

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 – s. 287 – application for declaration of a general ruling
s. 288 – application for declaration of policy

Queensland Council of Unions AND Queensland Chamber of Commerce and Industry Limited, Industrial Organisation of Employers and Others (No. B600 of 2005)

DEPUTY PRESIDENT SWAN
COMMISSIONER FISHER
COMMISSIONER ASBURY

27 June 2005

STATEMENT OF POLICY

PRINCIPLE FOR ADJUSTMENT OF WAGES AND ALLOWANCES FROM PREVIOUS STATE WAGE CASE DECISIONS – 1987 UNTIL 2004 INCLUSIVE

1. Role of Principles

Each award identified in Annexure A is to be decomposed so that the wages and allowances referred to are those wages and allowances applicable as of January 1987.

The wage and allowance increases available under previous State Wage Case decisions will then be applied to that award in accordance with Annexure B.

In each instance, the rounding-off process adopted by way of General Rulings (see Annexure C) will be applied.

2. Consideration by a Single Member

Where a dispute exists between the parties to a particular award in relation to the amendment of that award to include previous State Wage Case increases such dispute will be dealt with by a Member sitting alone.

The Commission constituted by a Member sitting alone will have regard to s. 3 of the *Industrial Relations Act 1999* and must have regard to s. 126 when dealing with disputes to adjust awards for wages and allowances accessible under previous State Wage Case decisions.

3. Standard Clause

The following clause will be inserted into all awards that have been amended to give effect to this process:

“The rates of pay in this Award are intended to include the wage and allowance adjustments payable under previous State Wage Case decisions from 1987 to 2004 inclusive. The adjustment to wages on 15 August 2005 (or another date as the Commission may determine after dealing with a dispute) arises from the second round of Award Review undertaken pursuant to s. 130 of the *Industrial Relations Act 1999* in 2005.

The wage and allowance adjustments may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements.

Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.”

The above clause will replace the offsetting clause inserted into awards pursuant to the Statement of Principles determined in the State Wage Case of 2004 (176 QGIG 698).

4. Economic Incapacity

When applying wage and allowance increases, the Commission shall have regard to Principle 11 Economic Incapacity of the Declaration of Policy Statement of Principles issued by the Full Bench on 3 August 2004 (176 QGIG 698).

