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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

s23 application for award or variation of award

**Tasmanian Chamber of Commerce and Industry Limited**  
(T8963 of 2000)

Australian Cement Holdings Enterprise Award  
Broadcasting and Television Award  
Butter and Cheesemakers Award  
Civil Construction and Maintenance Award  
Clerical and Administrative Employees (Private Sector) Award  
Dairy Processing Award  
Estate Agents Award  
Farming and Fruit Growing Award  
Fibreglass and Plastics Award  
Fish Aquaculture and Marine Products Award  
Fuel Merchants Award  
Furnishing Trades Award  
Horticulturists Award  
Hotels, Resorts, Hospitality and Motels Award  
Independent Schools (Non-Teaching Staff) Award  
Insurance Award  
Licensed Clubs Award  
Marine Boards Award  
Meat Processing Industry Award  
Medical Diagnostic Services (Private Sector) Award  
Medical Practitioners (Private Sector) Award  
Miscellaneous Workers Award  
Nursing Homes Award  
Optical Industries Award  
Photographic Industry Award  
Plant Nurseries Award  
Printers Award  
Produce Award  
Public Accountants Award  
Public Vehicles Award  
Restaurant Keepers Award  
Retail Trades Award  
Rubber Trades Award  
Shellfish Industry Award  
Textile Award  
Timber Merchants Award  
Totalizator Agency Award  
Wholesale Pharmaceutical Award  
Wholesale Trades Award

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FULL BENCH:  
DEPUTY PRESIDENT R J WATLING  
COMMISSIONER T J ABEY  
COMMISSIONER A W PEARCE

Award variation - nominated private sector awards - application amended - deletion of  
obsolete training provisions - application granted - operative ffpp 7 September 2000

## **TIMBER MERCHANTS AWARD**

**ORDER BY CONSENT**

**No 3 of 2000**

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THE **TIMBER MERCHANTS AWARD** IS VARIED IN THE FOLLOWING MANNER:

**1. By deleting Clause 3 - ARRANGEMENT and inserting in lieu thereof the following:**

**"3. ARRANGEMENT**

<u>SUBJECT MATTER</u>	<u>CLAUSE NO.</u>	<u>PAGE NO.</u>
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Scope	2	
Arrangement	3	
Date of Operation	4	
Supersession & Savings	5	
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Definitions	7	
Wage Rates	8	
Division A - Sawmiller, Timber Merchant and/or Timber Seller		
Division B - Clerks and Sales Assistants		
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SAWMILLER, TIMBER MERCHANT AND/OR TIMBER SELLER**

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**2. By deleting Clause 7 - DEFINITIONS and inserting in lieu thereof the following:**

**"7. DEFINITIONS**

Division A - Sawmiller, Timber Merchant and/or Timber Seller

**'Articulated vehicle'** means a vehicle with three or more axles comprising a power unit (called tractor truck, prime mover, etc.), and semi-trailer which is superimposed on the power unit and coupled together by means of a king-pin revolving on a turn-table and is an articulated vehicle whether automatically detachable or permanently coupled.

**'Assembler A Class'** means an employee, except where otherwise classified in this award, who in the manufacturing of an article is wholly engaged in assembling prepared pieces of timber or other material used in structural components (which is dressed, morticed, tenoned or otherwise prepared by machining), by clamping, nailing, screwing, gluing or fastening in any way, but who is not responsible for the dimensions of the article other than by checking with gauges or other measuring instruments.

**'Assembler B Class'** means an employee, except where otherwise classified in this award, engaged exclusively on repetitive assembly of joinery components on any automatic, semi-automatic or single-purpose machine and whose work may include the repetitive assembling of structural component parts of any article in predetermined positions in which no fitting or adjustment is required, and the attachment of accessories, such as window fasteners, casement stays or balances, to articles in predetermined, prepared positions; provided that no such employee shall be responsible for the setting up of machines or the dimensions of the products.

**'Attendant'** means a person who attends to an electric motor or motors of thirty horsepower or more in the aggregate, and performs any duties of oiling, cleaning or attending to commutators, brushes, fuses or switches.

**'Carpenter, bush'** means an employee who has not served his time as a carpenter, but does carpentry work in building mills and huts.

**'Carpenter making stock work'** means an employee making stock doors not larger than 7 feet by 3 feet by 2 inches, double insertion mould, or ledge doors of the same size, stock sashes not larger than 6 feet by 3 feet by 1 1/2 inches or stock frames for same, ladders, step ladders, skirt ironing boards, shirt ironing boards, boot cutting boards, pasteboards, clothes horses, fly-wire doors, fly-wire windows, tree guards, dog kennels, wheel-barrows, water closets (other than pedestal seats).

**'Engine drivers, firemen, etc.'** - classifications 92b and 98 inclusive appearing in Clause 8 - Wage Rates of this award, except as to lofty cranes, have the meanings assigned to them in the Engine Drivers and Firemen's (General) Award.

**'Glazier - first class'** means an employee who is called upon to cut plate, sheet, figured, rolled and other flat glass, also structural glass, and to glaze and fit into wood and/or steel and/or metal and to fix structural glass.

