the appropriate overtime rate shall be subtracted or added to any final payment due.

(ii) Shift Workers

The ordinary hours of duty shall be 38 hours per week.

Shift times shall be:

Day Shift	6.00 a.m. to 2.00 p.m.
Afternoon Shift	2.00 p.m. to 10.00 p.m.
Night Shift	10.00 p.m. to 6.00 a.m.

PROVIDED that additional time worked as a result of the above shift times shall be compensated by way of "special leave" in accordance with the following provisions:

- (a) Each employee shall be credited with time worked beyond seven hours thirty-six minutes per day up to a limit of eight hours. Time in excess of eight hours shall be paid at appropriate overtime rates.
- (b) All recreation leave, sick leave, leave given in lieu of public holidays and all other leave shall be counted as days of seven hours thirty-six minutes duration and no time shall be credited or debited to the employee.
- (c) On the 1st October in each year the hours in credit shall be totalled and leave in lieu shall be given at a time convenient to the Board.
- (d) If an employee resigns, retires or is transferred from the Board's employ an amount of money equivalent to the credit of hours at the appropriate rate shall be added to any final payment due.

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(iii) Relief Workers

- (a) An employee required to carry out relief work outside his usual area of work may:
 - (i) be paid an allowance for travelling time at his ordinary rates; or
 - (ii) have the travelling time treated as a credit for the one working day off referred to in the previous clause; or
 - (iii) be allowed to travel during normal working hours.
- (b) The period of travelling time shall be determined by the Board having regard to the employee's normal area or location of work.
- (c) Where a relief operator is required by the nature of the shifts to commence a new shift roster with only an eight (8) hour rest period between the end of the last shift worked and the new shift, he will be paid time and a half rates for the travelling time to and from work.

11. MEAL ALLOWANCES

- (a) The rate of payment for meal allowances shall be as determined under the General Conditions of Service Award.
- (b) Except as otherwise provided, meal allowances shall only be payable in respect to travel to areas outside the Board's operational area.
- (c) Where an employee is required to commence duty not less than one and a half hours before, or to remain on duty for not less than one and a half hours after the normal hours of duty; that employee shall be entitled to be paid a meal allowance together with a reasonable break for such a meal.

PROVIDED that where an employee, required to work overtime on a Saturday, Sunday or Public Holiday has been given prior notice thereof the previous day, or earlier, he shall not be entitled to the payment of meal allowances BUT where such prior notice has not been given, he shall attract such payment.

- (d) Should an employee be required to continue to work overtime either during such time or in an area where a meal cannot be reasonably purchased, then the Board shall supply emergency rations to a reasonable standard.
- (e) Where the duties of an employee require him to travel from his headquarters and work in an area or location where crib facilities are not provided by the Board, and he cannot at his normal meal time reasonably return to his headquarters or proceed to a location where crib facilities are provided by the Board, he shall be paid a meal allowance in accordance with the rate prescribed by the General Conditions of Service Award in the case of a meal provided by the officer himself.

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12. NEW APPOINTMENTS AND PROMOTIONS

The commencing salary of a person or officer either on first appointment or on promotion to a position within a class or grade of a classification in respect of which salary scales are prescribed by this award shall be the minimum salary for that position on the appropriate scale, except in any case where, in the opinion of the controlling authority, the qualifications and the practical experience of such person or officer in the appropriate field justify a higher salary.

13. OTHER CONDITIONS OF SERVICE

(a) The following allowances and conditions will be paid in accordance with the General Conditions of Service Award (No. 139 of 1983):

Clause 4 (C)	Electrical Tradesman's Allowance
Clause 4 (D)	First Aid Certificate Allowance
Clause 4 (L)	Recreation Leave Allowance
Clause 4 (M)	Training Courses and Conferences
Clause 4 (N)(2)	Kilometrage Allowance
Clause 4 (N)(3)	Travelling Allowance
Clause 6 (2)(A)	Afternoon and Night Shift Allowances
Clause 6 (2)(B)	Call Back
Clause 6 (2)(C)	Overtime
Clause 6 (2)(D)	Saturday, Sunday and Holiday Work
Clause 7 (A)	Uniforms
Clause 7 (B)	Protective Clothing

(b) Until otherwise determined by the Tasmanian Industrial Commission, allowances for meals, travelling, lodging, accommodation, temporary residence away from headquarters, district residence, Mainland residence, proficiency relieving duty, higher duty, extra duty, mileage, use of privately-owned motor vehicles on official duties, tools and clothing and other allowances (if any) in the nature of additional pay for classes or conditions of work, shall be granted to officers covered by this award at the rates and in accordance with the terms and conditions for the time being prescribed by the relevant Act or Instrument under or by virtue of which they are appointed, or as prescribed by the Regulations, Rules, By-laws or Instructions made under such Act or Instrument whichever is applicable.