ANNEXURE A: RELEVANT AWARDS

Aboriginal and Torres Strait Islander Health Services Officers Interim Award – State 2003
 Accommodation Industry (Other than Hotels) Award – South-Eastern Division 2003
 Advertising Sales Representatives' Award – State 2002
 Aerated Water Factories' Industry Award – State 2003
 Agricultural Colleges (Domestic and General Staff) Award – State 2003
 Agricultural Produce, Fruit and Grain Stores' Award – Southern Division (Eastern District) 2002
 Australian Red Cross Blood Service – Queensland Employees Award – State 2003
 Award for Accommodation and Care Services Employees for Aged Persons – South-Eastern Division 2004
 Award for Accommodation and Care Services Employees for Aged Persons – State (Excluding South-East Queensland) 2004
 Bag-Making Award – South-Eastern Division 2003
 Bakers and Pastrycooks Carters' Award – Southern Division 2003
 Baking and Pastrycooking (Retail Stores) Award Southern and Mackay Divisions 2002
 Baking and Pastrycooking (Retail Stores) Award – Northern Division 2003
 Baking Industry Award – Southern and Mackay Divisions 2003
 Baking, Processing, Distribution and Manufacturing Industry Award – Northern Division 2003
 Beauty Therapy Industry Award – State 2003
 Biscuit Manufacturing Industry Award – State 2003
 Blastcoaters Offsite Award – State 2002
 Boarding House Employees Award – State (Excluding South-East Queensland) 2003
 Boarding Schools, Residential Colleges and Other Non-Commercial Establishments Accommodation Award – South-Eastern Division 2003
 Borallon Private Correctional Facility Award 2003
 Brewing Industry – Queensland Breweries Employees' Award 2003
 Brewing Industry Award – State 2003
 Brick Manufacturing Employees' Award – Sand-Lime Brick Manufacturing – Southern Division (Eastern District) 2003
 Brisbane City Council – Bus Transport Employees' Award 2003
 Brisbane City Council – Construction, Maintenance and General Award 2003
 Brisbane City Council – Miscellaneous Workers' Award 2002
 Brisbane City Council Plant Operators' Award 2002
 Brisbane Market Award – 2003
 Building Construction Industry Award – State 2003
 Building Materials – CSR Limited Award (Coopers Plains) 2003
 Building Products, Manufacture and Minor Maintenance Award – State 2003
 Building Trades Public Sector Award – State 2002
 Bulk Loading – Abbot Point Bulkcoal Pty Ltd Award
 Bulk Terminals Award – State 2003
 Butter and Cheese Factories Award – Southern Division 2003
 Butter and Cheese Manufacturing Award – Northern and Mackay Divisions 2003
 Cafe, Restaurant and Catering Award – State (Excluding South-East Queensland) 2003
 Cement Industry Award – State 2003
 Cement Products and Concrete Batching Award – State 2003
 Cemetery and Crematorium Employees' Award – State – 2005
 Child Care Industry Award – State 2003
 Civil Construction, Operations and Maintenance General Award – State 2003
 Clay Products Industry Award – State 2003
 Clerical and Administrative Award – Sugar Mills – State 2003
 Clerical Award – Hotels, Resorts and Certain Other Licensed Premises – State (South East Queensland) – 2003
 Clerical Award – Private Hospitals – State – 2003
 Clerical Award – Registered and Licensed Clubs – State 2003
 Clerical Employees Award – State 2002
 Clerks' Award – Hotels and Registered Clubs – State 2003
 Clerks' Award – Permanent Building Societies – State 2003
 Clothing Trade Award – State (Excluding South-East Queensland) 2003
 Clothing Trades Award – Southern and Central Divisions 2003
 Club Employees' Award – State (Excluding South-East Queensland) 2003
 Clubs Etc. Employees' Award – South East Queensland 2003
 Cold Storage and Ice-Making Award – State 2003
 Cold Storage Employees' Award – Queensland Riverside Cold Stores (P. & O. Australia Ltd.) 2003