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**'Guard'** means an employee other than an engine driver who is in charge of a train or trucks drawn by a locomotive.

**'Head faller'** means an employee who selects timber for falling, exercises supervision over two or more other fallers and/or who sharpens fallers' saws used in bush operations.

**'Kiln Attendant'** means an employee who attends fires and boilers and reads, records and maintains temperatures.

**'Kiln Operator'** means an employee who operates a drying kiln and is responsible for the temperature reading and records thereof.

**'Kiln Supervisor'** means an employee who has had 3 years experience in kiln drying and who has successfully completed a course of training in the kiln drying of timber and who supervises and/or carries out the whole of the work involved in the kiln seasoning of timber including the preparation of drying schedules and the calculation of moisture content.

**'Labourer - experienced'** means an adult employee with not less than 3 months experience in the industry, whether in the service of one or more employers, who is employed upon work for which a wage rate is not elsewhere provided.

**'Leading hand'** means an employee who, while he is working, has under his charge or control any adult person or persons not apprentices and who has been appointed by the employer to take such charge or control. This definition does not apply to engine drivers, firemen or greasers.

**'Lofty crane'** means a lofty crane outside a building not in the course of erection where the driving platform is more than 20 feet from the level of the ground, but does not include an overhead traverser crane.

**'Machinist, A Grade'** - means a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous awards or an adult by reason of training for 4 years or more and experience is, at the time of engagement or subsequent thereto, deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work:

- (a) Boults carver
- (b) Buzzer and/or jointer (using other than straight knives and cutters)
- (c) Cross grainer
- (d) Drum sander (4 or more drums)
- (e) General joiner
- (f) Lindermann gluer and jointer
- (g) Lock angle machine
- (h) Moulder
- (i) Planer - 3 heads or more (other than box)
- (j) Planer - box (4 heads or more)

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- (k) Router, working freehand
- (l) Shaper (other than grooving and/or slotting in box and case making)
- (m) Spoke throater
- (n) Tenoner (using scribing irons, other than an automatic tenoner)
- (o) Trusser or crozier
- (p) Variety turning on lathes other than automatic lathes
- (q) Dowel machine (multiple type)
- (r) Mosaic flooring machine (other than assembling machine)
- (s) Wood chipper
- (t) 'V' Grooving Machine
- (u) 'V' Line Folding Machine
- (v) Panel Line Machine

An employee operating any of the machine prescribed in (a), (b), (e), (f), (k) and (l) hereof shall be an 'A' grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.

**'Machinist, B Grade'** means an adult employee other than a tradesman operating and setting up and/or grinding the knives or cutters of any of the following machines:

- (a) Automatic lathe
- (b) Borer (3 or more spindles)
- (c) Buzzer and/or jointer (using straight knives or cutters)
- (d) Copying lathe
- (e) Drum sander (double or triple drums)
- (f) Dovetailer
- (g) End matcher, finger jointer and all other male and female profile machines
- (h) Morticer (chain or hollow chisel of any kind or any other)
- (i) Planer (one or 2 heads) other than box
- (j) Planer, box (less than 4 heads)
- (k) Relisher
- (l) Router (working from templates, dies, jigs or fences)
- (m) Shaper (grooving and/or slotting in box and case making)
- (n) Slicer (box)
- (o) Tenoner (other than as provided in 'A' Grade above)
- (p) Wood wool machine
- (q) Dowel machine (single type)
- (r) Pole scarfing (including operator of such machine who also operates a pole boring or pole capping machine)
- (s) Microplaner
- (t) Radial head using saws or cutters in the making of component parts for pre-cut buildings or of roof trusses or any other form of trusses
- (t) Radial head using saws or cutters in the making of component parts for pre-cut buildings or of roof trusses or any other form of trusses
- (u) Wood chipper
- (v) Spiking machine (incisor)
- (w) 'V' Grooving machine
- (x) 'V' Line Folding machine
- (y) Panel Line Machine

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**'Maker's capacity'** means the capacity attributed to the vehicle by the seller or maker thereof except in cases where on any day the maximum weight of any load exceeds such capacity by one-third or more thereof in which cases such maximum load shall for the purposes of assessing the wages to be paid for that day be deemed to be the makers capacity.

**'Measurer'** means an employee who measures and records dimensions and number of pieces of sawn timber.

**'Millwright'** means a tradesman engaged installing and/or maintaining machinery.

**'Mixed Industry'** means an employer's industry where the work performed by an employee is subsidiary and ancillary to the chief and principal purpose and business of such industry.

**'Order in this definition'** means the demand of a customer or of the employer, or someone on his behalf, to the orderman for an expressed size and class or expressed sizes and classes of timber.

**'Orderman'** means an employee who is responsible for the selection, allotment and measuring of orders for delivery and/or for the execution of orders for delivery.

**'Orderman Class 1'** means an employee other than an orderman elsewhere defined who is capable of selecting, grading and marking basic materials to the best advantage for re-manufacture and from stock for the fulfilment of orders; he shall be capable of tallying, measuring and checking before submitting details for cart-note preparation.

