

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999*

**ROYAL BLIND FOUNDATION AWARD - STATE 2003**

**(Gazette, 24 October 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:

By deleting clause 5.2 and inserting the following in lieu thereof:

**5.2 Wages**

5.2.1 *Wages - Vision impaired employees*

- (a) The rate of wages prescribed in clause 5.2.1(b) for vision impaired employees covered by this Award shall be subject to an assessment of the productive capacity of the employee and shall be in accordance with the following schedule:

Assessed Capacity	(% of prescribed rate)
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%
100%	100%

Provided that the minimum amount payable shall be not less than \$45 per week.

- (b) subject to clause 5.1 the rate of weekly wages shall be as follows:

	Per Week	
	\$	
Production Worker 1	552.00	
Production Worker 2	552.00	Queensland Minimum Wage plus \$52.60
Production Worker (Special Skills)	552.00	Queensland Minimum Wage plus \$102.70

- (c) For the purpose of establishing the percentage of the wage rate as prescribed in 5.2.1(a) to be paid to an employee, the productive capacity of the employee will be assessed by a panel comprising a nominee of the Queensland Blind Workers Union of Employees, a nominee of Royal Blind Foundation management and a nominee acceptable to both above parties.
- (i) Should an employee be dissatisfied with the assessment, the employee may request a review by the panel. The panel shall consult with the employee during the review process.
- (ii) The rate of wages prescribed by clause 5.2.1(b) shall not take effect until the assessment process has occurred.

5.2.2 *Wages - Non-vision impaired employees*

The rate of weekly wages shall be as follows:

	Rate Per Week
	\$
Production Manager	871.40
Sales/Marketing Manager	871.40
Finance and Administration Manager	871.40

	Rate Per Week \$
Employment Officer	805.20
Sales Representative	777.60
Supervisor (Support Worker)	739.20
Accounts and Administration Officer	739.20
Storeperson	624.20
Canteen Manager	605.10
Cleaner/Gardener	585.90
Casual Canteen Employee	561.00

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.

Dated 22 August 2008.

G.D. SAVILL,  
Registrar.

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