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**TASMANIAN INDUSTRIAL COMMISSION**

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

**Minister for Public Sector Administration**  
(T6888 of 1997)

**PROFESSIONAL EMPLOYEES AWARD**

Award variation - salaries clause - qualifications - consent matter - application granted - operative 7 March 1996

**ORDER BY CONSENT-**

**No. 3 of 1997**

AMEND THE **PROFESSIONAL EMPLOYEES AWARD** IN THE FOLLOWING MANNER

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

**"8. SALARIES**

- (a) An employee appointed to a position classified under this award is to be paid at the salary rate applicable to a level determined in accordance with the classification standards set out in this clause.

		<b>Salary per Annum</b>		
		<b>Column A</b>	<b>Column B</b>	<b>Column C</b>
		Effective on and from 7/3/96	Effective first full pay period on or after 1/7/96	Effective on and from 3/10/96
		\$	\$	\$
<b>Level 1</b>	First year of service	27,286	27,668	28,042
	Second year	29,095	29,502	29,900
	Third year	30,950	31,383	31,807
	Fourth year	32,809	33,268	33,717
	Fifth year	34,665	35,150	35,625
	Sixth year	36,522	37,033	37,533
	Seventh year	38,380	38,917	39,441
	Eighth year and thereafter	40,236	40,799	41,323

Level 1 classifications standard:

A professional practitioner, initially under close professional supervision as to method of approach and requirements, performs normal professional work under general professional guidance, and with professional development may perform novel, complex or critical professional work under professional supervision. The work performed may involve the normal professional work of an organisational unit, or of a specialised professional field encompassed by the work of the unit; normal professional work where it is isolated from immediate professional supervision, for example due to the remoteness of the work area; difficult, novel, complex or critical professional work under professional supervision; research carried out under professional supervision and which may be expected to contribute to advances in the techniques used; and professional supervision of less experienced professional employees together with general supervision over technical and other personnel.

Initially the work of a new graduate is subject to professional supervision. As experience is gained, the contribution and the level of professional judgement increases and professional supervision decreases until a wide range of professional tasks is capable of being performed under general professional guidance. It is expected that independent professional judgement will be exercised when required, particularly in recognising and solving problems and managing cases where principles, procedures, techniques and methods require expansion, adaptation or modification. Initially, employees are required to have sound theoretical professional knowledge gained through satisfactory completion of an appropriate course of study at a recognised tertiary institution.

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		<b>Salary per Annum</b>		
		<b>Column A</b>	<b>Column B</b>	<b>Column C</b>
		Effective on and from 7/3/96	Effective first full pay period on or after 1/7/96	Effective on and from 3/10/96
		\$	\$	\$
<b>Level 2</b>	First year of service	42,095	42,684	43,208
	Second year	43,951	44,566	45,090
	Third year and thereafter	45,808	46,449	46,973

Level 2 classification standard:

Under broad policy control and direction, a senior professional practitioner who performs novel, complex or critical professional work, or performs a limited range of the duties of professional manager or professional specialist with general professional guidance. The work includes the formulation of professional or policy advice for senior management and may involve provision of such advice to senior executives in other Agencies, the private sector and the wider community. Normally there is limited corporate effect at this level as technical advice is often reviewed by more senior employees. The work includes the role of team or project leader requiring the co-ordination of the work of a number of professionals and/or other personnel who will not necessarily be in the same work discipline as the leader. Employees at this level may oversee the operation of a section comprising professional and/or technical personnel engaged in field, laboratory, clinical, production or operational work which may be organized on a geographical or functional basis.

Employees at this level are expected to have wide experience in their professional fields. They perform a variety of tasks of a novel, complex or critical nature, either individually or as a leader or member of a team. Direction is provided in terms of a clear statement of overall objectives with limited direction as to work priorities. A professional at this level working as a member of a team will have the skills and experience necessary to perform all the tasks undertaken by the team or to have the knowledge and judgement to seek and use specialist advice when it is required. Specialists require substantial or higher knowledge in a particular discipline or field and the exercise of independent professional judgement to resolve complex problems and issues.