**'Orderman Class 2'** means an employee in a log sawmill who is responsible for the fulfilling of orders by selection of material for cutting to required sizes and lengths, checking and measuring of completed orders and compiling for dispatch.

**'Responsible man at docking saw'** means a man in charge of a docking saw and who keeps check of or tallies timber cut at such saw.

**'River logman'** means an employee usually and ordinarily engaged on or in connection with any barge, raft or punt on any river, in loading, discharging or bringing logs, piles, hewn or sawn timber to or from any mill or depot.

**'Saw doctor'** means an employee who may be required to manufacture from blank ribbon steel band saws of varying widths and who punches teeth, grinds teeth, swages and sets, hard tips teeth, tensions and levels circular saws, grinds, sharpens and sets circular saws, maintains chain saw chains, hand saws and frame saws and who when required, is responsible for the training of other employees.

**'Saw sharpener'** means an employee who sharpens, sets and tensions saws only using either hand or automatic grinding equipment, file, setting lever and setting gauge saw sharpener.



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**'Tallyman'** means an employee who by measuring and calculating quantities keeps an account of timber and does not include one who merely measures lengths of timber or merely counts timber by pieces.

**'Timber grader'** means an adult employee who grades timber according to quality into 3 or more specific grades of saleable timber.

**'Tramway builder or repairer'** means an employee engaged in the work of tramway construction and maintenance but does not include the work of clearing the track and forming the permanent way or the work ordinarily performed by a fettler.

**'Union'** means the Australian Timber Workers' Union.

**'Water dogman'** means a crane attendant usually and ordinarily engaged in the work of handling in water round logs or hew logs or oregon spars.

**'Wheelwright'** means an employee engaged in the making or repairing of a wooden wheel but does not include blacksmith work.

#### Division B - Clerks and Sales Assistants

**'Assistant'** means an employee who devotes any portion of his or her time to the sale of goods, including take-away food, parcelling, key cutting, goods or assembling orders and/or messenger.

**'Country sales representative'** shall mean a sales representative who spends at least 2 week nights in any one week away from his normal place of residence or home town, but it shall be a condition of this award that an employer of a country sales representative shall at all times retain the right to instruct such sales representative to remain away from his normal place of residence or home town until Friday and that a country sales representative shall comply with any instructions received from his employer regarding this matter.

**'Employee handling money'** shall mean an employee subject to this award who collects or pays out money and who is responsible for the safe custody of the amount so collected or carried to be paid out.

**'Maker's capacity'** shall mean the capacity attributed to the vehicle by the manufacturer as a maximum gross rating less the vehicle's tare, except in cases where on any day the maximum weight of any load exceeds such capacity by one-third or more thereof, in which case such maximum load shall, for the purposes of assessing the wages to be paid for that day, be deemed to be the maker's capacity.

**'Part-time employee'** is one engaged to regularly work for less hours per day or week than those prescribed for full-time employees.

**'Sales Representative'** shall mean a person over the age of 21 years employed outside the employer's place of business in the process, trade, business or occupation of:

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- (a) soliciting orders for articles, goods, wares, merchandise or materials -
  - (i) wholesale in quantity for resale;
  - (ii) to be used by the purchaser or by persons in the manufacture, production, preparation, or distribution of commodities for sale;
- (b) soliciting orders for articles, goods, wares, merchandise or materials to be used by the purchaser or by the person from whom the order was solicited in his or their business, trade or occupation or (in the case of a public or semi-public body) for the purpose of its undertaking.
- (c) Buying outside the employer's place of business for some person, firm or company engaged in wholesale business for resale in any form.

**'Section manager and/or buyer/orderer'** or **'section manageress or buyer/orderer'** means an employee in charge of a section or an employee who buys or supervises the buying or selection of stock, and who is responsible for the keeping of stock of the section and who is actually employed in that section and in direct contact with the customers, notwithstanding that he or she may be under the orders of a supervisor who does not devote the whole of his/her time to management of the section.

**'Senior sales assistant'** means the adult sales assistant who is second in charge of a department controlled by a department manager/owner and such an employee shall be classed as second in charge only if so appointed by the employer or his representative.

**'Shop or branch manager or manageress'** i.e. an employee (whether adult or otherwise) who is in charge of a shop or branch shop, with or without the duty of buying notwithstanding that such employee may be under the orders of a superior who does not devote the whole or any part of his time to the management of the said shop or branch shop.

**'Storeman'**, i.e. an employee who is exclusively engaged in receiving and dispatching goods, and who performs the duties incidental to the work of a storeman.

**'Town or local sales representative'** shall mean a sales representative who ordinarily returns each day to his home town headquarters.

**'Window dresser' and/or 'show-card writer'** means an employee the greater part of whose time is engaged in the supervision of and/or preparation of displays and/or dressing of windows."

