

STORAGE SERVICES AND WHOLESALE AWARD 2010

WAGE INCREASES EFFECTIVE FROM 1 JULY 2013

This award applies to employees who are employed in the storage services and wholesale industry.

The Fair Work Commission has increased the Federal Minimum Wage by 2.6% per week applicable from 1 July 2013.

This wage increase has to be implemented in conjunction with the new system of awards that became effective on 1 January 2010.

THESE INCREASES CAN BE ABSORBED INTO OVERAWARD PAYMENTS

There are transitional clauses in the new award provisions that make the process and explanation below necessary.

The classifications of the new Storage Services and Wholesale Award 2010 replaces previous awards regarding the receiving, handling, storing, freezing, refrigerating, bottling, packing, preparation for sale, sorting, loading, dispatch, delivery, or sale by wholesale, of produce, goods or merchandise as well as activities and processes connected, incidental or ancillary.

The transitional provisions of the new award mean the increases in the new award pay rates will be phased in on 1 July of each year.

The phasing also affects **casual employees and the loading is now 24%** and the rate will be increased by 1% on 1 July each year until it gets to 25%.

If you need clarification then contact John 0417 552 801 or send us an e-mail at johntamplin@iprimus.com.au

The terms of the Storage Services and Wholesale Award 2010 apply from 1 January 2010 and there is to be a transition period for some provisions of the new award regarding the following terms:

- minimum wages and piecework rates
- casual or part-time loadings
- Saturday, Sunday, public holiday, evening or other penalties
- shift allowances/penalties

This is an extract from the modern Storage Services and Wholesale Award 2010.

Minimum wages – existing minimum wage lower

- (i) The following transitional arrangements apply to an employer which, immediately prior to 1 January 2010:
 - (a) was obliged,
 - (b) but for the operation of an agreement-based transitional instrument or an enterprise agreement would have been obliged, or

(c) if it had been an employer in the industry or of the occupations covered by this award would have been obliged

by a transitional minimum wage instrument and/or an award-based transitional instrument to pay a minimum wage lower than that in this award for any classification of employee.

(ii) In this clause minimum wage includes:

(a) minimum wage for a junior employee, an employee to whom training arrangements apply and an employee with a disability;

(b) a piecework rate; and

(c) any applicable industry allowance.

(iii) Prior to the first full pay period on or after 1 July 2010 the employer must pay no less than the minimum wage in the relevant transitional minimum wage instrument and/or award-based transitional instrument for the classification concerned.

(iv) The difference between the minimum wage for the classification in this award and the minimum wage in clause (iii) is referred to as the transitional amount.

(v) From the following dates the employer must pay no less than the minimum wage for the classification in this award minus the specified proportion of the transitional amount:

First full pay period on or after	
1 July 2010	80%
1 July 2011	60%
1 July 2012	40%
1 July 2013	20%

(vi) The employer must apply any increase in minimum wages in this award resulting from an annual wage review.

(vii) These provisions cease to operate from the beginning of the first full pay period on or after 1 July 2014.

Classification	Rate to be paid to the employee per week after 1 July 2013
Storeworker grade 1 On commencement After 3 months After 12 months	\$664.80 \$673.10 \$681.20
Storeworker grade 2	\$687.50

Storeworker grade 3	\$707.80
Storeworker grade 4	\$728.30
Wholesale employee On commencement	\$664.80
After 3 months	\$673.10
After 12 months	\$681.20
Wholesale employee level 2	\$687.50
Wholesale employee level 3	\$707.80
Wholesale employee level 4	\$728.30

The classification definitions are set out in the following:

Schedule B—**Classifications**

[Varied by [PR991593](#)]

B.1 Storeworker grade 1

B.1.1 Point of entry

New employee.

B.1.2 Skills/duties

- (a) Responsible for the quality of their own work subject to detailed direction.
- (b) Works in a team environment and/or under routine supervision.
- (c) Undertakes duties in a safe and responsible manner.
- (d) Exercises discretion within their level of skills and training.
- (e) Possesses basic interpersonal and communication skills.
- (f) Indicative of the tasks which an employee at this level may perform are the following:
 - (i) storing and packing of goods and materials in accordance with appropriate procedures and/or regulations;
 - (ii) preparation and receipt of appropriate documentation including liaison with suppliers;

- (iii) allocating and retrieving goods from specific warehouse areas;
- (iv) basic operation of computer terminal or similar equipment;
- (v) periodic stock-checks;
- (vi) responsible for housekeeping in own work environment; and
- (vii) use of non-licensed material handling equipment.

Steel Distributing employees:

- (viii) maintaining the work area housekeeping;
- (ix) assisting etc. (basic);
- (x) crane chasing (basic);
- (xi) crane operating (basic);
- (xii) fork-lift driving (basic);
- (xiii) manual strapping and packing;
- (xiv) receiving goods, assembling orders, picking for processing (basic);
- (xv) ensuring good order of equipment (maintenance, trouble shooting) (basic);
- (xvi) handling paperwork;
- (xvii) setting up and operating a simple machine (saw, cropper, punch, straightline cutter); and
- (xviii) driving A (trucks, non-articulated vehicles up to 4.5 tonnes, GVM).

B.2 Storeworker grade 2

B.2.1 Points of entry

- (a) Storeworker grade 1.
- (b) Proven and demonstrated skills (including as appropriate, appropriate certification) to the level required of this grade.

B.2.2 Skills/duties

- (a) Able to understand detailed instructions and work from procedures.
- (b) Able to co-ordinate work in a team environment under limited supervision.
- (c) Responsible for quality of their own work.
- (d) Possesses sound interpersonal and communication skills.

