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TASMANIAN INDUSTRIAL COMMISSION

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

**The AWU-FIME Amalgamated Union,
Tasmania Branch**
(T.5612 of 1995)

HORTICULTURISTS AWARD

COMMISSIONER R K GOZZI

Award variation - second \$8.00 safety net adjustment

ORDER - No. 2 of 1995

The above award is varied as follows:

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

"8. WAGE RATES

1. HORTICULTURAL TRADESMAN

Adult employees of a classification hereunder mentioned shall be paid the weekly wage rate opposite that classification.

| Classification | Base Rate | Supplementary Payment \$ | Weekly Wage Rate \$ |
|---|-----------|-----------------------------|------------------------|
| Horticultural Tradesman (as defined) | 368.80 | 16.00 | 384.80 |

2. APPRENTICES

The minimum weekly wage to be paid to apprentices shall be the undermentioned percentages of the total weekly wage rate payable to Horticultural Tradesman as prescribed in subclause 1 of this clause.

| | % | Weekly Wage Rate \$ |
|----------|----|------------------------|
| 1st year | 42 | 161.60 |
| 2nd year | 55 | 211.60 |
| 3rd year | 75 | 288.60 |
| 4th year | 88 | 338.60 |

3. GENERAL

Adult employees of a classification hereunder mentioned shall be paid the weekly wage rate opposite that classification.

| Classification | Base Rate | Supplementary Payment \$ | Weekly Wage Rate \$ |
|---|-----------|-----------------------------|------------------------|
| (i) Fork Lift Driver | 334.00 | 16.00 | 350.00 |
| (ii) Motor Lorry Driver | 334.00 | 16.00 | 350.00 |
| (iii) An employee having less than one month's continuous service with their present employer | 298.70 | 16.00 | 314.70 |

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- (iv) Leading hand, i.e. an employee who directs or supervises the work of -

| | |
|----------------------|------------------------|
| 2 to 6 employees | \$10.70 per week extra |
| 7 to 10 employees | \$11.40 per week extra |
| 11 to 19 employees | \$17.70 per week extra |
| 20 or more employees | \$23.30 per week extra |

4. JUNIOR EMPLOYEES - OTHER THAN APPRENTICES

The minimum weekly wage rate to be paid to junior employees shall be the undermentioned percentages of the adult rate for the classification upon which they are employed.

| | Percentage of Adult Weekly Wage Rate % |
|--------------------------|---|
| Under 16 years of age | 45 |
| 16 to 17 years of age | 50 |
| 17 to 18 years of age | 60 |
| 18 years of age and over | 100 |

5. MINIMUM WAGE

- (i) Notwithstanding the provisions of subclauses 1, 2 & 3 of this clause, no adult employee shall be paid less than the rate of \$241.10 per week.
- (ii) Provided that payments for overtime, special rates, holiday and weekend penalties, prescribed in this award shall not be taken into account in the calculation of such minimum weekly rate of wage.

Where a minimum rate of pay as aforesaid is applicable to an employee for work in ordinary hours the same rate shall be applicable to the calculation of overtime and all other penalty rates payments, sick leave and annual leave, and for all other purposes of this award.

6. PIECE-WORK

Piece-work rates may be fixed by the employer and the employee at such rates approved by The AWU-FIME Amalgamated Union, Tasmania Branch as will enable the average employee working the ordinary hours prescribed herein to earn at least twelve and a half percent above the prescribed time rate. Such rates shall, when fixed, be paid in lieu of the said time rates."

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OPERATIVE DATE:

This order shall commence operation from the first full pay period commencing on or after 26 July 1995.

RK Gozzi
COMMISSIONER

14 August 1995