

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

SUGAR MILLING INDUSTRY AWARD - STATE 2005

(Gazette, 16 December 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 5.4 and inserting the following in lieu thereof:

5.4 Wage rates

5.4.1 *Wages*

(a) The minimum weekly wage rate to be paid to employees shall be the sum of clauses 5.4.1(b) and 5.4.1(c) and shall be paid for all purposes of the Award. The weekly wage rate shall be calculated to the nearest 10 cents, with 5 cents or more being taken upwards.

(b) Base rate and supplementary payment (Southern Division):

Classification Level	Base Rate \$	Supplementary Payment \$
1	292.20	284.40
2	303.10	286.00
3	321.40	290.60
4	339.60	293.20
5	354.20	295.20
6	365.20	294.80
7	383.50	295.40
8	401.70	300.00
9	420.00	302.60

(c) Excess payment - In addition to the rates expressed in clause 5.4.1(b), the following excess payments shall be paid to all existing and future employees and shall be paid for all purposes of the Award. Such excess payments shall remain unaltered unless otherwise ordered by the Commission.

Classification Level	Excess Payments \$
1	70.10
2	66.80
3	58.20
4	54.90
5	52.10
6	78.00
7	80.30
8	82.00
9	80.60

Classification Level	Total Amount \$
1	646.70
2	655.90
3	670.20
4	687.70
5	701.50
6	738.00
7	759.20
8	783.70
9	803.20

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.

(d) The wage rate listed above incorporates all existing all-purpose skill allowances that were previously paid under the old classification structure.

(e) "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 broadbanning adjustment awarded by the Commission for the classification in which the employee is engaged:

Such payment shall exclude overtime, shift allowances, penalty rates, allowances, fares and travelling time allowances and any other ancillary payment of a like nature.

(f) These wage rates recognise that employees are to be available to carry out a wider range of duties including work which is in connection with, incidental or peripheral to the main task or function.

2. By deleting clause 2.2.1 of Schedule 2 and inserting the following in lieu thereof:

2.2.1 *Base rate and supplementary payment (Southern Division)*

Classification	Base rate level per week \$	Supplementary payment per week \$
1	365.20	270.80
2	383.50	273.40
3	401.70	274.00
4	420.00	278.60
5	456.50	283.80

3. By deleting clause 3.2.1(a) of Schedule 3 and inserting the following in lieu thereof:

3.2.1 The minimum weekly wage rate to be paid to employees shall be the sum of clauses 3.2.1(a) and (b) and shall be paid for all purposes of the Award. The weekly wage rate shall be calculated to the nearest 10 cents, with 5 cents or more being taken upwards:

(a) Base rate and supplementary payment (Southern Division):

Classification Level	Base rate payment per week \$	Supplementary payment per week \$
1	365.20	270.80

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>
	\$	\$
5.8.1(a)	65.8c	67.45c
5.8.2	62.25c	63.8c
5.8.5	48.15c	49.35c
5.8.7	2.93	3.00
5.8.8	3.91	4.01
	80.15c	82.15c

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.8.9	48.15c	49.35c
5.8.10	48.15c	49.35c
5.8.11	70.85c	72.6c
	3.61	3.70
5.8.12	48.15c	49.35c
5.8.13(a)	54.15c	55.5c
5.8.13(b)	92.8c	95.1c
5.8.13(c)	1.349	1.3825
5.8.14	11.20	11.50
5.8.15	42.5c	43.55c
5.8.16	52.4c	53.7c
5.8.17	31.25c	32.05c
	48.15c	49.35c
5.8.18	48.15c	49.35c
5.8.19(d)	71.75c	73.55c
5.8.19(e)	65.8c	67.45c
5.8.20(a)	65.8c	67.45c
5.8.20(b)	62c	63.55c
5.8.20(c)	65.8c	67.45c
5.8.20(d)	62c	63.55c
5.8.21	48.15c	49.35c
5.8.22	48.15c	49.35c
	2.47	2.53
5.8.23	52.35c	53.65c
	52.35c	53.65c
5.8.24	48.15c	49.35c
5.8.30	42.2c	43.25c
	83.75c	85.75c
5.8.32	3.85	3.95
5.8.34	63.8c	65.4c
5.8.35	65.85c	67.5c
6.2.8	15.35c	15.75c
Schedule 2 - 2.4.1	3.7465	3.84
Schedule 2 - 2.4.2	1.8805	1.9275
Schedule 2 - 2.4.3	1.9095	1.957
Schedule 2 - 2.4.4	95.6c	98c
Schedule 2 - 2.4.5	23.9365	24.535
Schedule 2 - 2.4.6	61.7c	63.25c

Dated 1 October 2009.

G.D. SAVILL,
Registrar.