

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

ENGINEERING AWARD - STATE 2002

(Gazette, 15 November 2002)

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 and inserting the following in lieu thereof:

5.1 Wages

Weekly wage rates - An employee's award rate of pay in the Southern Division, Eastern District for each Wage Level is set out below and shall be paid for all purposes of this Award:

Wage Group	%	Total Minimum Rate of Pay
		Per Week \$
C14	79	568.20
C13	82	584.90
C12	87.4	607.40
C11	92.4	628.30
C10	100	662.00
C9	105	682.90
C8	110	703.70
C7	115	722.60
C6	125	764.30
C5	130	784.60
C4	135	806.00
C3	145	847.70
C2 (a)	150	868.60
C2 (b)	160	906.30

In addition to the C14 rate a surplus amount of \$4.20 shall be paid, such surplus amount being non-adjustable.

The percentage relativities relate to percentages applying before the application of the first and second \$8 arbitrated safety net adjustments made in accordance with the February and November 1994 Review of Wage Fixing Principles and payable under the November 1994 State Wage Case decision.

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 clause 4.1 of Schedule 3 and inserting the following in lieu thereof:

4.1 Wages

Weekly wage rates - An employee's award rate of pay for each Wage Level is set out below and shall be paid for all purposes of this Schedule:

4.1.1 Wages

Total Minimum Rate of Pay Per Week						
		Wage Group	Award	OAP	EBA3 Base Rate	EBA3 Total Rate
			\$	\$	\$	\$
Trades Services	C14	79	568.20	82.50	450.40	532.90
Trades Services	C13	82	584.90	82.50	464.80	547.30
Trades Services	C12	87.4	607.40	82.50	487.90	572.40
Trades Services	C11	92.4	628.30	82.50	513.90	595.90
Trades Services	C10	100	662.00	82.50	549.60	632.10
Trades Services	C9	105	682.90	82.50	574.40	656.90
Trades Services	C8	110	703.70	82.50	599.10	681.60
Trades Services	C7	115	722.60	82.50	623.60	706.10
Trades Services	C6	125	764.30	82.50	673.00	755.50
Trades Services	C5	130	784.60	82.50	697.70	780.20

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.

3. By deleting clause 2 of Schedule 8 and inserting the following in lieu thereof:

2. Wages

The minimum weekly wage rate to be paid to employees shall be the following and shall be paid for all purposes of the Award.

Base Rates, supplementary and additional payments

Classification	Wage Rate \$
C10	713.90
C9	733.90
C8	756.90
C7	779.90
C6	802.90

The wage rates listed include all broadbanded wage rate adjustment which shall be absorbed into overaward payments, where such payments are being made.

4. By deleting clause 1 of Schedule 9 and inserting the following in lieu thereof:

1. This Schedule shall apply to employees previously covered under Schedule 4 of this Award.

(a) *Weekly wage rates - Technical assistants* - An employees minimum rate of pay is inclusive of the base rate of pay set out in clause 1(b) and the supplementary payment set out in clause 1(c) (of Schedule 9).

(b) *Weekly wage rates - Base rate of pay*

Wage Group	Base Rate Per Week
	\$
Grade 1/C6	687.50
	699.60
	713.30
	725.20

(c) *Supplementary payment - Minimum*

Wage Group	Payment Per Week	Rates Adjustment
	\$	\$
Grade 1/ C6	74.80	(16.70)
	62.70	(16.70)
	49.00	(16.70)
	37.10	(13.10)

The rates of pay in this Schedule include the first, second and third \$8 per week arbitrated safety net adjustments payable under the November 1994 State Wage Case decision and the October 1995 State Wage Case decision. Increases made under previous State Wage Cases or under the current Statement of Principles are not to be used to offset arbitrated safety net adjustments. The first, second and third \$8 per week arbitrated safety net adjustments may be offset to the extent of any wage increase, whether an award increase, an overaward payment or an increase by way of an enterprise arrangement received since 1 February 1992. Pre-February 1992 overaward arrangements are to be applied according to their terms.

The Supplementary Payment column includes the Minimum Rates Adjustment.

NB: The wage rates listed include a Supplementary Payment which is to be absorbed into overaward payments where such payments are being made.

The minimum rates adjustment reflected above is the current adjustment effective from 9 September 1991.

"Overaward Payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment", or any term whatsoever) which an employee would receive in excess of the "Award Wage" which applied immediately prior to the date of operation of any broadbanding or minimum rates adjustment awarded by the Commission for the classification in which the employee is engaged:

Provided that such payment shall exclude overtime, shift allowances, penalty rates, allowances, fares and travelling time allowances and any other ancillary payment of a like nature prescribed by this section.

5. By deleting clause 1 of Schedule 13 and inserting the following in lieu thereof:

1. **Wages**

The minimum rates of wages payable to the following classes of employees engaged on building construction and/or repair work on or in connection with any Bulk Sugar Terminal or the Sugar Bagging Station at Townsville shall be :

Wage Group		Per Week
		\$
Acetylene or Electric Welders and/or Cutters	C10	720.10
Acetylene or Electric Welders' and/or Cutters' Assistants	C12	650.50
Boilermakers	C10	718.00
Boilermakers' Assistants	C12	650.50
Fitters	C10	718.00
Fitters' Assistants	C12	650.50
Labourers not otherwise specified	C14	645.40

Wage Group		Per Week \$
Mechanical Tradesperson - Special Class	C8	736.30
Motor Mechanic	C10	718.00
Riggers	C11	670.70
Electrical Fitters	C10	719.20
Electrical Mechanics and Linesperson	C10	718.00
Electrical Tradesperson's Assistants	C12	650.50
Electrical Labourers	C14	646.10
Electrician - Special Class	C8	736.30

An additional payment of \$17.60 per week shall be paid to employees in trade classifications and shall be regarded as part of the wage of the employees concerned for all purposes of this Award.

