

**IN THE TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

s.23 application for awards and variation of awards

**Association of Draughting, Supervisory and Technical Employees  
Tasmanian Branch  
(T.2316 of 1990)**

and

**Tasmanian Confederation of Industries**

**SURVEYORS (PRIVATE INDUSTRY) AWARD**

COMMISSIONER R.K. GOZZI

HOBART, 4 December 1990

Structural Efficiency Principle

**REASONS FOR INTERIM DECISION**

In this matter the Association of Draughting, Supervisory and Technical Employees, Tasmanian Branch (ADSTE) made application to vary the Surveyors (Private Industry) Award to give effect to the second instalment structural efficiency adjustment.

Whilst a number of hearings were held during which time submissions and exhibits in support of the proposed award variation were presented to the Commission by Mr Baker appearing for ADSTE and by Mr Abey for the Tasmanian Confederation of Industries (TCI), the matter was delayed pending, inter alia, the finalisation of a suitably worded Enterprise Flexibility Clause.

The clause on that issue now proposed to be included in the award meets the requirements of the Commission.

In addition to that initiative the parties informed the Commission that they had reached agreement in respect of the capacity to suspend employees in the event of misconduct. Appropriate employee protective mechanisms are included; relating to union notification of the intention to suspend and the involvement of the Commission where the suspension is not agreed.

Sick leave provisions in the award were proposed to be varied to provide for accumulation of 6.33 hours for each completed month during the first three months of employment.

The Disputes and Grievance Procedure Clause has also been updated.

A Preference Clause was proposed to be included in the award by consent.

Mr Baker indicated that it is his intention to bring forward a new classification and salaries structure in the first half of 1991. The structure and classifications are proposed to follow the metal industry model.

Mr Abey said that:

*"... prima facie we support the concept of a skill and responsibility based career path as distinct from a time serving one and, to that end, this proposal is superficially attractive, but obviously it will have to be fleshed out and put into context of the profession and not slavishly following what might be deemed to be the metal industry model."*

*Transcript p.17*

Obviously the parties have a way to go to fully develop their career path positions and the issues that flow from that, e.g. classification structure, relativities, progression, training required, entry criteria and appropriate translations.

Notwithstanding that these issues including minimum rates adjustments which are fundamental to the Structural Efficiency Principle have not been finalised, I consider that sufficient has been achieved to support the awarding of the second instalment increase.

The operative date will be the first pay period to comment on or after 1 January 1991.

The order is attached.

As this is an interim decision I have listed the matter for monitoring purposes and/or the consideration of outstanding issues on 16 April 1991.

Commensurate with making the award structurally efficient, I suggest to the parties that they make it gender neutral.

I would be willing to accept a draft order on that specific issue, only a small number of variations are required, on the above date.



R.K. Gozzi  
COMMISSIONER

Appearances:

Mr P. Baker for the Association of Draughting, Supervisory and Technical Employees, Tasmanian Branch.

Mr T. Abey for the Tasmanian Confederation of Industries.

Dates and Place of Hearing:

1990

Hobart:

March 23,

September 17,

October 11, 19,

December 3.