



TASMANIA

*Tasmanian Industrial Commission*

Industrial Relations Act 1984

T No. 9940 of 2001

**IN THE MATTER OF** an application by the Shop, Distributive and Allied Employees Association, Tasmanian Branch to vary the Hairdressers Award

Re: 2<sup>nd</sup> minimum rates adjustment

T No. 9947 of 2001

**IN THE MATTER OF** an application by the Hairdressing Federation of Tasmania to vary the Hairdressers Award

Re: Principle 12 (Award Review Process) of the Wage Fixing Principles

COMMISSIONER IMLACH

HOBART, 20 December 2001  
Continued from 14 December 2001

**TRANSCRIPT OF PROCEEDINGS**

**UNEDITED**

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

## HEARING RECOMMENCED 9.43am

COMMISSIONER: Before I ask for appearances or we deal with that, I've got a note here from Andrew Flood of the Tasmanian Chamber of Commerce and Industry: *Please accept my apologies as the TCCI will be unable to be*  
5 *represented at the hearing of the Hairdressers Award on 20 December. I have advised Forbes Ireland of the Hairdressing Federation of Tasmania that we are content with the draft he e-mailed to me today attached. I have asked that if any variations be made to that draft at the hearing tomorrow that I be advised by Forbes by telephone. Andrew Flood.*

10 Now, as I observe, the other appearances today are the same as last time so without further ado what have we got to report? Mr Griffin?

MR GRIFFIN: Good, thank you, Mr Commissioner. We have continued discussions since we last met last week and there is a position which the hairdressers have put to the association which up to certain points I think can  
15 be looked at in a positive manner, but there are some issues that still need further discussion and I think that before we head into any formal moves this morning that we should perhaps adjourn to look at some of those particular issues. There are some things, I believe, that still need further clarification which would involve you as well, Mr Commissioner.

20 COMMISSIONER: Right. Thanks, Mr Griffin. Mr Ireland?

MR IRELAND: Yes, thanks, commissioner. I concur with my colleague on my right that discussions have taken place since we last met and a document has been prepared and that as I understand it substantial agreement has been reached. There are still a few outstanding matters that remain to be finalised. I  
25 am able to report that the document does address all those issues that you raised last week in so far as the second minimum rates adjustment and the 2001 safety net adjustment. So we're talking about a consolidated approach to address all those issues. I agree that we do need a little time to work through a few outstanding issues.

30 COMMISSIONER: Yes, thanks, Mr Ireland. We'll adjourn and go into conference.

## INTO CONFERENCE 9.47am

## HEARING RESUMED 12.20pm

COMMISSIONER: Who is going to report?

35 MR GRIFFIN: I think I can commence at least anyway, Mr Commissioner. We thank you for the time allowed that we've had to go through. I should say that we have a document that has been provided and we've gone through that. We're getting fairly close to what we consider could be a final arrangement, however we would see that we may need to still go through some finer points

40 and consider that this matter be closed today – or adjourned to another date whereby we feel that on that particular that we can put to you a position that would see the matter finalised completely and that includes the second minimum rates adjustment, it includes implementation of the safety net increase of 2001 and it would see a finalisation of that increase as well.

45 We do have a proposal in respect of how that might be implemented and going on the 1998 decision, I think it was, that may well be split. However, there are definite dates that they would have final implementation.

As I say, there are several areas in the particular document that we're working through that we need to do some final ticking off, shall we say, to ensure that we do have a complete and final document for you on a date which we can perhaps talk about early in the new year.

COMMISSIONER: Do you have a date and time in mind?

MR GRIFFIN: 10 January.

COMMISSIONER: Yes. Time?

55 MR GRIFFIN: 2.00pm.

COMMISSIONER: Good. It sounds all right to me. Nothing else, Mr Griffin?

MR GRIFFIN: I think that just about covers it. Perhaps Mr Ireland might have something else, but I think I've fairly well covered it, thank you.

60 COMMISSIONER: Thanks, Mr Griffin. Yes, Mr Ireland?

MR IRELAND: Yes, thanks, commissioner. I believe my colleague, Mr Griffin, has covered the situation fairly well. I can indicate to you that the parties have been working assiduously on this matter to bring it to a conclusion and that probably a quarter of the forests of Tasmania have been destroyed so far in the paper work that we've generated to this extent. But there has been genuine progression and a degree of goodwill between the parties in trying to bring all these matters to a speedy resolution. If the commission pleases.

COMMISSIONER: Thanks, Mr Ireland. Well, in the light of the agreement of the parties and what they've put to me I'm agreeable to that adjournment and it will be until 10 January at 2.00pm when we will resume. Thank you, gentlemen.

**HEARING ADJOURNED 12.24pm**