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

PROFESSIONAL ENGINEERS AND SCIENTISTS (PRIVATE INDUSTRY) AWARD

ORDER BY CONSENT-

No. 1 of 1998

AMEND THE **PROFESSIONAL ENGINEERS AND SCIENTISTS (PRIVATE INDUSTRY) AWARD** IN THE FOLLOWING MANNER:

Delete Clause 8 - Salaries and insert in lieu thereof the following:

"8. SALARIES

(a) The minimum annual salaries payable for the performance of professional engineering duties as defined shall be:

(i) Operative from the first full pay period to commence on or after 14 July 1998:

	Base Rate Relativity %	Base Rate $	Safety Net Adjustment $	Annual Salary $
Level 1 - Graduate Engineer	130	28203	2236	30439
Level 2 - Experienced Engineer	160	34711	2184	36895
Level 3 - Professional Engineer	180	39050	2184	41234
Level 4 - Professional Engineer	210	45558	2184	47742

(ii) Operative from the first full pay period to commence on or after 14 October 1998:

	Base Rate Relativity %	Base Rate $	Safety Net Adjustment $	Annual Salary $
Level 1 - Graduate Engineer	130	28203	2392	30595
Level 2 - Experienced Engineer	160	34711	2288	36999
Level 3 - Professional Engineer	180	39050	2288	41338
Level 4 - Professional Engineer	210	45558	2288	47846

PROVIDED that:

(i) the rate shown above for a Graduate Engineer is the rate that applies when he or she first commences in the work-force;

(ii) the competence and salary of a Level 1 engineer will be reviewed at least annually;

(iii) in instances where the review confirms that the competence and skill of a Level 1 engineer has increased, the engineer's salary shall be increased by an amount of not less than 5% of the pre-existing salary.

(b) The minimum annual salaries payable for the performance of professional scientific duties as defined shall be:

(i) Operative from the first full pay period to commence on or after 14 July 1998:

	Base Rate Relativity %	Base Rate $	Safety Net Adjustment $	Annual Salary $
Level 1 - Graduate Scientist	125	27118	2236	29354
Level 2 - Experienced Scientist	160	34711	2184	36895
Level 3 - Professional Scientist	180	39050	2184	41234
Level 4 - Professional Scientist	210	45558	2184	47742

(ii) Operative from the first full pay period to commence on or after 14 October 1998:

	Base Rate Relativity %	Base Rate $	Safety Net Adjustment $	Annual Salary $
Level 1 - Graduate Scientist	125	27118	2392	29510
Level 2 - Experienced Scientist	160	34711	2288	36999
Level 3 - Professional Scientist	180	39050	2288	41338
Level 4 - Professional Scientist	210	45558	2288	47846

PROVIDED that:

(i) the rate shown above for a Graduate Scientist is the rate that applies when he or she first commences in the workforce;

(ii) the competence and salary of a Level 1 scientist will be reviewed at least annually;

(iii) in instances where the review confirms that the competence and skill of a Level 1 scientist has increased, the scientist's salary shall be increased by an amount of not less than 5% of the pre-existing salary.

(c) Work Level Descriptions

Level 1 - Graduate Engineer

An engineer at this Level performs professional engineering tasks and/or undertakes minor engineering projects to established engineering principles, techniques and methods. These activities are performed under professional supervision.

It is expected that a Level 1 engineer will be provided with work and training opportunities that make possible the progressive acquisition of skills and competence.

Level 1 - Graduate Scientist

A scientist at this Level performs professional scientific tasks and/or undertakes minor scientific projects to established scientific principles, techniques and methods. These activities are performed under professional supervision.

It is expected that a Level 1 scientist will be provided with work and training opportunities that make possible the progressive acquisition of skills and competence.

Level 2 - Experienced Engineer

Following development through Level 1, a Level 2 engineer is an experienced engineer who plans and conducts professional engineering work without detailed supervision, but with guidance on unusual features and who is usually engaged on more responsible engineering assignments requiring substantial professional experience.