Commercial Travellers' Award – State 2003
 Community Education Counsellors Interim Award – State 2003
 Community Police (Aboriginal and Island Communities and Local Authorities) Award – State 2003
 Community Teachers, Assistant Teachers Aboriginal & Torres Strait Islander Community Schools Award – State 2003
 Confectioners' Award – South-Eastern Division 2003
 Conservation, Parks and Wildlife Employees' Award – State Government 2003
 Contract Catering and Industrial Services Award – South-Eastern District 2004
 Contract Cleaning Industry Award – State 2003
 Cootharinga Society of North Queensland (Enterprise) Award 2003
 Copper Refineries Pty Ltd Award – State 2002
 Cotton Ginneries, Cotton Oil and Other Seed Oil Manufacturing Employees' Award – State 2003
 Cotton Harvesting Award – State 2003
 Credit Unions' Administrative and Clerical Officers' Award – State 2002
 Dental Assistants (Private Practice) Award – State
 Dental Technicians' Award – State 2002
 Disability Support Workers Award – State 2003
 District Health Services Employees' Award – State 2003
 Dry Cleaning and Dyeing Industry Award – Southern and Central Divisions 2004
 Dyeing and Dry Cleaning Industry Award – State (Excluding South-East Queensland) 2002
 Early Childhood Education Award – State 2003
 Edible Nut Processing Award – State 2003
 Electrical Contracting Industry Award – State 2003
 Electricity Generation, Transmission and Supply Award – State 2002
 Employees of Queensland Government Departments (Other than Public Servants) Award – State 2003
 Engineering Award – State 2002
 Entertainers Award – State 2002
 Farm Hands, Etc., Award – Queensland Agricultural College 2003
 Fast Food Industry Award – South-Eastern Division 2003
 Fast Food Industry Award – State (Excluding South-East Queensland) 2003
 Fertilizer Industry Award – State 2003
 Fishery Employees' Award – State 2003
 Floral Bouquets, Novelties, Etc., Making Award – State 2003
 Food and Drug Store Employees' Award – Southern Division (Eastern District) 2003
 Food Production - P & O Prepared Foods (Wacol) – Award 2002
 Forest Resources Industry (Carter Holt Harvey Wood Products Australia Pty Ltd – Gympie) Award 2003
 Forest Resources Industry (CSR Softwoods) Award – State 2003
 Forest Resources Industry Award – State 2003
 Fruit and Vegetable Growing Industry Award – State 2002
 Funeral Services Award – State 2002
 Furniture and Allied Trades Award – State 2003
 Garage and Service Station Attendants' Award – State (Excluding South-Eastern District) 2003
 Gas Industry Award – State 2003
 General Stores, Warehousing and Distribution Award – State 2002
 Gladstone Power Station Award – State 2003
 Golden Casket Lottery Corporation Employees' Award – State 2003
 Grain and Associated Products Milling Award – Southern Division
 Grainco Australia Limited Award – Queensland 2003
 Greenkeeping Industry Award – State 2002
 Greenmeadow Court Employees' Award – State
 Ground Staff – Defence Force Contractors – Interim Award – Southern Division 2004
 Group Training Companies Award – State 2003
 Hairdressers' Industry Award – State 2003
 Ham, Bacon, Smallgoods and Meat Products Award 2003
 Health and Fitness Centres and Indoor Sports Award – South East Queensland 2005
 Hospital Employees Award – Mount Olivet Hospital – Brisbane 2003
 Hospital Nurses' Award – State 2003
 Hospitality Industry – Restaurant, Catering and Allied Establishments Award – South- Eastern Division 2002
 Hotels, Resorts and Accommodation Industry Award – South-Eastern Division 2002
 Hotels, Resorts and Certain Other Licensed Premises Award – State (Excluding South-East Queensland) 2003
 Ice Cream and Frozen Confectionery Manufacturing Award – State 2003
 Indigenous Australian Community Housing Award – State
 Jam, Preserved Fruit and Vegetable Processing Award – Southern Division (Eastern District) – 2002
 Jewellers and Watchmakers Award – State 2003

