

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

CEMENT INDUSTRY AWARD - STATE 2003

(Gazette, 11 April 2003)

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 the preamble and classification rates in subclause (1) of Schedule 1 and inserting the following in lieu thereof:

This Schedule shall not apply to Queensland Cement Limited or Central Queensland Cement Pty Ltd during the trial period of Schedule 3 commencing on 3 March 1993.

- (1) *Adults Wages Schedule -*

Classification	Wage Group	Total Award Rate Per Week \$
CEMENT SECTION		
1. Burner	CW11	656.20
2. Burner - K5, K6 (Darra)	CW11	668.60
3. Burners Assistant	CW13	636.40
4. Wash Mill/Hammer Mill Operator	CW13	638.20
5. Cement/Raw Miller	CW13	643.70
6. Cement/Rod/Raw Miller	CW13	643.70
7. Cement Miller (Bulwer Island)	CW11	655.50
8. Assistant Miller	CW13	638.20
9. Cooler Attendant	CW12	640.30
10. Bag checker	CW13	642.60
11. Loader	CW13	640.60
12. Bag Machine Operator	CW13	642.60
13. Bulk Weighing Machine Operator	CW13	642.60
14. Weighbridge Attendant	CW13	661.30
15. Storeman	CW12	638.30
16. Clinker Runner	CW12	638.20
17. Coral Checker	CW13	642.60
18. Control Room Operator (Bulwer Island)	CW11	655.50
19. Plant Attendant (Bulwer Island)	CW13	642.60
20. Cleaner (Darra Administration)	CW13	645.00
21. Cleaner (Elsewhere)	CW13	630.50
22. Employee not elsewhere classified	CW13	630.50
23. Employees with less than 3 months' experience	CW14	625.50
LABORATORY SECTION		
Process Assistant Tester -		
24. First year	CW12	655.90
25. Thereafter	CW12	664.50
Process Tester/Laboratory Assistant -		
26. First year	CW12	667.20
27. Thereafter	CW12	680.40
Physical Tester -		
28. First year	CW12	672.10
29. Thereafter	CW11	683.90

Classification	Wage Group	Total Award Rate Per Week \$
Shift Tester -		
30. First year	CW12	679.70
31. Thereafter	CW11	694.20
Analyst -		
32. First year	CW10	703.50
33. Thereafter	CW10	710.80
Lime Section -		
34. Lime Burner	CW12	646.10
35. Hydrator Attendant	CW12	646.10
36. Bag Machine Operator	CW13	642.60
37. Loader and/or Sorter	CW13	638.10
38. Employee not elsewhere classified	CW13	630.50
39. Employees with less than 3 months' experience	CW14	625.50
Gladstone Clinker Plant -		
40. Central Control Operator	CW11	714.30
41. Plant Attendant	CW13	683.50
42. Shift Tester (1st Yr)	CW12	679.70
43. Thereafter	CW11	694.20
QUARRY SECTION		
44. Core Driller	CW12	678.60
45. Powder Monkey	CW12	663.30
46. Crusher Operator	CW12	649.30
47. Operator - 10cm - 14cm track mounted independent rotation drill	CW12	663.70
48. Operator - down hole hammer drill	CW12	663.70
49. Employee not elsewhere classified	CW13	637.00
50. Employees with less than 3 months' experience	CW14	632.00
ALL SECTIONS		
51. Operator forklift	CW13	672.30
52. Operator loader/unloader/wharf crane	CW11	704.90
53. Operator gantry crane	CW11	691.00
Operator mobile plant -		
54. Bucket capacity over 0.765 cubic metres and up and including 2.3 cubic metres	CW11	696.90
55. Bucket capacity over 2.3 cubic metres	CW11	700.60
56. Lifting capacity to and including 5 tonnes	CW11	682.70
57. Lifting capacity over 5 tonnes	CW11	686.60
58. Carrying capacity up to and including 35 tonnes	CW11	692.80
59. Carrying capacity over 35 tonnes	CW11	705.00
60. Operator service vehicle - 3 to 10 tonnes	CW12	685.30
61. Operator service vehicle - over 10 tonnes	CW12	691.20

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.

2. By deleting the preamble and classification rates in subclause (1) of Schedule 2 and inserting the following in lieu thereof:

Schedule 2

North Australian Cement Limited

The weekly wage rates payable include the Northern Parity payment of \$1.05.

