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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

Automotive, Food, Metals, Engineering, Printing & Kindred Industries Union
(T6975 of 1997)

SURVEYORS (PRIVATE INDUSTRY) AWARD

Award variation - fourth minimum rate adjustment - classification levels C1 to C4 - consent matter - application granted - award varied - operative ffpp 24 June 1997

ORDER BY CONSENT

No. 1 of 1997

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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 Rates Adjustment process	Base Rate	Supplementary Payment (A)	Supplementary Payment (B)	Total Rate
		%	$	$	$	$
C1	Survey Hand	82	15572	2217	832	18621
C2	Technical Assistant - Survey					
	On commencement	83	15762	2244	832	18838
	After 1 years experience	88	16712	2380	832	19924
	After 2 years experience	95	18041	2569	832	21442
	After 3 years experience	100	18990	2704	832	22526
C3	Trainee Survey Technician					
	Level 1	105	19940	2839	832	23611
	Level 2	110	20889	2974	832	24695
	Level 3	115	21839	3110	832	25781
C4	Survey Technician	125	23738	3380	832	27950
C5	Survey Technician Senior Part-time Party Leader (Graduate Entry Point)	130	21237	3482	832	25551
C6	Party Leader Surveyor/ Technical Surveyor Level I	135	24912	2188	832	27932
C7	(i) Party Leader/Associate Surveyor Level II	145	29105	1176	832	31113
	(ii) Associate Diploma without experience					
	On commencement	105	21905	22	832	22759
	After 1 years experience	115	23620	396	832	24848
	After 2 years experience	130	21237	4968	832	27037

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	After 3 years experience	135	24912	2317	832	28061
	After 4 years experience	145	29105	1176	832	31113
C8	Experienced Surveyor	150	29105	1718	832	31655
C9	Professional Surveyor	160	32550	1080	832	34462
C10	Project Manager/ Surveyor - Special Projects - Level I	180	35996	1526	832	38354
C11	Business Manager/Specialist	210	35996	4780	832	41608

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 %	Safety Net Adjustment $	Total Rate $
	Under 16 years	60	499	11173
	16 - 17 years	70	582	13035
	17 - 18 years	80	666	14897
	18 - 19 years	90	749	16759
	19 - 20 years	100	832	18621

(b)	Technical Assistant	Percentage of classification level C2, After 3 years experience %	Safety Net Adjustment $	Total Rate $
	17 years and under	52	433	11714
	18 - 19 years	62	516	13966
	19 - 20 years	75	624	16895
	20 years	88	732	19823

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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.

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(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 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

This variation shall come into operation from the first full pay period to commence on or after 24 June 1997.

R J Watling
COMMISSIONER

24 June 1997