		<b>Salary per Annum</b>		
		<b>Column A</b>	<b>Column B</b>	<b>Column C</b>
		Effective on and from 7/3/96	Effective first full pay period on or after 1/7/96	Effective on and from 3/10/96
		\$	\$	\$
<b>Level 3</b>	First year of service	48,284	48,960	49,484
	Second year	50,761	51,472	51,996
	Third year and thereafter	51,998	52,726	53,250

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Level 3 classification standard:

Under broad policy control and direction, a senior professional practitioner or a professional manager or a professional specialist. The work contributes directly to the formulation of Agency policies for the work area and requires an understanding of the wider policy and strategic context. Technical or professional advice given generally has consequences beyond the immediate work area and is normally only reviewed for policy and general approach. The work has moderate corporate effect and is performed under broad direction in terms of objectives, policies and priorities. Programs, projects, assignments or other work are generally determined by higher-level management but at this level authority is given to decide how to achieve end results within the limits of available resources. Decisions at this level have direct consequences on the achievement of results for the function or group of activities for which the employee is responsible. Employees are expected to have extensive experience in their professional field and to perform a range of tasks in the absence of general professional guidance.

A senior professional practitioner operates in the absence of general professional guidance and is expected to apply significant professional knowledge and judgement in one or more professional disciplines or fields in relation to more novel, complex and critical work. A senior professional practitioner need not necessarily be supported by other professionals.

A professional manager leads and directs an organisational element or team of professionals and other staff requiring considerable co-ordination, and is responsible for human, physical and financial resources under the control of the position. The units or teams may comprise professional and other personnel in field, laboratory, clinical, production or operational work and which may be organized on a geographical or functional basis. The management role may require professional leadership and direction over subordinate personnel including supervisors, and involves setting standards for, evaluating the performance of and interpreting policy relevant to the work area, and may involve resolving more complex technical or professional problems.

Professional specialists at this level exercise a high degree of independent professional judgement in the resolution of more novel, complex and critical problems or issues. They are required to provide authoritative technical or policy advice which draws on in-depth knowledge in a professional or technical field or discipline. Analysis, design and interpretation of research or investigations represent authoritative and final professional conclusions. An original and continuing contribution to the knowledge in the relevant disciplines or fields and the application of that advance in knowledge to the organization's work would be expected.

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		<b>Salary per Annum</b>		
		<b>Column A</b>	<b>Column B</b>	<b>Column C</b>
		Effective on and from 7/3/96	Effective first full pay period on or after 1/7/96	Effective on and from 3/10/96
		\$	\$	\$
<b>Level 4</b>	First year of service	54,474	55,237	55,761
	Second year	56,331	57,120	57,644
	Third year and thereafter	58,189	59,004	59,528

Level 4 classification standard:

Under broad policy control and direction, a senior professional practitioner, a senior professional manager, or a senior professional specialist. The work requires the exercise of a high degree of independence in the determination of overall strategies, priorities, work standards and the allocation of resources. Judgments made at this level form the basis of advice to senior levels within an Agency and are often critical to the achievement of overall objectives of a programme or organizational unit. Work is monitored against broad objectives and has a high corporate effect. Administrative direction is given on the Agency's policies and objectives and ensuring co-ordination with other major work units.

A senior professional practitioner at this level operates in accordance with broad objectives and is expected to apply unusually significant professional knowledge and professional judgement in one or more disciplines or fields directly relevant to the work area and in relation to most novel, complex or critical work.

A senior professional manager at this level leads, directs and co-ordinates a major function or work area in an Agency involving a considerable variety of activities and organized on a geographical (including State-wide) or functional basis. Relative to other senior professional employees' positions, senior professional managers at this level have unusually significant responsibility for the human, physical and financial resources under their control, and the work may also include extensive co-ordination of projects involving unusually large numbers of professional and other personnel engaged in field, laboratory, clinical, production or construction work, and directing professional and technical personnel working in different fields. Senior professional managers at this level may also be responsible for initiating, planning and conducting research projects of considerable breadth that contribute significantly to the development of Agency or government policy or are highly complex in terms of problem definition and methodology.