Column A represents the amount included in the wages prescribed and is inclusive of and incorporates above Award payments and weekly gratuities which were payable prior to 21st September 1980. Also included is the Christmas Gratuity which for the purpose of this Schedule is taken to be an amount of \$13.60 per week.

- (1) *Adults -*

Classification	Wage Group	Column A \$	Award Rate Per Week \$
CEMENT SECTION			
1. Burner - In charge of 1 kiln	CW11	50.80	657.75
2. Burner - In charge of 2 kilns	CW11	51.30	670.75
3. Burners Assistant	CW13	50.20	637.55
4. Wash Mill/Hammer Mill Operator	CW13	50.30	639.75
5. Cement/Raw Miller	CW13	50.50	644.75
6. Bag checker	CW13	50.50	643.75
7. Loader	CW13	50.30	639.15
8. Bag Machine Operator	CW13	50.50	643.75
9. Bulk Despatch Operator -Road/Rail	CW12	50.80	651.05
10. Storeman	CW12	50.30	639.35
11. Garage Attendant	CW13	50.00	635.15
12. General Labourer	CW13	49.70	631.35
13. Employee not elsewhere classified	CW13	49.70	631.35
14. Employees with less than 3 months experience	CW14	49.70	626.35
LABORATORY SECTION			
Process Assistant Tester -			
15. First year	CW12	51.00	656.85
16. Thereafter	CW12	51.30	665.55
Process Tester/Laboratory Assistant -			
17. First year	CW12	51.50	668.25
18. Thereafter	CW12	52.00	678.95
CEMENT SECTION			
Physical Tester -			
19. First year	CW12	51.90	673.15
20. Thereafter	CW11	52.30	684.95
Analyst -			
21. First year	CW10	53.30	703.50
22. Thereafter	CW10	53.70	711.85

QUARRY SECTION

23.	Powder Monkey	CW12	51.30	664.35
24.	Crusher Operator	CW12	50.80	650.45
25.	Operator - 10cm - 14cm track mounted independent rotation drill	CW12	51.30	664.85
26.	Operator - down hole hammer drill	CW12	51.30	664.85
27.	Employee not elsewhere classified	CW13	50.20	638.05
28.	Employees with less than 3 months experience	CW14	49.70	632.55

ALL SECTIONS

29.	Operator forklift	CW13	50.70	662.35
30.	Operator gantry crane	CW11	52.90	678.35

Operator mobile plant -

31.	Bucket capacity over 0.765 cubic metres and up and including 2.3 cubic metres	CW11	53.10	676.75
32.	Bucket capacity over 2.3 cubic metres	CW11	53.10	695.55
33.	Lifting capacity to and including 5 tonnes	CW11	52.90	678.25
34.	Operator Dump Truck carrying capacity up to and including 35 tonnes	CW11	53.90	707.45
35.	Operator Dump Truck carrying capacity over 35 tonnes	CW11	53.90	715.95
36.	Operator service vehicle	CW12	50.70	686.75
37.	Maintenance Assistant	CW13	50.40	651.15
38.	Utility Driver	CW13	52.00	674.75
39.	Truck Driver - 10 tonne capacity	CW12	52.70	686.20
40.	Truck Driver - 12 tonne capacity	CW12	52.80	688.75

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.

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3. By deleting subclause (3)(c) of Schedule 3 and inserting the following in lieu thereof:

(c) *Schedule of Pay Levels*

Generic Level Points	Individual Skill Points	Points	Pay Levels	Award Rate Per Week \$
5-250	I F	401-500	8	779.90
4-200	N R	351-400	7	756.90
3-150	+ D O =	301-350	6	733.90
2-100	I M	251-300	5	713.90
1-50	V	201-250	4	693.90
	I S	151-200	3	673.90
	D K	101-150	2	651.90
	U I	50-100	1	631.90
	A L			
	L L			
	S			

Generic Level Points	Individual Skill Points	Points	Pay Levels	Award Rate Per Week \$
	K	S		
	I	T		
	L	R		
	L	U		
		C		
	P	T		
	T	U		
	S	R		
		E		

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4. By deleting from the clauses listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.2.1	32.20	33.00
5.2.3	13.20	13.50
Schedule 1(2)	28.50	29.20
Schedule 2(2)(i)	28.50	29.20
Schedule 2(2)(ii)	43.70	44.80
Schedule 2(2)(iii)	55.10	56.50
Schedule 3(3)(d)	7.90	8.10
	32.20	33.00

Dated 1 October 2009.

G.D. SAVILL,
Registrar.