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

**"8. WAGE RATES**

**DIVISION A - SAWMILLER, TIMBER MERCHANT AND/OR TIMBER GETTER**

**1. WAGES - ADULTS**

Section (a)

An adult employee of a classification specified hereunder shall be paid:

- (i) Not less than the weekly wage rate appropriate to the employee's classification according to the group assigned to that classification in the Classification Schedule hereunder and the weekly wage rates shown in the following Group Wage Rates Schedule; or
- (ii) In the case of a classification specified in section (c) of this subclause, not less than the weekly wage rate payable under that section for the area in which the employee is working.

**GROUP WAGE RATES SCHEDULE**

Designation of Group	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
A	354.70	75.00	429.70
B	335.10	75.00	410.10
C	320.30	75.00	395.30
D	309.80	75.00	384.80
E	301.40	75.00	376.40
F	295.70	75.00	370.70
G	292.20	75.00	367.20
H	286.10	75.00	361.10
I	279.40	75.00	354.40
J	271.60	75.00	346.60

**GROUPS AND CLASSIFICATIONS**

Number	Classification	Group
1.	Assembler, wall frame (other than classification 55 (e))	H
2.	Axeman -	
	(a) Broad Axeman	B
	(b) Adzeman	B
	(c) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	
3.	Boxes, crates and/or cases -	

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(a)	Breaking up	I
(b)	Cleaning and/or steaming	I
(c)	Spraying machinist	I
(d)	Splicing machinist	I
(e)	Printing machinist	H
(f)	Munitions - ammunition box manufacture - employees not elsewhere included	H
(g)	Lacing and wiring machinist	I
(h)	Nailing machinist	
(i)	Multiple (a) Up to and including 12 tracks	H
	(b) Over 12 tracks	F
(ii)	Other	I
(i)	Cleating or stitching machinist	I
(j)	Finishing	H
(k)	Wire bound box making machinist	G
(l)	Hoop ironing and/or wiring (bench hand)	G
(m)	Making and/or repairing (manual)	G
(n)	Sorting, crating and/or stacking cardboard boxes and/or cardboard cases	J
(o)	Reconditioning cardboard boxes and/or cardboard cases	G
(p)	Slitter/Slotter machine using cardboard	G
4.	Bulk bin maker	H
5.	Carpenter and/or joiner (inclusive of tool allowance) - See section (c) of this subclause	
6.	Carpenter, bush (as defined) (inclusive of tool allowance)	F
7.	Carpenter making stock work (as defined) (inclusive of tool allowance)	F
8.	Chain saw operator (other than faller)	F
9.	Chip Conveyor Operator	E
10.	Chip screen attendant	E
11.	Chip tester	E
12.	Crane attendant or dogman - See section (c) of this subclause	
13.	Debarker operator (a) Mechanical	E
	(b) Hydraulic	D
14.	Dogger (see classification 67 (f) (vi)	
15.	Driver -	
(a)	Caterpillar or similar type of logging tractor engaged in logging and/or ancillary operations	B
(b)	Wheeled or crawler loader, including side loader, fitted with fork, grab, bucket or splitting attachment, with lifting capacity -	
(i)	Up to and including 10000lb	D
(ii)	Over 10000lb and up to and including 30000lb	C
(iii)	Over 30000lb	B
(c)	Winch	D
(d)	Where two or more fork lifts or cranes are engaged on any one lift the driver thereof shall be	

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- paid an additional amount at the rate of 57 cents per day for each day so occupied.
16. Drivers - see clause 1(c)
    - (a) Motor lorry or wagon
    - (b) Motor (not being a tractor) drawing trailer
    - (c) Oil tractor
    - (d) Articulated vehicle
    - (e) Straddle truck
  17. Driver driving truck transporting logs at pine plantations shall be paid the following amounts additional to his ordinary wage:
    - (a) with crane attachment \$2.80 per week
    - (b) without crane attachment \$1.20 per week
  18. Elevator and/or piler man in connection with stacking or unstacking timber I
  19. Faller who works alone, selects his trees and sharpens his own saws C
  20. Faller, other D
  21. Faller, head (as defined) B
  22. Faller, pine plantations (see classification 60 (a))
  23. Feeder on moulding machine - automatic - feed table I
  24. Firewood cutter I
  25. Floor surfacer F
  - 25A. Forwarder Log Handling machine B
  26. Glazier (a) first class (as defined) -  
See section (c) of this subclause  
(b) all others D
  27. Gluer (a) Edge band: operator in charge of  
(b) High frequency: operator C
  28. Grader/timber (as defined) F
  29. Grinder whose principal duty is grinding knives and cutters
    - (a) Tradesman B
    - (b) Other F
  30. Immunising or impregnating plant operator (responsible man) -
    - (a) Cold borax pressure treatment E
    - (b) Hot borax non-pressure treatment E
    - (c) Copper chrome arsenate pressure treatment C
    - (d) Hot creosote pressure treatment  
(minimum pressure 200 lbs per square inch) C
  31. Kiln attendant (as defined) F
  32. Kiln operator (as defined) E
  33. Kiln supervisor (as defined) B
  34. Labourer, experienced (as defined) J