6. By deleting clause 1 of Schedule 14 and inserting the following in lieu thereof:

SCHEDULE 14 - Queensland Health and Government Health Facilities

1. Salaries and Allowances

This schedule applies to work performed at public health facilities operated by, or on behalf of the State of Queensland by:

- (a) Employees of the various District Health Services in Queensland whose rates of wages are prescribed herein; and
- (b) Employees of the Mater Misericordiae Health Services Limited, Brisbane, whose rates of wages are prescribed herein.

Weekly wage rates - An employee's award rate of pay for each Wage Level is set out below and shall be paid for all purposes of this Award:

Classification	Per Week \$	Per Annum \$
C6	824.43	42,869
C7	768.94	39,984
C8	741.12	38,537
C9	713.44	37,098
C10	685.63	35,652
C11	643.45	33,458
C12	615.64	32,012
C13	585.69	30,455

The above rates incorporate pay adjustments based upon the Queensland Public Health Sector Certified Agreement (No. 4) 2000. 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.

7. By deleting clause 1(a) of Schedule 16 and inserting the following in lieu thereof:

1. Scope

This Schedule will apply to employees of Australian Hardboards Limited and Hume Masterpanel Pty Ltd at Bundamba. The terms and conditions of this Award shall apply except where specifically varied by this schedule.

(a) *Wages* - The rate of wages payable shall be:

	Per Week \$
C13	647.90
C12	660.50
C11	679.00
C10	710.20
C9	731.40
C8	751.40

8. By deleting clause 1 of Schedule 17 and inserting the following in lieu thereof:

1. Wages

Employees shall be paid the following rates of pay in accordance with the level to which they are entitled by virtue of the translation schedule contained in clause 2 (of Schedule 17).

Total Minimum Rate of Pay	Per Week
Classification and Relativity	\$
Port Employee Grade 1 - 90%	618.30
Port Employee Grade 2 - 92.5%	628.70
Port Employee Grade 3 - 95%	639.10
Port Employee Grade 4 - 97.5%	649.60
Port Employee Grade 5 - 100%	662.00
Port Employee Grade 6 - 105%	682.90

The percentage relativities relate to percentages applying before the application of the first and second \$8.00 arbitrated safety net adjustments made in accordance with the February 1994 Review of Wage Fixing Principles. The percentage relativities are based on a base rate and supplementary payment totalling \$417.20 per week.

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.

9. 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>
	\$	\$
5.8.2	4.19	4.29
5.8.3	52.25c	53.55c
5.8.4	3.16	3.24
5.8.5	38.65c	39.6c
5.8.6	52.25c	53.55c
5.8.7	66.1c	67.75c
5.8.8(a)(ii)	24.00	24.60
	24.00	24.60
	24.00	24.60
5.8.9	49.1c	50.35c
5.8.11	33.75c	34.6c
5.8.12	16.05c	16.45c
	1.37	1.40
5.8.13	5.86	6.01
	11.75	12.04
	11.75	12.04

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.8.14	2.20	2.26
5.8.15	13.20	13.50
5.8.16	24.00	24.60
5.8.17	34.55c	35.4c
5.8.18	3.39	3.47
	6.44	6.60
	5.11	5.24
	3.39	3.47
5.8.19	12.50	12.80
	19.20	19.70
5.8.20	36c	36.9c
5.8.21	5.74	5.88
	8.67	8.89
	11.30	11.58
5.8.22	52.25c	53.55c
5.8.23	7.7345	7.928
	7.764	7.958
	7.7715	7.966
5.8.24	3.08	3.16
5.8.25	1.88	1.93
	107c	110c
	2.49	2.55
	1.40	1.43
5.8.25(f)	19.15c	19.65c
5.8.26(f)	41.1c	42.15c
	51.4c	52.7c
	76.45c	78.35c
	99.85c	102.35c
	1.249	1.28
5.8.29	66.1c	67.75c
5.8.30	4.35c	4.45c
5.8.31(a)	97.49	99.93
5.8.31(b)	96.04	98.44
5.8.32	49.1c	50.35c
5.8.33(a)	66.1c	67.75c
5.8.33(b)	95.6c	98c
5.8.34	29.3c	30.05c
5.8.35	49.1c	50.35c
5.8.38(c)	21.3c	21.85c
	36c	36.9c
5.8.39	18.4c	18.85c
5.8.41	66.1c	67.75c
5.8.43	66.1c	67.75c
5.8.44	51.4c	52.7c
Schedule 3 - 4.3.4	23.10	23.70
Schedule 4 - 3.1(b)	28.60	29.30
Schedule 8 - 3	32.20	33.00
Schedule 12 - 1	5.00	5.10
Schedule 16 - (b)(i)	25.30	25.90
Schedule 16 - (b)(ii)	14.40	14.80

Dated 1 October 2009.

G.D. SAVILL,
Registrar.