Level 2 - Experienced Scientist

Following development through Level 1, a Level 2 scientist is an experienced scientist who plans and conducts professional scientific work without detailed supervision, but with guidance on unusual features and who is usually engaged on more responsible scientific assignments requiring substantial professional experience.

Level 3 - Professional Engineer

A Level 3 professional engineer performs duties requiring the application of mature professional engineering knowledge. With scope for individual accomplishment and co-ordination of more difficult assignments, the professional engineer deals with problems for which it is necessary to modify established guides and devise new approaches.

The professional engineer may make some original contribution or apply new professional engineering approaches and techniques to the design or development of equipment or special aspects of products, facilities, and buildings.

Recommendations may be reviewed for soundness of judgement but are usually regarded as technically accurate and feasible. The professional engineer makes responsible decisions on matters assigned, including the establishment of professional engineering standards and procedures, consults, recommends and advises in specialty engineering areas.

Work is carried out within broad guidelines requiring conformity with overall objectives, relative priorities and necessary co-operation with other units. Informed professional engineering guidance may be available.

The professional engineer outlines and assigns work, reviews it for technical accuracy and adequacy, and may plan, direct, co-ordinate and supervise the work of other professional and technical staff.

Level 3 - Professional Scientist

A Level 3 professional scientist performs duties requiring the application of mature professional scientific knowledge. With scope for individual accomplishment and co-ordination of more difficult assignments, the professional scientist deals with problems for which it is necessary to modify established guides and devise new approaches.

The professional scientist may make some original contribution or apply new professional scientific approaches and techniques to the design or development of equipment or special aspects of products, facilities, and buildings.

Recommendations may be reviewed for soundness of judgement but are usually regarded as technically accurate and feasible. The professional scientist makes responsible decisions on matters assigned, including the establishment of professional scientific standards and procedures, consults, recommends and advises in specialty scientific areas.

Work is carried out within broad guidelines requiring conformity with overall objectives, relative priorities and necessary co-operation with other units. Informed professional scientific guidance may be available.

The professional scientist outlines and assigns work, reviews it for technical accuracy and adequacy, and may plan, direct, co-ordinate and supervise the work of other professional and technical staff.

Level 4 - Professional Engineer

A Level 4 professional engineer is required to perform professional engineering work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgement, and knowledge of more than one field of engineering, or expertise (for example, acts as his or her organisation's technical reference authority) in a particular field of professional engineering.

The professional engineer:

(i) initiates or participates in short or long range planning and makes independent decisions on engineering policies and procedures within an overall program;

(ii) gives technical advice to management and operating departments;

(iii) may take detailed technical responsibility for product development and provision of specialised engineering systems, facilities and functions;

(iv) co-ordinates work programmes; and

(v) directs or advises on use of equipment and material.

The professional engineer makes responsible decisions not usually subject to technical review, decides courses of action necessary to expedite the successful accomplishment of assigned projects, and may make recommendations involving large sums or long-range objectives.

Duties are assigned only in terms of broad objectives, and are reviewed for policy, soundness of approach, accomplishment and general effectiveness.

The professional engineer supervises a group or groups including professional engineers and other staff, or exercises authority or technical control over a group of professional staff, in both instances engaged in complex engineering applications.

Level 4 - Professional Scientist

A Level 4 professional scientist is required to perform professional scientific work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgement, and knowledge of more than one field of science, or expertise (for example, acts as his or her organisation's technical reference authority) in a particular field of professional science.

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Duties are assigned only in terms of broad objectives, and are reviewed for policy, soundness of approach, accomplishment and general effectiveness.

The professional scientist supervises a group or groups including professional scientists and other staff, or exercises authority or technical control over a group of professional staff, in both instances engaged in complex scientific applications."

OPERATIVE DATE

This Order shall come into operation from the first full pay period to commence on or after 14 July 1998.

R.J. Watling
COMMISSIONER

22 July 1998