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35.	Laminated beam maker	
	(a) responsible for setting up machine, setting our product and operating machine -	
	(i) on continuous process	B
	(ii) other	C
	(b) assistant or other operator	E
36.	Landing builder or repairer	I
37.	Loading or turning sleepers over 5 feet long	I
38.	Loading logs	I
39.	Log chuteman	I
40.	Log conveyorman	I
41.	Logman, river (as defined)	I
42.	Log cabin manufacture -	
	(a) Log preparing machine operator	C
	(b) Assistant log preparing machine operator	F
	(c) Module fabricator	D
43.	Log skidder, pneumatic tyred	B
44.	Log washer	I
45.	Log yardman or skidman	H
46.	Machinist (woodworking) -	
	(a) 'A' Grade (as defined)	B
	(b) 'B' Grade (as defined)	E
	(c) 'C' Grade - means an adult employee other than a tradesman, operating any of the following machines and he shall be paid the wage rate assigned thereto:	
	(i) Sander, belt polisher	F
	(ii) Moulder	G
	(iii) All other machines prescribed in 'A' & 'B' Grades, except the machines referred to in (a), (b), (e), (f), (k) and (l) of 'A' Grade	H
	(iv) Borer less than three spindles	H
	(v) Truss jig and/or press (other than setting)	H
47.	Measurer (as defined)	I
48.	Measurer, log	H
49.	Mill-waste chipper attendant	H
50.	Millwright (as defined) - See section (c) of this subclause	
51.	Motor mechanic - See section (c) of this subclause	
52.	Offsider to forklift truck driver where offsider is required to work at a height above 9 feet	I
53.	Offsider to logging tractor or bulldozer driver	G
54.	Operator employed on gluing segs and/or cramps for the laminating of veneers or timber for ribs, frames or spars for aircraft or marine work and for girders, beams and trusses for constructional work	C
55.	(a) Operator employed on gluing jigs and/or cramps for laminating, fabricating or assembling of timber or plywood or veneers or other materials (except employees covered by Classification 54)	F

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(b)	Operator or door and/or panel routing and drilling machine	F
(c)	(i) Operator of punching and notching machine, preparing metal components to be fitted to door and/or panels by mechanical means	I
	(ii) Employees fitting metal components to doors and/or panels by mechanical means	F
(d)	(i) Operator of door and/or panel trimming machine where the operator is required to set up such machine or to grind the knives machine and grind the knives and cutters	B
	(ii) Operator of door and/or panel trimming machine where the operator is required to set up such machine but is not required to grind the knives and cutters	F
	(iii) Operator of door and/or panel trimming machine where the operator is not required to set up such machine nor to grind the knives and cutters	I
	(iv) Operator of Tree Harvester	C
	(v) Operator of Grapple Saw	B
(e)	Operator in charge of wall frame fabricating machine (See also classification 1) -	
	(i) computerised numerically controlled 'Hurn/Wadkin'	B
	(ii) manually controlled	C
(f)	Operator in charge of mechanical stress grader	C
56.	Operator of buckler - limber - buncher machine (LOGMA)	C
57.	Orderman (as defined)	F
58.	Orderman	
	(a) Class 1 (as defined)	C
	(b) Class 2 (as defined)	D
59.	Pallet maker	G
60.	Pine plantation employees -	
	(a) Faller	F
	(b) Loader, trimmer and employee cutting logs	I
61.	Pole dresser (excluding broad axeman and/or adzeman)	C
62.	Pole handler	G
62A.	Post Pointer	H
63.	Primer (by any method)	H
64.	Pulpwood cutter and/or splitter	H
65.	Rigger or Tree climber	B
66.	Sanitary man	D
67.	Sawing employees -	
	(a) Sawyers -	
	(i) Log Band sawyer	B
	(ii) Log cross cut circular sawyer chip industry	G
	(iii) Sawyer who breaks down logs and cuts timber to an accurate size.	B
	(iv) Stave cutting sawyer	D
	(v) Sawyer who breaks down logs but does not cut timber	