A senior professional specialist at this level is expected to have a depth of knowledge in the relevant discipline or field of significance to the Agency. Persons at this level often have a national reputation. There is a requirement for a high degree of originality and analytical and conceptual skills in the resolution of particularly complex technical or policy issues. The work requires expert knowledge in a professional or technical field or range of fields and in most cases a comprehensive knowledge of relevant legislation and policies. In some circumstances, specialists also have a management and/or co-ordination role. The

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work requires constant adaptation of existing principles to new and unusual problems and involves frequent changes in policy, program or technological requirements.

	<b>Salary per Annum</b>		
	<b>Column A</b> Effective on and from 7/3/96	<b>Column B</b> Effective first full pay period on or after 1/7/96	<b>Column C</b> Effective on and from 3/10/96
<b>Level 5</b>	\$ 63,141	\$ 64,025	\$ 64,549

Level 5 classification standard:

Under broad policy control, an executive professional manager. The work involves executive management of several major work areas in an Agency, involving a very wide variety of activities associated with the development, co-ordination and implementation of State-wide policies. Only broad governmental objectives govern the position within which total flexibility exists for developing policies, strategies and tactics to achieve objectives. Direction received would be an exception and limited to issues that have an effect upon other external operational policy areas. Work at this level has the highest corporate effect.

(b) Part-Time and Casual Employees

- (i) Employees are to be paid in the same ratio that their ordinary weekly hours bear to the ordinary weekly hours of equivalent full-time employees.
- (ii) Casual employees are to be paid a loading of 20% to compensate for having no entitlement to payment for annual leave, sick leave and holidays not worked.
- (iii) A casual employee is to be engaged by the hour with a minimum payment of three hours for each day worked.

(c) Qualifications

An employee is only to be classified under this award if the following conditions are met:

- (i) The Commissioner for Public Employment has deemed the position to require an essential educational qualification in accordance with Section 37(1) of the *Tasmanian State Service Act 1984*; or

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- (ii) An employee was employed prior to 7 March 1996; and
- there was a statutory requirement for employees occupying a position to have a professional qualification under one of the statutes listed in paragraph (1); or
  - the professional qualification of the occupation was defined by one of the awards listed in paragraph (2).

(1) Statutory Requirement for Qualifications:

- *Architects' Act 1929*
- *Physiotherapists' Registration Act 1951*
- *Psychologists Registration Act 1976*
- *Land Surveyors Act 1909*
- *Valuers' Registration Act 1974*
- *Veterinary Act 1918*

(2) Award Requirement for Qualifications:

- Agricultural Officers Award No. 2 of 1996 (Consolidated) - S076
- Foresters Award No. 2 of 1996 (Consolidated) - S084
- Inland Fisheries Commission Award No. 1 of 1997 (Consolidated) - S095
- Librarians and Archivists Award No. 2 of 1996 (Consolidated) - S098
- Physiotherapists, Occupational Therapists and Speech Pathologists Award No. 1 of 1996 (Consolidated) - S108
- Professional Engineers Award No. 1 of 1996 (Consolidated) - S113
- Scientific Employees Award No. 1 of 1997 (Consolidated) - S120
- Survey Officers Award No. 2 of 1996 (Consolidated) - S125
- Tasmanian Dairy Industry Authority Staff Award No. 1 of 1996 (Consolidated) - S126
- Tasmanian Museum and Art Gallery Employees Award No. 1 of 1997 (Consolidated) - S143
- Welfare Workers Award No. 2 of 1997 (Consolidated) - S138"

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**OPERATIVE DATE**

This Order shall come into operation on and from 7 March 1996.

R J Watling  
**COMMISSIONER**

15 May 1997