- (e) Indicative of the tasks which an employee at this level may perform are the following:
 - (i) licensed operation of all appropriate materials handling equipment;
 - (ii) use of tools and equipment within the warehouse (basic non-trades maintenance); and
 - (iii) computer terminal operation at a level higher than that of an employee at Storeworker grade 1.

Steel Distributing employees:

- (iv) driving B (trucks);
- (v) crane chasing (advanced);
- (vi) crane operating (advanced);
- (vii) fork-lift driving (advanced);
- (viii) receiving goods, assembling orders, picking for processing (advanced);
- (ix) assisting (advanced);
- (x) ensuring good order of equipment (maintenance, trouble shooting) (advanced); and
- (xi) setting up and operating a mid-range machine (automatic saw, guillotine).

B.3 Storeworker grade 3

B.3.1 Points of entry

- (a) Storeworker grade 2.
- (b) Proven and demonstrated skills (including as appropriate, appropriate certification) to the level required of this grade.

B.3.2 Skills/duties

- (a) Understands and is responsible for quality control standards.
- (b) Possesses an advanced level of interpersonal and communication skills.
- (c) Competent keyboard skills.
- (d) Sound working knowledge of all warehousing/stores duties performed at levels below this grade, exercises discretion within scope of this grade.
- (e) May perform work requiring minimal supervision either individually or in a team environment.

- (f) Indicative of the tasks which an employee at this level may perform are the following:
- (i) use of a computer terminal for purposes such as the maintenance of a deposit storage system, information input/retrieval, etc. at a level higher than grade 2;
 - (ii) operation of all materials handling equipment under licence;
 - (iii) development and refinement of a store layout including proper location of goods and their receipt and dispatch; and
 - (iv) employee who is responsible for the supervision of and the responsibility for the conduct of work of up to 10 employees.

Steel Distributing employees:

- (v) setting up and operating a complex machine (plasma cutter, profile cutter); and
- (vi) driving C (trucks).

B.4 Storeworker grade 4

B.4.1 Points of entry

- (a) Storeworker grade 3.
- (b) Proven and demonstrated skills to the level required of this grade.

B.4.2 Skills/duties

- (a) Implements quality control techniques and procedures.
- (b) Understands and is responsible for a warehouse or a large section of a warehouse.
- (c) Highly developed level of interpersonal and communication skills.
- (d) Ability to supervise and provide direction and guidance to other employees including the ability to assist in the provision of on-the-job training and induction.
- (e) Exercises discretion within the scope of this grade.
- (f) Exercises skills attained through the successful completion of an appropriate warehousing certificate.
- (g) Indicative of the tasks which an employee at this level may perform are the following:
 - (i) liaising with management, suppliers and customers with respect to stores operations;
 - (ii) detailing and co-ordinating activities of other storeworkers and acting in a leading hand capacity for in excess of 10 storeworkers; and

- (iii) maintaining control registers including inventory control and being responsible for the preparation and reconciliation of regular reports or stock movement, dispatches, etc.

Steel Distributing employees:

- (iv) setting up and operating a very complex machine (NC plasma cutter, NC profile cutter, slitter, shearline).

B.5 Wholesale employee level 1

B.5.1 An employee performing one or more of the following functions at a wholesale establishment:

- (a) the receiving and preparation for sale and/or display of goods;
- (b) the pre-packing or packing, weighing, assembling, pricing or preparing of goods or provisions or produce for sale;
- (c) the display, shelf filling, replenishing or any other method of exposure or presentation for sale of goods;
- (d) the sale or hire of goods by any means;
- (e) the receiving, arranging or making payment by any means;
- (f) the recording by any means of a sale or sales;
- (g) the wrapping or packing of goods for dispatch and the dispatch of goods;
- (h) the delivery of goods;
- (i) loss prevention;
- (j) demonstration of goods for sale;
- (k) the provision of information, advice and assistance to customers;
- (l) the receipt, preparation, packing of goods for repair or replacement and the minor repair of goods; and/or
- (m) work which is incidental to or in connection with any of the above.

B.5.2 Wholesale employees will undertake duties as directed within the limits of their competence, skills and training including incidental cleaning

B.6 Wholesale employee level 2

B.6.1 An employee performing work at a wholesale establishment at a higher skill level than a Wholesale employee level 1.

B.6.2 Indicative job titles which are usually within the definition of a Wholesale employee level 2 include:

- (a) Fork-lift operator;

(b) Ride-on equipment operator.

B.7 Wholesale employee level 3

B.7.1 An employee performing work at a wholesale establishment at a higher level than a Wholesale employee level 2.

B.7.2 Indicative of the tasks which might be required at this level are the following:

- (a) supervisory assistance to a designated section manager or team leader;
- (b) opening and closing of premises and associated security; or
- (c) security of cash.

B.8 Wholesale employee level 4

B.8.1 An employee performing work at a wholesale establishment at a higher level than a Wholesale employee level 3.

B.8.2 Indicative of the tasks which might be required at this level are the following:

- (a) management of a defined section/department;
- (b) supervision of staff;
- (c) stock control; or
- (d) buying/ordering requiring the exercise of discretion as to price, quantity, quality etc.

1. Allowances

1.1 Meal allowance

An employee required to work in excess of 1 hour after usual finishing time will be paid \$15.14 meal allowance.

Who Can I Contact for More Information and Assistance?

If you would like to discuss any concerns you may have in relation to issues of employment or any other employment related issues you may have, please contact:

John Tamplin

0417 552 801 | john@johntamplinconsulting.com.au

Or go to our website at <http://www.johntamplinconsulting.com.au>

If you have been forwarded this email and wish to subscribe, then click [here](#).

Remember to call us if you need some help, we do not normally charge for phone advice.