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	to accurate size.	D
(vi)	Flitching frame sawyer	E
(vii)	No. 1 Benchman	B
(viii)	No. 2 Benchman	D
(ix)	No. 3 Benchman	G
(x)	No. 4 Benchman	I
(xi)	Gang frame sawyer	F
(xii)	Power driven crosscut sawyer other than dockerman	G
(xiii)	Roller re-cut band sawyer using blade over 3 inches in width	D
(xiv)	Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze and sharpen his own saw	C
(xv)	Roller re-cut band sawyer using blade not over 3 inches in width if not brazing or sharpening his own saw	F
(xvi)	Circular sawyer if cutting a depth of or over 7 1/2 inches	D
(xvii)	Circular sawyer if cutting a depth of under 7 1/2 inches	E
(xviii)	Edger sawyer to log band sawyer	D
(xix)	Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut out planks to finished sizes for use in the manufacture of boxes and cases	E
(xx)	Sawyer cutting timber 3 inches or over received from sawyer in (xix) hereof	E
(xxi)	Sawyer cutting timber less than 3 inches received from sawyer in (xix) and (xx) hereof	F
(xxii)	Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	F
(xxiii)	Frame sawyer	F
(xxiv)	Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw	C
(xxv)	Detail band or jig sawyer if not brazing or sharpening his saw	F
(xxvi)	Sawyer cutting detail	D
(xxvii)	Sawyer preparing timber for moulding machine (other than vertical, flat or deep cutting)	F
(xxviii)	Cross-cut sawyer, cabinet furniture or joinery work	F
(xxix)	Cross-cut sawyer in box and case factories	I
(xxx)	Cross-cut sawyer not provided for elsewhere herein	I
(xxxii)	Case or box bench sawyer flattening off up to 2 inches in thickness	I
(xxxii)	Sawyer using Symonsen log turner - 10 cents per day additional to ordinary rate	
(xxxiii)	Edge-truing multiple sawyer who is required to set up	D
(xxxiv)	(a) Edge-truing multiple sawyer who is not required to set up	F
	(b) Multiple Saw Edger (Hydraulic or air operated)	C
(xxxv)	Edge-truing multiple sawyer using chipper attachment who is required to set up	C
(xxxvi)	Edge-truing multiple sawyer using chipper attachment who is not required to set up	E



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(xxxvii)	Multiple cross-cut sawyer, excluding dockerman who is required to set up saws	G
(xxxviii)	Multiple cross-cut sawyer, excluding dockerman who is not required to set up saws	I
(xxxix)	Horizontal band saw using adjustable table	C
(xxxx)	Horizontal band saw not using adjustable table	E
(xxxxi)	Multiple trimmer operator	E
(xxxxii)	Operator panel and wall saws	H
(b)	Dockerman	
(i)	Dockerman where two or more docking saws -	
(i)	Responsible man (as defined)	G
(ii)	Other	I
(ii)	Dockerman (where tallying or not) where only one docking saw	H
(iii)	Docker computerised (optimiser)	D
(iv)	Docker Automatic	G
(c)	Handleman	G
(d)	Header-in (feeder) re-cut band saw	I
(e)	Leverman	G
(f)	Pullers-out -	
(i)	Puller-out No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes -	
1.	Single-handed on dead or manually operated roller	E
2.	On dead or manually operated roller where not single-handed	G
3.	Power-driven (other than manual power or friction feed)	G
(ii)	Puller-out No. 2 bench -	
1.	Single-handed on dead or manually operated roller	G
2.	On dead or manually operated roller where not single-handed	H
3.	Power-driven (other than manual power) or friction feed	I
(iii)	Puller-out or assistant No. 3 bench	I
(iv)	Puller-out on log-bandsaw, edging saw, roller re-cut bandsaw using blade of or over 3 inches in width or circular saw cutting depth of over 7 1/2 inches	H
(v)	Puller-out - circular saw cutting depth of under 7 1/2 inches and length over 3ft. 6in. except on saws flattening off	I
(vi)	Puller-out, dogger or wedger up - any breaking down saw	H
(g)	Setters on saw carriages	I
(h)	Sorter, board line	H
(i)	Mechanical size operator	G
68.	Saw doctor (as defined)	A
69.	Saw sharpener (as defined)	D
70.	Saw sharpener who does not tension saws	F
71.	Spar or plank road builder	I
72.	Splitting machine, log, operator	F
73.	Spotter at spot mills	D

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74.	Spray gun (paint) operator (one coat other than prime coat)	H
75.	Spray gun (paint) operator (two coats or more)	G
76.	Spray painting machine operator	F
77.	Stacker, block, of timber and/or plywood and/or veneer	I
78.	Stacker, for seasoning by means of stripping or other recognised method	H
78A.	Automatic stacking machine operator	F
79.	Storeman and/or packer - See section (c) of this subclause	
80.	Tailer-out, moulder or planing machine -	
	(a) checking timber and docking out faults	G
	(b) other	I
81.	Tallyman (as defined)	F
82.	Timber bender -	
	(a) By hand	G
	(b) Operating machine	E
	(c) Who selects timber, improvises own forms and equipment and operates machine	C
83.	Timber traverser operator	H
83A.	Tradesman's Assistant	G
84.	Tree climber or rigger	B
85.	Trellis Maker	I
86.	Truss, setter of jig (see also classification 46(c)(v))	B
87.	Watchman and/or security officer who attends fires and boilers	G
88.	Watchman and/or security officer who does not attend fires and boilers	H
89.	Water dogman (as defined)	G
90.	Weighbridge attendant	B
91.	Wood turner, using hand tools	B
92.	Stationary engine drivers (as defined) - see section (c) of this subclause	
93.	Crane drivers - see section (c) of this subclause	
94.	Mobile crane drivers - see section (c) of this subclause	
95.	Traction engine drivers - Rail - see section (c) of this subclause	
96.	Mechanical Plant Drivers or Operators - see section (c) of this subclause (See note after Group 6 of this classification)	
97.	Greaser, etc. - see section (c) of this subclause	
98.	Additional amounts (engine drivers and/or firemen) - see section (c) of this subclause	
99.	All others	J

#### Section (b)

In addition to the weekly wage rates prescribed by section (a), a leading hand having under his supervision 2 to 6 employees shall be paid \$12.10 per week and for more than 6 employees \$19.20 per week.

