

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

**BREWING INDUSTRY -
QUEENSLAND BREWERIES EMPLOYEES' AWARD 2003**

(Gazette, 23 January 2004)

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:

1. By deleting clause 5.1.2 and inserting the following in lieu thereof:

5.1.2 *Base rates of pay*

- (a) Clause 5.1.2 is to be read in conjunction with Schedule 1, 'Increases and Bonuses' and clause 5.2 (Service Allowance).
- (b) Any Brewery Technician, other than a casual, a junior or apprentice, in the classification specified in the table hereunder shall be paid Base Rates as follows:

Level	Credit Points	Pay Rates Per Hour \$
10	2000 +	23.595
9	1750 - 1999	23.075
8	1500 - 1749	22.628
7	1259 - 1499	22.148
6	900 - 1249	21.838
5	650 - 899	21.478
4	400 - 649	21.158
3	300 - 399	20.458
2	150 - 299	19.935
1	80 - 149	19.1075

(c) *Entry level pay*

Brewery Technicians who are able to demonstrate previous acquisition of skills will accrue credit points in accordance with the Skills Extension Program and be paid for the Skill Level obtained. For those Brewery Technicians who are completing the initial induction (including mandatory occupational health and safety modules, early skills development program) or cannot demonstrate the acquisition of previous skills an entry level pay rate is applicable as follows:

Pay Level	Pay Rate Per Hour \$
Entry Level	18.7375

The program contained in the Skills Extension Program of the Agreement will enable Brewery Technicians to broaden their trade skills in accordance with National Skills Standards.

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.

(d) Junior Rates of Pay

Juniors will be paid at the following percentage of the Adult Rate:

Age	Percentage of Minimum Wage payable at 21 Yrs (%)
16 years and under	50
17 years	55
18 years	65
19 years	75
20 years	92

2. By deleting Schedule 1 and inserting the following in lieu thereof:

Schedule 1 - Increases and bonuses

Clauses 5.1 provide Brewery Technician base rates of pay. Increases provided under these clauses are shown in the following table. The final rates shown in this table are to be used for all purposes of the award, including the calculation of service entitlements as provided for in clause 5.2 of this Award.

**Queensland Breweries Pty Limited
Increases and Bonuses**

Pay Level	Base Rate of Pay Clause 5.1.2	Base Rate of Pay	Clause 5.3 4.16%	Clause 5.3 8.45%	Clause 5.1.4(e) 3%	Clause 5.3 January 1998
	\$	1994 Rates \$	January 1996 \$	January 1997 \$	21 April 1997 \$	\$
10	23.595	17.68	18.42	18.57	19.13	19.51
9	23.075	17.16	17.87	18.03	18.57	18.94
8	22.628	16.66	17.35	17.50	18.03	18.39
7	22.148	16.17	16.84	16.99	17.50	17.85
6	21.838	15.87	16.53	16.67	17.17	17.51
5	21.478	15.50	16.14	16.28	16.77	17.10
4	21.158	15.19	15.82	15.96	16.44	16.77
3	20.458	14.49	15.09	15.22	15.68	15.99
2	19.935	14.01	14.59	14.72	15.16	15.46
1	19.1075	13.14	13.69	13.80	14.21	14.50
(entry level) 0	18.7375	12.77	13.30	13.41	13.81	14.09

Note 1. These rates include first 2 \$8 Safety Net Adjustments (SNA). The second SNA has been subsequently absorbed by increases and bonuses as provided for under the Commission's Principles. Therefore the next column, 'base rate of pay', shows the rate minus \$8 per week, i.e. the original 1994 rate of pay.

Note 2. Bonus increases to base rate of pay as a result of SCIP have been guaranteed at a minimum of 2% in January 1998.

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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.

Dated 1 October 2009.

G.D. SAVILL,
Registrar.