

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999*

**FOOTWEAR MANUFACTURING AWARD - STATE 2005**

**(Gazette, 1 April 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:

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

**5.1 Classification and wage rates**

5.1.1 *Wage rates*

- (a) An adult employee in a classification or class of work (other than an apprentice, junior or employee on a supported wage in accordance with clause 5.7), specified in the table below must not be paid less than the rates as set out in the table below:

Classification Skill Level	Minimum weekly Award wage rate* (\$)
Trainee	568.20
1	584.90
2	607.40
3	628.30
4	662.00
5	703.70

\*The weekly Award wage rate for ordinary hours combines the base rate, supplementary payment and arbitrated safety net adjustments and State Wage Case decisions awarded since the October 1993 Review of Wage Fixing Principles.

5.1.2 *Arbitrated safety net adjustment*

- (a) 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.
- (b) 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.

5.1.3 *Apprentice - wage rates*

- (a) The minimum weekly rates of pay to be paid to 3 year term apprentices will be as follows:

		% of Skill Level 3 (Skill Level 3 = \$628.30)	Minimum weekly Award rate \$
1st year	1st 6 months	60%	377.00
	2nd 6months	65%	408.40
2nd year	1st 6 months	75%	471.25
	2nd 6 months	80%	502.65
3rd year	1st 6 months	90%	565.45
	2nd 6months	95%	586.90

- (b) The total wage must be calculated to the nearest 5 cents, any fraction of 5 cents in the result not exceeding 2 cents must be disregarded.

5.1.4 *Junior wage rates*

- (a) The minimum Award rates to be paid to junior employees, other than apprentices will be as follows:

	% of Skill Level 1 (Skill Level 1 = \$584.90)	Minimum weekly Award rate \$
Under 16 years of age	44%	257.35
16 years and under 17 years	55%	321.70
17 years and under 18 years	66%	386.05
18 years and under 19 years	77%	450.35
19 years and under 20 years	86%	503.00
20 years and under 21 years	94%	549.80
At 21 years of age		Appropriate Adult Rate

- (b) The total wage must be calculated to the nearest 5 cents, any fraction of 5 cents in the result not exceeding 2 cents to be disregarded.
- (c) Changes in rates will be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.
- (d) A junior employee who has 3 years' experience in this industry or upon attaining the age of 21 years must be paid the appropriate adult rate for an adult employee in the classification in which they are employed.

2. 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>
	\$	\$
5.3.1	24.75	24.75
	37.85	37.85
	47.55	47.55
5.3.5	11.20	11.20
	14.05	14.05

Dated 1 October 2009.

G.D. SAVILL,  
Registrar.