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## Section (c)

The rates of pay prescribed for the various classes of occupations indicated hereunder shall be as prescribed for such classes of occupations in the locality concerned by the award or determination indicated hereunder and such rates of pay shall be deemed to be altered in like manner and from the same operative date whenever any alterations are made to the relevant rates prescribed for such occupations in the locality concerned by the award or determination indicated hereunder as in force from time to time.

Number	Classification	Award/Determination
5	Carpenter and/or joiner	Building Trades
12	Crane attendant or dogman	Metal Industry
16	Driver, etc.	Transport Workers' (General)
26	Glazier - first class	Furnishing Trades
50	Millwright	Metal Trades (classification Fitter)
51	Motor Mechanic	Metal Industry
79	Storeman and/or Packer	Storeman and Packers (General Stores)
92	Stationary engine drivers	Engine Drivers and Firemen's (General)
93	Crane drivers	Engine Drivers and Firemen's (General)
94	Mobile crane drivers	Engine Drivers and Firemen's (General)
95	Traction engine drivers - Rail	Engine Drivers and Firemen's (General)
96	Mechanical plant drivers or operators	Engine Drivers and Firemen's (General)
97	Greasers, etc.	Engine Drivers and Firemen's (General)
98	Additional amounts	Engine Drivers and Firemen's (General)

## 2. SPECIAL ALLOWANCES

In addition to the weekly wage rates set out in subclause 1 hereof the following allowances shall be paid:

- (a) Submerged timber - regular employees carrying off rafts of sunken rapunts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom 29 cents per hour.
- (b) Saw bench crew cutting charred timber shall be paid an allowance of \$1.05 per day where the employer or his representative and the employees concerned are agreed that the disabilities associated with sawing such timber are unusually dirty or objectionable.
- (c) Drivers or motor lorries or wagons who are required to collect on delivery moneys (excluding not negotiable cheques) on behalf of the employer shall be paid the following allowances:

	Per Week
	\$
For any amount up to \$20	0.50
For any amount over \$20 but not exceeding \$200	1.10
For any amount over \$200 but not exceeding \$600	2.40
For any amount over \$600 but not exceeding \$1,000	3.60

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For any amount over \$1,000

4.50

The above allowances shall be deemed to be altered in accordance with any alterations made to the collecting of moneys allowances prescribed by the Transport Workers' (General) Award in force from time to time.

### 3. RATES FOR APPRENTICES AND JUNIORS

(a) The minimum weekly wage rate to be paid to apprentices shall be as follows:

(i) Apprentices (other than Saw Doctor Apprentices)

Year of Apprenticeship	Percentage of Weekly Wage Rate for Wood Machinist 'A' Grade
First	50
Second	60
Third	75
Fourth	90

(ii) Saw Doctor Apprentices

Year of Apprenticeship	Percentage of Weekly Wage Rate for Saw Doctor
First	50
Second	60
Third	75
Fourth	90

(iii) Where an apprentice is under the age of 21 years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) Unapprenticed Juniors

The minimum weekly wage rate to be paid to unapprenticed juniors shall be the undermentioned percentages of the ordinary weekly wage rate payable under classification 99 - All others, subclause 1 hereof:

Years of age	Percentage of weekly wage rate prescribed for classification 99 All others
16	40
17	55
18	70
19	85
20	100

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(c) Adjustment of Rates for Apprentices and Juniors

The above percentages shall be calculated in multiples of 5 cents, amounts of 2 cents or less being taken to the lower multiple and amounts in excess of 2 cents being taken to the higher multiple.

## **DIVISION B - CLERKS AND SALES ASSISTANTS**

### 1. WAGES

Except as prescribed in paragraph (d) hereof, adult employees of a classification hereunder mentioned shall be paid the weekly wage rate assigned opposite that classification.

(a) Adult Clerks

	Base Rate  \$	Safety Net Adjustmen t \$	Weekly Wage Rate \$
1. First year's experience	290.30	75.00	365.30
Second year's experience	311.50	75.00	386.50
Third year's experience	339.10	75.00	414.10
2. An accountant or chief clerk wholly responsible for office work and who prepares the balance sheet and profit and loss account	452.60	75.00	527.60
3. A clerk who is in charge of and responsible for the work of -			
(A) 5 or more employees	400.50	75.00	475.50
(B) 3 or 4 employees	384.50	75.00	459.50
(C) 2 employees	376.50	75.00	451.50

**'Employees'** in this paragraph shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

(b) Sales Assistants and Allied Classifications

1. Assistants -

(A) First year's adult experience	290.30	75.00	365.30
(B) Second year's adult experience	311.50	75.00	386.50
(C) Third year's adult experience and thereafter	339.10	75.00	414.10