Kingfisher Bay Resort and Village Award 2003
 Laundry Workers' Award – Brisbane 2003
 Laundry Workers' Award – State (Excluding Brisbane) – 2003
 Lifeguard Award – State 2003
 Local Government Employees' (Excluding Brisbane City Council) Award – State 2003
 Malthouse Employees' Award – South-Eastern Division 2003
 Margarine Manufacturing Award – Southern Division 2003
 Marine Stores and Bottle-Washing Establishments Award – South-Eastern District 2003
 Marine Vessels Builder and Repairer Award – State 2003
 Masters and Engineers' Award – Port Of Brisbane 2003
 Masters, Mates and Engineers' Award, Motor Vessels 2500 B.H.P./1866kw.B.P. And Under – State (Excluding the Port Of Brisbane) 2003
 Meat Industry (Other than Export) Award – State 2002
 Meat Industry (Private Export Companies) Mechanical Etc (Interim) 2002
 Medical Imaging and Radiation Therapy Employees (Private Sector) Award – State 2002
 Metropolitan Race Clubs Maintenance Employees' Award – Brisbane and Ipswich 2003
 Milk and Cream Distributors and Vendors' Award – Northern and Mackay Divisions 2003
 Milk Industry Transport Award – Southern Division 2003
 Milk Treatment, Milk Products Manufacture, and Milk, Etc., Distribution Award – Northern and Mackay Divisions 2003
 Milk Treatment, Milk Products Manufacture, and Milk, Etc., Distribution Award – South- Eastern District 2003
 Millaquin Sugar Refiners' Award – State 2004
 Mineral Sands Industry Award – State 2002
 Mining (Non-Coal) Award – State 2003
 Miscellaneous Workers' Award – State 2002
 Models and Mannequins Award – State 2002
 Motor Drivers, Etc., Award – Southern Division 2003
 Motor Vehicle Salesperson's Award – Southern Division 2003
 Motoring Services Award – South-Eastern Division 2003
 Mount Isa Mines Limited Award 2004
 Municipal Baths Attendants Award – State 2003
 Musicians' Award – State 2002
 Nestle Australia Ltd. – Gympie Factory Employees Award 2003
 North Queensland Boating Operators Employees Award – State 2003
 NQMT Linesworkers Award 2004
 Nursery Award – State 2003
 Nurses' Aged Care Interim Award – State 2003
 Nurses' Award - Domiciliary Nursing Services – State 2003
 Nurses' Award – State
 Oil Stores Employees' Award – Southern Division (Eastern District) 2003
 Optical Manufacturing Industry Employees' Award – State 2003
 Paint Industry Award – State 2003
 Passenger Vehicle Drivers Etc., Award – Northern and Mackay Divisions 2003
 Pathology (Private Practices) Award – State 2003
 Pearl Culture (North Queensland) Award 2003
 Pest Control Industry Award – State 2003
 Pharmaceutical Employees' Award – State (Exclusive of Public Hospitals) 2003
 Pharmacy Assistants Interim Award – State 2003
 Photographic Employees' Award – State 2003
 Physiotherapists' Award – State 2003
 Pig Breeding and Raising Award – State 2003
 Police Service Award – State 2003
 Port Authorities Award – State 2003
 Port of Brisbane Corporation Employees' Award 2003
 Ports Corporation Employees Award – State 2003
 Poultry Farm and Hatchery Employees' Award – State 2003
 Poultry Processing Award – State 2003
 Prawn and Other Sea Food Processing Award – State 2003
 Principals' Award – Catholic Schools Queensland 2002
 Principals' Award – Non-Governmental Schools – State 2002
 Printing Industry Award – State 2003
 Private Hospital Nurses' Award – State 2003
 Private Hospitals and Nursing Homes Industry Award – State 2003
 Private Hospitals Employees' Award – State 2003

