



*Tasmanian Industrial Commission*  
Industrial Relations Act 1984

T No. 7907 of 1998

**IN THE MATTER OF** an application by  
the Australian Municipal,  
Administrative, Clerical and Services  
Union to vary the Public Accountants  
Award

Re: restructure of clerical  
classifications with consequent process  
of minimum rates adjustment

COMMISSIONER IMLACH

HOBART, 5 November 1998

**TRANSCRIPT OF PROCEEDINGS**

Unedited

**(WOULD PARTIES PLEASE READ THIS TRANSCRIPT CAREFULLY)**  
**(ANY QUERIES SHOULD BE DIRECTED TO THE COMMISSION WITHIN 14 DAYS)**

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**HEARING COMMENCED 10.53am**

COMMISSIONER: I'll take appearances please.

**MR I. PATERSON:** If the commission pleases, IAN PATERSON  
5 appearing for the Australian Municipal, Administrative, Clerical and  
Services Union.

COMMISSIONER: Thanks, Mr Paterson.

**MR D. DILGER:** If the commission pleases, DILGER, D., for the  
Tasmanian Chamber of Commerce and Industry.

COMMISSIONER: Thanks, Mr Dilger. Mr Paterson.

10 MR PATERSON: If the commission pleases, this application also  
seeks to effectively implement the structural efficiency principle in  
relation to the classifications in this award. As with the Barristers and  
Solicitors Award, there are a number of issues that we confront in this.  
15 Fortunately there is one that works in our favour; that we are the only  
union party to the award, so the process is not complicated by the  
necessity of multi-party negotiations on the union side of matters.

However, this is also an industry that I, in my application, have  
indicated will need incorporation of industry-specific skills into the  
classification structure.

20 There are also issues to do with allowances to employees undertaking  
training to get qualifications and their wage entitlements upon  
receiving such qualifications. Consequently there will be considerable  
work necessary to be done on this in a similar way to - or of a similar  
type as the work that will be needed to be done in the Barristers and  
25 Solicitors Award.

Again, in this matter, I don't at this stage seek any further action by  
the commission other than to have the matter brought back at an  
agreed time for a progress report.

I might also say that in the case of this award as with the Barristers  
30 and Solicitors Award, the first cut of the reformatting of the award has  
been done. Both the Barristers and Solicitors and Public Accountants  
Awards were awards that I undertook to do the reformatting on and  
they have effectively been done - as a first cut were done some six or  
seven months ago. So that foundation is there already for the outcome  
35 of this process to be incorporated into and subject to agreement being  
reached on the classifications.

I would anticipate that a full restructured reformatted award would be  
the outcome of our discussions. If the commission pleases.

COMMISSIONER: Thanks, Mr Paterson. Mr Dilger.

MR DILGER: Yes, if the commission pleases, I've received the first cut of the reformatted award and I'm currently progressing that with Mr Paterson. I agree with him that there is considerable work to be done and we'll have to undergo considerable consultation with our members as to the reclassification structures. I consent to the adjournment at the fixed time.

If the commission pleases.

COMMISSIONER: Thanks, Mr Dilger. We'll just go off the record for a minute thanks.

10 **OFF RECORD 10.57am**

**ON RECORD 11.00am**

COMMISSIONER: Yes, thank you for that, gentlemen. The Aerated Waters matter - T7902 - that will be adjourned until 16 December as also will be T7907 - the Public Accountants Award.

15 The other two matters, T7903 - the Barristers and Solicitors Award will be adjourned and T7904 - the Concrete Products Award, will be adjourned to a date to be fixed upon advice from the parties having spoken to my associate to settle it.

Thank you, gentlemen, these matters are all adjourned.

20 **HEARING ADJOURNED 11.01.am**