

**IN THE TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

**T.1265, T.1520 and  
T.1532 of 1988**

**IN THE MATTER OF APPLICATIONS  
BY THE TRANSPORT WORKERS'  
UNION OF AUSTRALIA, THE  
FEDERATED STOREMEN AND  
PACKERS UNION OF AUSTRALIA  
AND THE FEDERATED CLERKS  
UNION OF AUSTRALIA TO VARY  
THE WHOLESALE TRADES AWARD**

**RE: 4% SECOND TIER**

**COMMISSIONER J. G. KING**

**HOBART, 8 September 1988**

**REASONS FOR DECISION**

APPEARANCES

For the Transport Workers'  
Union of Australia  
Tasmanian Branch

- Mr. B. Hansch

For the Federated Storemen  
and Packers Union  
of Australia  
Tasmanian Branch

- Mr. D. Strickland  
and Mr. G. Snare

For the Federated Clerks  
Union of Australia  
Tasmanian Branch

- Mr. P. Noonan

For the Shop Distributive  
and Allied Employees  
Association of Australia  
Tasmanian Branch

- Mr. P. Fenton

For the Tasmanian Confederation    - Mr. G. Smith  
of Industries

DATES AND PLACE OF HEARING

17 August    1988    Hobart  
24 August    1988    Hobart

These applications seek variations to the Wholesale Trades Award reflecting the agreement of the parties to increase wage rates by 4%. As required by the second tier provisions of the Wage Fixing Principles, Exhibit A, tendered by the parties, details work practice and award condition changes which produce cost offsets for the Employers. It was submitted that the cost offset provisions agreed were a genuine attempt to satisfy the requirements of the second tier provisions and as such justified the granting of the applications.

It was conceded that it was difficult, if not impossible, to accurately cost the benefits for individual, employers, because of the varied nature of the industry. However, the eight (8) areas of change detailed in Exhibit A provided the potential for real, and depending on the employers' operation, significant savings. They also provided the ability for further economies being achieved over a period of time.

At least half of the agreed matters were a flow-on from an arbitrated decision of a Full Bench of this Commission<sup>(1)</sup> affecting employees in the Retail Industry in this State. It was the view of the employee advocates in this matter that as all relevant cost offset provisions determined in the Retail Industry had been conceded in this case the claim should be granted.

(1) T. No. 1165 etc. of 1988

I am satisfied that the parties have complied with the requirements of the Wage Fixing Principles and therefore grant the application.

The Commission's order in this matter is attached and will have application from the first pay period commencing on or after 1 September 1988.