Professional and Administrative Award – Queensland Performing Arts Centre – State 2003
 Professional Engineers' Award – State 2002
 Professional Scientists' Award – State 2002
 Property Sales Award Queensland – State
 Public Service (Remuneration Interim) Award – State
 Public Service Medical Officers' Award – State 2003
 Quarry, Crushed Stone, Sand and Gravel Industry Award – State 2003
 Queensland Aids Council Incorporated Enterprise Award – State 2003
 Queensland Building Services Authority – Employees' Award – State 2003
 Queensland Fire and Rescue Authority Communications Centres Award – State 2003
 Queensland Fire Service Interim Award – State 2003
 Queensland Industry Development Corporation Officers' Award – State
 Queensland Investment Corporation – Clerical and Administrative Employees' Award – State 2003
 Queensland Nickel Employees' Award – State 2003
 Queensland Nursing Council Employees' Award – State 2002
 Queensland Rail Award – State 2003
 Queensland Railways Institute Inc. Employees' Award 2003
 Queensland Rural Adjustment Authority Employees' Award – State 2003
 Rabbit Board Employees Award – State 2003
 Racecourse Employees Award – Southern Division (Eastern District) 2003
 Racecourses and Showground Employees Award – Brisbane 2003
 Residential Tenancies Authority Employees Award – State 2002
 Residential Colleges (University Of Queensland St. Lucia Campus) Award 2002
 Retail Industry Interim Award – State 2004
 Retail Take-Away Food Award – South-Eastern Division 2003
 Road Service Patrols Award – State 2002 Royal Automobile Club of Queensland
 Rubber and Plastic Industry Award – State 2003
 Salt Industry Award – State 2002
 Sanctuary Cove Employees Award 2002
 School Officers' Award – Non-Governmental Schools 2003
 Security Industry (Contractors) Award – State 2004
 Senior College Teachers' Award – State 2003
 Shearing Industry Award – State 2003
 Shell Marketing Operations North Queensland Award
 Silo Employees' Award – Northern Division 2003
 Skyrail Rainforest Cableway Employees Award 2003
 Soap and Washing Soda Crystal Manufacturers' Award – Southern Division (Eastern District) 2003
 Sports Ground Employees' Award – Southern Division (Eastern District) 2002
 Station Hands' Award – State 2003
 Storemen and Packers' Award – Northern and Mackay Divisions 2003
 Sugar Industry Award – State 2004
 Suncorp Award – State 2003
 Surgical Bootmaking, Bespoke Bootmaking and Boot Repairing Award – State 2003
 Surveying (Private Practice) Award – State
 Surveyors' Labourers and Cooks Award – State 2003
 TAFE Teachers Award – State 2003
 Tanning Industry Award – State 2004
 Tea Industry Award – State 2003
 Teachers' Award – Non-Governmental Schools 2003
 Teachers' Award – State 2003
 The Draftpersons, Production Planners and Engineering Assistants Award – State 2002
 Theatrical Employees' Award – State 2003
 Toll Collectors Etc., Employees Award – State. 2003
 Tourism Industry – Zoological Gardens Award – South Eastern Division
 Transport, Distribution and Courier Industry Award – Southern Division 2004
 Transport, Distribution and Courier Industry Award – Northern and Mackay Division 2004
 Trotting Club Employees' Award – State 2002
 Van Salesmen's Award – Northern and Mackay Divisions 2002
 Van Salesmen's Award – Southern Division 2003
 Veterinary Practice Employees' Award – State
 Wine and Spirit Stores Award – South-Eastern District 2002
 Wool Classers and Wool Sorters (Other than Wool Classers and Wool Sorters employed in Shearing Sheds) Award – South-Eastern Division 2003

Woolclassers and Sheep Shearing Machine Experts and Grinders' Award – State 2003
 Van Salesmen's Award – Southern Division 2003
 Wine and Spirit Stores Award – South-Eastern District 2002
 WorkCover Queensland Award – State 2003
 Youth Workers Employed By the Department of Family and Youth Services Award – State 2003

ANNEXURE B: WAGE ADJUSTMENTS 1987 – 2004

<i>DECISION</i>	<i>PRINCIPLES</i>	<i>COMMENT</i>
March 1987 124 QGIG 501	<p>Allowance Adjusted in accordance with the first tier except where flat monetary amount awarded.</p> <p>Wage First tier equated to \$10.00 per week. <u>Second tier equated to 4% per week where agreement was reached or a 2% increase no earlier than 1 September 1987 and a 2% increase no earlier than 1 July 1988.</u></p> <p>Restructuring and Efficiency Reducing demarcation, introducing multiskilling and training.</p>	No adjustment available to allowances.
February 1988 127 QGIG 127	<p>Wage \$6.00 per week.</p>	No adjustment available to allowances. NB: General Ruling
September 1988 129 QGIG 33	<p>Allowance Adjusted to reflect state wage increases except where flat money amount has been awarded.</p> <p>Wage Wage adjustment equated to 3% <u>access to arbitrated second tier increase.</u></p> <p>Structural Efficiency Skill related career paths, multiskilling.</p>	Adjustment available to allowances. <u>Any activity to secure the arbitrated increase commenced prior to 10 September 1988 had an operative date as determined by the commission; or if commenced after this decision then an operative date no earlier than 2 January 1989.</u>
April 1989 130 QGIG 534	<p>Wage Wage adjustment of \$10.00 per week.</p>	No adjustment available to allowances (based on flat increase). NB: General Ruling