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2.	Senior Sales Assistant	357.80	75.00	432.80
3.	Sales Section Manager/Manageress in charge of and responsible for the work of -			
	(A) 5 or more employees	400.50	75.00	475.50
	(B) 3 or 4 employees	384.50	75.00	459.50
	(C) 2 employees	376.50	75.00	451.50
4.	Gunsmith	306.30	75.00	381.30
5.	Cleaner	280.10	75.00	355.10
6.	Van Salesman	339.50	75.00	414.50
7.	Storeman/Storewoman and Packers			
	(A) Storeman/Storewoman Grade 1	299.90	75.00	374.90
	(B) Storeman/Storewoman Grade 2	310.00	75.00	385.00

A Storeman/woman working singly and/or a storeman/woman who has control of an isolated store where no direct supervision is exercised and is responsible for receipt, controls, issues and stock checking of goods and/or materials, notation and preparation of necessary documents.

8.	Sales Representative			
	(A) Country Sales representative	341.50	75.00	416.50
	(B) Town or local sales representative	315.60	75.00	390.60

(c) Juniors - Clerks

The minimum weekly wage rates that shall be paid to juniors shall be the undermentioned percentages of the second year adult weekly wage rate adjusted to the nearest 10 cents.

	Percentage of Second Year Adult Rate %
Under 16 years of age	40
16 to 17 years of age	45
17 to 18 years of age	55
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

**PROVIDED** further when determining the wage payable to an employee attaining the age of 21 years, who has been employed as a junior clerk in the trades or

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groups of trades in respect of which awards of the Tasmanian Industrial Commission relating to private industry employees are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(d) Additional Payments

In addition to the weekly wage 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.

	Amount \$
Under 16 years of age	1.00
16 to 17 years of age	1.30
17 to 18 years of age	1.40
18 to 19 years of age	1.70
19 to 20 years of age	2.30
20 to 21 years of age	2.40
21 years of age and over	3.10

(e) Estimating Service

In estimating the number of years service of an employee the total clerical experience in the service of every employer in the trades or groups of trades in respect of which awards of the Tasmanian Industrial Commission relating to private industry employees are established shall be taken into account.

(f) Junior Sales Assistants

The minimum weekly wage rate that shall be paid to junior sales assistants shall be the undermentioned percentages of the second year adult weekly wage rate adjusted to the nearest 10 cents.

	Percentage of Second Year Adult Rate %
Under 17 years of age	54
17 to 18 years of age	59
18 to 19 years of age	73
19 to 20 years of age	86
20 to 21 years of age	90

**PROVIDED** further when determining the wage payable to an employee attaining the age of 21 years, who has been employed as a junior assistant in any of the trades covered by this award, experience obtained after reaching the age of 18 years shall be counted as adult experience.

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### **DIVISION C - SUPPORTED WAGE SYSTEM**

(a) Eligibility criteria

Subject to this division an employer may engage employees at a supported wage rate (as set out in subclause (c) of this division) who meet the impairment criteria for receipt of a Disability Support Pension and who, because of their disability, are unable to perform the range of duties to the competence level normally required for the class of work for which they are engaged.

**PROVIDED** that this division does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.

**PROVIDED FURTHER** that this division does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or under s.12A of the above Act, or if a part only has received recognition, that part.

(b) For the purposes of this division:

- (i) **"Supported Wage System"** means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.
- (ii) **"Accredited Assessor"** means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.
- (iii) **"Disability Support Pension"** means the pension available under the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.
- (iv) **"Assessment instrument"** means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(c) Supported wage rates

Employees to whom this division applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:



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Assessed capacity (paragraph (d))	% of prescribed award rate
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than \$51 per week.)

(d) Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to a supported wage employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

- (i) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;
- (ii) the employer and an accredited Assessor from a panel agreed by the parties to the award and the employee.

(e) Lodgment of assessment instrument

- (i) All assessment instruments under the conditions of this division, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Tasmanian Industrial Commission.
- (ii) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar of the Tasmanian Industrial Commission to the union by certified mail and shall take effect unless an objection is notified to the Registrar of the Tasmanian Industrial Commission within 10 working days.

(f) Review of assessment

The assessment of the applicable percentage shall be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

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(g) Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the supported wage provisions of this division shall be entitled to the same terms and conditions of employment as all other workers covered by this award who are paid on a pro rata basis.

(h) Workplace adjustment

An employer wishing to employ a person under the provisions of this division shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

(i) Trial Period

- (i) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this division for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.
- (ii) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined in accordance with paragraphs (d) and (e).
- (iii) The minimum amount payable to the employee during the trial period shall be no less than \$51 per week or such greater amount as is agreed from time to time between the parties.
- (iv) Work trials should include induction or training as appropriate to the job being trialed.
- (v) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under subclause (c) hereof."

**4. By deleting Clause 65 - "Trainee Clerk ( as defined)".**

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## **OPERATIVE DATE**

These variations shall come into operation from the first full pay period to commence on or after 7 September 2000.

A W Pearce  
**COMMISSIONER**

22 September 2000