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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for an award or variation of an award

Tasmanian Trades and Labor Council
(T7702 of 1998)

Private and public sector awards

FULL BENCH:
PRESIDENT F D WESTWOOD
DEPUTY PRESIDENT B R JOHNSON
COMMISSIONER R J WATLING

Wage Rates - State Wage Case July 1998 - application to review the Wage fixing Principles and to vary awards in a manner consistent with the Australian Industrial Relations Commission decision in Print number Q 1998 Safety Net Review - Wages - Agreed Settlement - Two-stage Arbitrated Safety Net Adjustment - ffpp on or after 14 July 1998 and ffpp on or after 14 October 1998 - Revised Wage Fixing Principles - Approved

SURVEYORS (PRIVATE INDUSTRY) AWARD

ORDER BY CONSENT-

No. 4 of 1998

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AMEND THE **SURVEYORS (PRIVATE INDUSTRY) AWARD** IN THE FOLLOWING MANNER:

By deleting Clause 8 - Salaries and inserting in lieu thereof the following:

"8. SALARIES

1. ADULTS

Classification	Proposed Relativity at the end of the Minimum Rate Adjustment process %	Base Rate $	Supplementary Payment (A) $	Supplementary Payment (B) $	Total Rate $
C1 Survey Hand	82	15572	2217	2496	20285
C2 Technical Assistant - Survey					
On commencement	83	15762	2244	2496	20502
After 1 years experience	88	16712	2380	2496	21588
After 2 years experience	95	18041	2569	2496	23106
After 3 years experience	100	18990	2704	2496	24190
C3 Trainee Survey Technician					
Level 1	105	19940	2839	2496	25275
Level 2	110	20889	2974	2496	26359
Level 3	115	21839	3110	2496	27445
C4 Survey Technician	125	23738	3380	2496	29614
C5 Survey Technician Senior Part-time Party Leader (Graduate Entry Point)	130	24687	1773	2496	28956
C6 Party Leader Surveyor/ Technical Surveyor Level I	135	25637	2557	2496	30690
C7 (i) Party Leader/Associate Surveyor Level II	145	27536	3333	2444	33313
(ii) Associate Diploma without experience					
On commencement	105	19940	2413	2496	24849
After 1 years experience	115	21839	2643	2496	26978
After 2 years experience	130	24687	1773	2496	28956
After 3 years experience	135	25637	2557	2496	30690
After 4 years experience	145	27536	3333	2444	33313

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Classification		Proposed Relativity at the end of the Minimum Rate Adjustment process %	Base Rate $	Supplementary Payment (A) $	Supplementary Payment (B) $	Total Rate $
C8	Experienced Surveyor	150	28485	3197	2444	34126
C9	Professional Surveyor	160	30384	3786	2444	36614
C10	Project Manager/ Surveyor - Special Projects - Level I	180	34182	4103	2392	40677
C11	Business Manager/Specialist	210	39879	3288	2392	45559

2. JUNIORS

The minimum annual wage rate to be paid to a junior employee shall be as follows:

PROVIDED that when determining the amount payable to an employee attaining the age of 21 years, who has been employed under this award, as a junior, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(a) Survey Hand

	Percentage of classification level C1 %
Under 16 years	60
16 - 17 years	70
17 - 18 years	80
18 - 19 years	90
19 - 20 years	100

(b) Technical Assistant

	Percentage of classification level C2 After 3 years experience %
17 years and under	52
18 - 19 years	62
19 - 20 years	75
20 years	88

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3. SUPPORTED WAGE SYSTEM

(a) Eligibility criteria

Subject to this subclause an employer may engage employees at a supported wage rate (as set out in paragraph (c) of this subclause) who meet the impairment criteria for receipt of a Disability Support Pension and who, because of their disability, are unable to perform the range of duties to the competence level normally required for the class of work for which they are engaged.

PROVIDED that this subclause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.

PROVIDED FURTHER that this subclause does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or under s.12A of the above Act, or if a part only has received recognition, that part.

(b) For the purposes of this subclause:

(i) **"Supported Wage System"** means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.

(ii) **"Accredited Assessor"** means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

(iii) **"Disability Support Pension"** means the pension available under the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(iv) **"Assessment instrument"** means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(c) Supported wage rates

Employees to whom this subclause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

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Assessed capacity (paragraph (d))	% of prescribed award rate
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

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

(d) Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to a supported wage employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(i) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;

(ii) the employer and an accredited Assessor from a panel agreed by the parties to the award and the employee.

(e) Lodgment of assessment instrument

(i) All assessment instruments under the conditions of this subclause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Tasmanian Industrial Commission.

(ii) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar of the Tasmanian Industrial Commission to the union by certified mail and shall take effect unless an objection is notified to the Registrar of the Tasmanian Industrial Commission within 10 working days.

(f) Review of assessment

The assessment of the applicable percentage shall be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(g) Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the supported wage provisions of this

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subclause shall be entitled to the same terms and conditions of employment as all other workers covered by this award who are paid on a pro rata basis.

(h) Workplace adjustment

An employer wishing to employ a person under the provisions of this subclause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

(i) Trial Period

(i) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this subclause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.

(ii) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined in accordance with paragraphs (d) and (e).

(iii) The minimum amount payable to the employee during the trial period shall be no less than $45 per week or such greater amount as is agreed from time to time between the parties.

(iv) Work trials should include induction or training as appropriate to the job being trialed.

(v) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under paragraph (c) hereof."

OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 14 October 998.

R J Watling
COMMISSIONER

9 October 1998