<p>October 1989 132 QGIG 1199</p>	<p>Wage Introductory level, semi-skilled level, skilled level. wage adjustment equated to \$10.00, \$12.50 or \$15.00 / 3% per week respectively.</p> <p>Structural Efficiency Skill-related career paths, multiskilling.</p> <p>Allowance Adjustment to reflect national wage increases except where a flat money amount has been awarded.</p>	<p>Equivalent adjustment 6 months later. Adjustment available to allowances see comments at folio 1204: adjustment of 3% allowable at time of first payment.</p>
<p>April 1990</p>	<p>Wage Introductory level, semi-skilled level, skilled level. Wage adjustment equated to \$10.00, \$12.50 or \$15.00 / 3% per week respectively.</p>	<p>Equivalent adjustment to that awarded above.</p>
<p>July 1991 137 QGIG 477</p>	<p>Structural Efficiency Part-time employment, arrangement of working hours, consultative process.</p> <p>Wage \$10.00 if no MRA exercise undertaken 2.5% if MRA exercise undertaken No award to be varied unless previous decision given effect.</p> <p>Allowance Adjusted to reflect national wage increases except where a flat money amount has been awarded.</p>	<p>Adjustment available to allowances see comments at folio 484: consider it appropriate for work related allowances to be able to be adjusted by 2.5% at same time as wages increased.</p>
<p>February 1992 139 QGIG 369</p>		<p>Continuation of above decision. Maintenance of existing Principles.</p>
<p>February 1994 145 QGIG 314</p>	<p>Wage \$8.00.</p> <p>Allowance Adjusted to reflect national wage increases except where a flat money amount has been awarded.</p>	<p>No adjustment available (at this stage) to allowances.</p> <p>See comments at folio 326: the method of adjusting flat dollar allowance for the second \$8 safety net adjustment is unclear - best settled by a Full Bench subject to a separate application - may be the flat afternoon and night shift allowance. No determination made in that matter.</p>

<p>December 1994 148 QGIG 320</p>	<p>Allowance Adjustment to be determined by a Full Bench dealing with the safety net adjustment.</p> <p>Wage \$8.00.</p>	
<p>October 1995 150 QGIG 1116</p> <p>April 1996 152 QGIG 43</p>	<p>Allowance Adjusted by the percentage each arbitrated safety net adjustment bears to the C10 total rate.</p> <p>Wage \$8.00 per week.</p>	<p>See comment at folio 1120: subsequently determined adjustment is based on the percentage increase to the C10 rate of pay under the Engineering Award – State, therefore adjustment for each safety net increase to be 1.9% + 1.8% + 1.8%.</p> <p>Matter dealt with s.150 review process.</p>
<p>August 1997 156 QGIG 111</p>	<p>Allowance Adjusted by the percentage each arbitrated safety net adjustment bears to the C10 total rate.</p> <p>Wage \$10.00 per week.</p>	<p>Wage adjustment equated to \$10.00 (therefore allowance adjustment 2.2%).</p> <p>NB: General Ruling</p>
<p>August 1998 159 QGIG 13</p>	<p>Allowance Adjusted by percentage each arbitrated safety net adjustment bears to the C10 rate.</p> <p>Wage \$14.00 per week up to \$550.00 per week. \$12.00 per week for \$550.00 to \$700.00 per week. \$10.00 per week for over \$700.00 per week.</p>	<p>Wage adjustment equated to 3.1% – adjustment to allowances available.</p> <p>NB: General Ruling</p>
<p>November 1999 162 QGIG 356</p>	<p>Wage \$12.00 per week up to \$510 per week. \$10.00 per week over \$510.00 per week.</p> <p>Allowance Adjusted by percentage each arbitrated safety net adjustment bears to the C10 rate.</p>	<p>Adjustment available to allowances 2.6%.</p> <p>NB: General ruling</p>
<p>August 2000 164 QGIG 372</p>	<p>Wage \$15.00 per week.</p>	<p>Wage adjustment equated to 3.1% Adjustment available to allowances.</p> <p>NB: General Ruling</p>
<p>August 2001 168 QGIG 350</p>	<p>Wage \$13.00 per week up to \$490.00 per week. \$15.00 per week for \$490.00 to \$590.00 per week. \$17.00 per week for over \$590.00 per week.</p>	<p>Wage adjustment equated to 3.0% Adjustment available to allowances.</p> <p>NB: General Ruling</p>

