

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999*

**MILK TREATMENT, MILK PRODUCTS MANUFACTURE AND MILK ETC., DISTRIBUTION AWARD - NORTHERN AND MACKAY DIVISIONS 2003**

(Gazette, 29 August 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 clause 5.2 and inserting the following in lieu thereof:

**5.2 Wage rates**

5.2.1 *Wages for employees in the Mackay Division*

Classification	Award Rate Per Week \$
(a) Seniors -	
Blowmoulding Operator Grade 1 (Appointed as such)	626.75
Blowmoulding Operator	619.90
Foreman	616.20
Process Controller Operator	616.70
Yoghurt maker	616.70
Dairy Produce Laboratory Technician	615.00
Milk Dryer Operator, Spray System	607.60
Milk Grader	}
Milk Pasteuriser	)
Milk Tester	}
Milk Dryer Operator, Roller System	600.80
Milk Issuer	601.90
Cold Room Hand	}
Operator in charge of Bottling,	)
Cartoning and/or Packaging Machine	}
General Labourers and all others not otherwise classified	588.80

(b) Juniors -

(i)	Percentage of Minimum Adult Rate
	%
Under 16 years of age	45
16 and under 17 years of age	55
17 and under 18 years of age	65
18 and under 19 years of age	75

And thereafter the adult rate of wages for the class of work performed.

Junior rates shall be calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next highest 10 cent multiple.

(ii) Where juniors hold certificates of competency in milk or cream grading, milk or cream testing or pasteurising, or for dairy produce laboratory technician, and are employed in any of these classifications, they shall be paid the adult rate of wages for the class of work performed.

### 5.2.2 Divisional and district allowances

- (a) Employees in the Eastern District of the Northern Division shall be paid 15 cents per week in addition to the rates prescribed in clause 5.2.1.
- (b) Adult employees in the Western District of the Northern Division shall be paid an additional \$2.20 per week, and juniors shall be paid an additional \$1.10 per week.

### 5.2.3 Wages for employees of *Q.U.F. Industries Ltd, trading as Port Curtis Dairy Limited*

- (a) The minimum rates of wages payable to employees of Port Curtis Dairy Limited shall be:

	Award Rate Per Week \$
Grade 7	687.70
Grade 6	666.90
Grade 5	644.00
Grade 4	627.30
Grade 3	610.10
Grade 2	593.90
Grade 1(a)	581.40
Grade 1(b)	573.10

- (b) Employees shall be graded as follows upon satisfactory completion of the requirements prescribed herein for the grade.

Grade	Minimum Total Points	Skill Points Minimum	Maximum* Points Minimum	Qualification	Maximum*
7	101	65	71	30	36
6	82	50	59	23	32
5	64	39	49	15	25
4	49	32	35	14	17
3	34	25	0	0	9
2	20	14	0	0	0
1(a)	8	6	0	0	0
1(b)	0	0	0	0	0

\*indicates maximum number of points which can be used to obtain minimum total points for a grade.

- (c) Implementation of the points based grading system shall be in accordance with the "Implementation Arrangements" filed with the Commission.
- (d) The provisions of clauses 5.2.1(b)(ii), 5.3.1, 5.3.2, 5.3.3 and 5.3.5 will not apply to clause 5.2.3.
- (e) Any employee appointed by the employer as a leading hand in charge of other employees shall be paid the following in addition to the above rates:

	Per Week \$
When in charge of 3 and no more than 5 employees	14.10
When in charge of over 5 but less than 10 employees	20.50
When in charge of 10 or more employees	27.30

- 5.2.4 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 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	17.70	18.10
	13.80	14.10
	11.70	12.00
5.3.2	13.20	13.50
	19.50	20.00
	26.40	27.10
5.3.3	38.8c	39.75c
5.3.5	1.92	1.97

Dated 1 October 2009.

G.D. SAVILL,  
Registrar.