

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

A J BUSH AND SONS (MANUFACTURES) PTY LTD AWARD - STATE 2005

(Gazette, 1 July 2005)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 21 August 2009, the said Award is amended as follows as from 1 September 2009:

By deleting clause 5.1 and inserting the following in lieu thereof:

5.1 Wage rates

Level ONE

Rate of pay
per week
\$601.20

Employees at this level perform routine duties essentially of a manual nature. In accord with their experience and level of training, they:

Have limited knowledge and application of WH & S; Environmental Controls and Quality Assurance.

Skills:

Perform general labouring and cleaning duties;
Exercise minimal judgement;
Work under supervision;
Undertake structured on-the-job training so as to enable them to progress to Plant Technician, Grade 2;
Maintain grounds;
General hygiene;
Basic maintenance;
Undertake training in the process area; and
Operate Processing equipment.

Level TWO

Rate of pay
per week
\$628.30

An employee at this level performs work above and beyond the skills of Level ONE to the level of their training for this level including certification where relevant.

Points of Entry

An employee at this level performs work above and beyond the skills of Level ONE.

Has Basic knowledge and application of WH & S; Environmental Controls and Quality Assurance.

Skills

Responsible for the quality of their own work subject to detailed direction;
Works in a team environment and/or under routine supervision;
Undertakes duties in a safe and responsible manner;
Exercises discretion within their level of skills and training;
Possesses basic interpersonal communication skills;
Undertakes basic clerical duties as required;
Possesses basic hygiene knowledge; and
Competent in operation of licensed equipment.

Indicative Duties

Operation of forklift and front-end loader;
Other tasks determined by Supervisor;

Level TWO

Drive vehicles;
 Vehicle and general hygiene;
 Basic maintenance;
 Process operations; and
 Operation of overhead crane.

Rate of pay
 per week

Level THREE

An employee at this level performs work above and beyond the skills of Level TWO to the level of their training for this level including certification where relevant.

Rate of pay
 per week
 \$643.30

Has sound knowledge and application of WH & S; Environmental Controls and Quality Assurance.

Skills

Able to follow detailed instructions and documented operational procedures;
 Works in a team environment and/or under routine supervision;
 Responsible for the quality of their own work;
 Possesses sound interpersonal and communication skills;
 Competent in operation of licensed equipment; and
 Competence in transport functions.

Indicative Duties

Transport drivers;
 Control processing lines;
 Plant maintenance and servicing;
 General hygiene; and
 Process operation in accordance with QA procedures.

Level FOUR

An employee at this level performs work above and beyond the skills of Level THREE to the level of their training for this level. Trades certification must be established to the satisfaction of employer; with that Trade skill relevant, and applied in daily work functions.

Rate of pay
 per week
 \$662.00

Has excellent knowledge and application of WH & S; Environmental Controls and Quality Assurance.

Skills

Understands and is responsible for quality control standards;
 Possesses an advanced level of interpersonal and communication skills;
 Competent keyboard skills;
 Sound working knowledge of all plant duties performed at levels below this grade, exercises discretion within scope of this grade;
 May perform work requiring minimal supervision either individually or in a team environment; and
 Responsible for implementation of maintenance program for defined area.

Indicative Duties

Control processing lines;
 Product quality control;
 Mechanical maintenance;
 Electrical maintenance;
 Vehicle maintenance;
 General maintenance; and
 General hygiene.

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment 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.

5.1.2 Juniors

	Percentage of minimum adult rate %
15 years and under 16	50
16 years and under 17	55
17 years and under 18	65
18 years and under 19	75

and thereafter the wages prescribed for adult employees.

Dated 1 October 2009.

G.D. SAVILL,
Registrar.