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14. OVERTIME AND EXTRA REMUNERATION

Until otherwise determined by the Tasmanian Industrial Commission, overtime payments and the rates of remuneration and conditions in respect of minimum earnings, travelling time, shift work, night work, and special duty and of work on Saturdays, Sundays and holidays, and at any other time outside the ordinary hours of duty, payable to officers covered by this Award, shall be at the rates and in accordance with the terms and conditions for the time being prescribed by the relevant Act, or Instrument under or by virtue of which they are appointed, or as prescribed by the Regulations, Rules, By-laws or Instructions made under such Act or Instrument whichever are applicable.

15. PROGRESSION

A Draftsman who has served for twelve months on the maximum salary rate prescribed for Class I shall be advanced to Class II subject to:

- (a) the fulfilment of the requirements necessary for appointment to such class;
- (b) a certificate by the permanent head of the department that such officer is worthy of advancement, and is qualified for and will be required to undertake the duties of an officer within that class; and
- (c) the acceptance by the controlling authority concerned of such certificate.

16. QUALIFICATIONS

No person shall hold a position classified or graded within a Class or Grade prescribed by this award unless such person fulfills the following requirements:

Draftsman

Class I - unless he -

- (i) has had at least 5 years practical experience in the appropriate field of drafting work, or has had practical experience as an adult, deemed by the controlling authority to be equivalent thereto; and
- (ii) has satisfactorily completed -
 - (a) the appropriate approved course of study:-
 - for Architectural Draftsman – the Architectural Draftsmen's Certificate Course of the Hobart Technical College;
 - For Engineering Draftsman – the Engineering Technician's Certificate Course of the Hobart Technical College;

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- for Survey Draftsman, Photogrammetrist, Photo-Interpreter and Computer - the Survey Drafting Certificate Course of the Hobart Technical College;
- (b) a course of study which, in the opinion of the controlling authority would, at the time of completion, have qualified that person for appointment to this Class; or
- (c) such part or parts of an appropriate course or courses of study which is, or in the aggregate, are deemed by the controlling authority to be at least equivalent to such appropriate approved course of study.

Class II and above:

unless he has the requirements for Class I, and in addition has served for at least 3 years in that Class, in the appropriate field of drafting work, or has had practical experience as an adult, deemed by the controlling authority to be equivalent thereto.

PROVIDED that where in this clause the qualifications require the commencement or completion of an approved course of study, an officer, who was an officer on 1 March 1965, may, on the determination of the controlling authority, be exempt from satisfying such requirement.

17. SALARY INCREMENTS

- (a) Except where otherwise determined by this award, or where inconsistent with any Act, an officer, while holding a position classified or graded within a Class or Grade in respect of which a salary scale is prescribed by this Award, and who for not less than twelve months has been in receipt of a salary less than the maximum salary prescribed for such classification, shall be entitled to receive the annual increment prescribed for such classification until the maximum salary is reached.

PROVIDED that an officer who was an officer on the date of this award shall be entitled to receive such increment on the anniversary of the date upon which he received his last salary increment in respect of his present position.

- (b) An officer whilst continuing to hold the same office or position shall, unless the controlling authority otherwise determines, be deemed for the purposes of this clause, to have been in receipt of a salary during any period of leave without pay in the twelve months immediately following the date upon which his previous salary increment was awarded.
- (c) Notwithstanding anything contained in this award, no officer shall be entitled to receive any increase in salary by virtue of this clause unless, in the opinion of the controlling authority, his conduct, diligence and efficiency during the twelve months immediately prior to the date from which such increase would be payable shall have been satisfactory.

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

18. STANDBY AND AVAILABILITY ALLOWANCE

(a) Availability Allowance

An employee, other than an employee to whom subclause (b) of this clause relates, who is directed by the Board to remain at home or within close telephone contact thereof and hold himself in readiness to return to work without delay or within a reasonable time of being recalled or to monitor telephone calls or to attend to after hours calls if required, shall be paid an allowance of one half hour at his normal salary rate when actually on availability duty from Monday to Friday and an allowance of one and a half hours at his normal salary rate when actually on availability duty on Saturday, Sundays and Public Holidays.

EXCEPT THAT

An employee's entitlement to the payment of an availability allowance shall be subject to the same restriction applying to the payment of overtime in accordance with Clause 6, subclause 2C of the General Conditions of Service Award.

(b) Standby Allowance

An employee authorised by the Board regularly rostered on an approved roster for standby duty to meet emergency situations, who is required to stand by at his home on immediate call and may be required for immediate recall to duty shall be paid an allowance of one and a half hours at his normal salary rate when actually on standby duty from Monday to Friday, and an allowance of six hours at his normal salary rate when actually on standby duty on Saturdays, Sundays and Public holidays.

EXCEPT THAT

On a Saturday, Sunday or Public Holiday the allowance shall be reduced by 25% of the actual overtime hours worked.

R.J. Watling
COMMISSIONER

12 September 1986