August 2002 170 QGIG 443	Wage \$18.00 per week.	Wage adjustment equated to 3.5%. Adjustment available to allowances. NB: General Ruling
August 2003 173 QGIG 1252	Wage \$17.00 per week up to and including \$731.80 \$15.00 per week above \$731.80	Wage adjustment equated to 3.2% Adjustment available to allowances NB: General Ruling
August 2004 <u>176 QGIG 698</u>	Wage \$19.00 per week.	Wage adjustment equated to 3.5% Adjustment available to allowances. NB: General Ruling

ANNEXURE C: CRITERIA FOR ROUNDING-OFF WAGE AND ALLOWANCE INCREASES

- (a) The rates for junior employees shall be increased by applying the percentage in the junior wage rates clause applicable to the employee concerned to the relevant minimum classification rate for a full-time adult employee.
- (b) All part-time employees shall receive, on a *pro rata* basis, the additional sum appropriate to the minimum classification rate they are employed under.
- (c) The rates for adult pieceworkers shall be adjusted by the Registrar in accordance with the practice previously followed in relation to General Rulings declared by this Commission.
- (d) In the case of rates of wages or salaries for adult employees expressed as a wage or salary for a period other than a week, the increase consequent upon this Declaration shall be calculated as follows:

Annual Salariesweekly adjustment multiplied by 52
 Fortnightly Wage/Salaryweekly adjustment multiplied by 2
 Daily Wageweekly adjustment divided by 5

 Hourly Wage (40 hour week).....weekly adjustment divided by 40
 (38 hour week)weekly adjustment divided by 38

 Casual Rates* (hourly).....hourly wage (as calculated above) plus 25%
 (daily)daily wage (as calculated above) plus 25%

(*This would apply when the casual rate is stated as a money amount).

- (e) Increases to wages or salaries and allowances shall be expressed as follows:
 - (i) on annual salaries to the nearest \$1 (with 50c and above being taken upwards);
 - (ii) on fortnightly and weekly wage rates to the nearest 10 cents (with 5c and above being taken upwards);
 - (iii) on daily wage rates (including casual) to the nearest 1 cent (with 0.5c and above being taken upwards); and
 - (iv) on hourly wage rates (including casual) to the nearest 0.05 of a cent (with 0.025c and above being taken upwards).
- (f) In giving affect to this General Ruling, the Registrar shall have recourse to a Member of the Full Bench, as may be necessary, on the Registrar’s own initiative or an application by a party to an award.
- (g) Awards which prescribe or require alternative methods of adjustment shall be adjusted as follows:

Where a member of the Commission has approved a method of calculation of wage rates as agreed to by the parties to an award other than as expressed herein the Registrar may amend the award concerned in the agreed manner which will be regarded as satisfying the requirements of this General Ruling.

This method shall also be applied to adjust the rates of wages or salaries for junior employees (other than juniors whose rates are expressed as a percentage or fraction of the rate prescribed for an adult employee or for an employee who is a senior).

Dated 27 June 2005.

D.A. SWAN, Deputy President.

G.K. FISHER, Commissioner.

I.C. ASBURY, Commissioner.

Hearing Details:

2005 10 May

10 June

Released: 27 June 2005