

**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

s.23 application for award or variation of award

**Metals and Engineering workers' Union**  
(T.2316 of 1990)

**SURVEYORS (PRIVATE INDUSTRY) AWARD**

COMMISSIONER R.K. GOZZI

HOBART, 13 July 1992

Structural Efficiency Principle

**REASONS FOR DECISION**

The Surveyors (Private Industry) Award was varied, on an interim basis, in January 1991 to give effect to a number of structural efficiency initiatives which were considered by the Commission to be sufficient to justify the granting of the second three per cent structural efficiency adjustment. At that time the Commission was informed that a new classification structure would be developed by the parties to meet the requirements of employers and employees subject to the award. Since then the parties have kept the Commission informed of their progress, culminating in these latest proceedings where a consent classification structure and minimum rates adjustment process was presented for the endorsement of the Commission.

Essentially the proposed classification structure was modelled on the Metal Industry framework. The base classification is that of Survey Hand which is at a relativity of 82 per cent of the tradespersons' rate. The Technical Assistant - Survey classification commences at 83 per cent with progression to 100 per cent based on years of experience. The emphasis at that level is for employees to undertake formal training in relevant courses. Progression above the 100 per cent level is based on skills acquisition through the completion of modules in an Associate Diploma or an Advanced Certificate.

The parties informed me that they encountered some difficulty in reaching agreement on the relativity for the 4 year graduate entry salary point. At 130 per cent of the tradespersons' rate, I consider the parties have agreed a realistic relativity. This means that at the end of the minimum rates adjustment period, a 4 year graduate will receive \$28,202 per annum.

With regard to the minimum rates adjustment (MRA) the parties proposed that for adjustments below the graduate entry point (130 per cent), these should be made at six monthly intervals. Those salaries at graduate level and above to be adjusted by the MRA on a 12 monthly basis. Given the quantum involved, \$468 at the lowest level and \$6,965 at the highest level, I concur with those time frames.

As the variations as requested by the parties were endorsed by the Commission in the proceedings in this matter, the parties indicated that they would forward an appropriate draft order for my consideration. In that context it should be noted that the MRA is to be separately identified in Clause 8 - Wage Rates. The draft order should also contain consequential variations to definitions as set out in Exhibit A1.

In the circumstances, the order will issue in due course and will be operative from the beginning of the first pay period to commence on or after 1 September 1992.



Appearances:

Mr P. Baker for the Metals and Engineering Workers' Union.

Mr S. Clues and Mr T.J. Abey for the Tasmanian Confederation of Industries.

Date and Place of Hearing:

1991:

April 16

June 24

August 19

November 8

1992:

February 14

July 2