

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

FOOD AND DRUG STORE EMPLOYEES' AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) 2003

(Gazette, 21 November 2003)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 7 August 2008, the said Award is amended as follows as from 1 September 2008:

1. By deleting clause 5.2.1 and inserting the following in lieu thereof:

5.2.1 *Seniors*

Classification	Relativity	Award rate per week
	%	\$
Manf/Prod 1	78	579.40
Manf/Prod 2	82	585.00
Manf/Prod 3	87.4	591.20
Manf/Prod 4	92.4	612.10
Manf/Prod 5	96	627.10
Manf/Prod 6	100	645.80

Man/Prod 1 and Manf/Prod2 include excess payments of \$27.40 and \$16.30 respectively. These "excess payments" are not subject to absorption of the safety net adjustments. Such "excess payment" shall not have any subsequent percentage based wage increase applied to it. Such "excess payment" shall be paid to all existing and future employees and is to be paid for all purposes of the Award.

The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2008 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. [Disputed cases are to be referred to the Vice President.] 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 Policy, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

NOTE: The percentage relativities column relates to percentages applying before the application of the \$8.00 arbitrated safety net adjustment 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 percentage relativities column should also be applied by excluding amounts shown in the 'excess payment' column in any calculations of relativities.

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>
	\$	\$
5.4.1	15.45c	16.05c
5.4.2	29.65c	30.8c
5.4.3	1.50	1.60
5.4.4	31.25c	32.45c
5.4.5	15.45c	16.05c
5.4.6	12.50	13.00

Dated 22 August 2008.

G.D. SAVILL,
Registrar.

Government Printer, Queensland