

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T No. 5205 of 1994

IN THE MATTER OF an application by the
Association of Professional Engineers,
Scientists and Managers Australia to vary
the Professional Engineers and Scientists
(Private Industry) Award

re minimum rates adjustment

PRESIDENT

HOBART, 30 September 1994

TRANSCRIPT OF PROCEEDINGS

Unedited

PRESIDENT: Appearances please.

MR D. PYRKE: If the commission pleases, I appear on behalf of the Association of Professional Engineers, Scientists and Managers Australia - PYRKE, D.

PRESIDENT: Thank you, Mr Pyrke.

5 **MR M. WATSON:** If the commission pleases, MARK WATSON; I appear on behalf of the Tasmanian Chamber of Commerce and Industry.

PRESIDENT: Yes - thank you, Mr Watson. Well, Mr Pyrke, tell me about your application.

10 MR PYRKE: Yes, thank you, Mr President. Sir, the application arises from matter T.No.4964 of '94 which was heard by Commissioner Watling on the 14th March 1994. On that occasion the commissioner ratified the parties' agreement to phase in salary structure for professional scientists. This application is in respect of the first adjustment in the phasing-in process. As we've - as we intend four steps in the process we believe that it fits and is consistent with the wage fixation principles as determined
15 in matter T.4692 of 1993. This being the case, the application is, in our submission, consistent with the public interest. We believe we have the consent of the TCCI today. We've run the figures by them and they've checked them and we believe that they're acceptable. This being the case we seek your approval for with effect from the first pay period commencing on or after the 4th October, which is 6 months from the date
20 of effect of the first order. If the commission pleases.

PRESIDENT: The figures - the adjustments amount to what in each rate? Have you got that handy?

MR PYRKE: I haven't got a schedule worked out, but I believe Mr Watson has, sir. He can -

25 PRESIDENT: Yes. Yes, alright, well it conforms - this is the - you say the -

MR PYRKE: This is for the professional scientists.

PRESIDENT: And is this the first adjustment?

MR PYRKE: It is, yes, Mr President - yes, yes.

30 PRESIDENT: And the previous amendment which was made on the 20th - when was it - which is Order No.2 of the 2nd June '94, was to bring in the \$8 amount - is that the case? And that's when we went to the new format with the base rate and supplementary payments?

MR PYRKE: That's right, yes - yes - yes.

PRESIDENT: Yes, and this is the first minimum rate adjustment?

35 MR PYRKE: It is for the scientists, sir, yes - yes.

PRESIDENT: Alright. Okay. Yes, thanks, Mr Pyrke. Mr Watson?

40 MR WATSON:....Thanks, Mr President. This application is for the first minimum rates adjustment for the professional scientists as specified under this award. The inclusion of professional scientists into the professional engineers award and the consequential changes to the Professional Engineers and Scientists Private Industry Award as per title came about originally through application by the Association of Professional

Engineers, Scientists and Managers Australia, in T.No.4964 of 1994, and those variations were effective from the 4th April 1994. I'm sorry - first full pay period on or after the 4th April 1994.

PRESIDENT: Yes.

5 MR WATSON:....No.5081 and 5085 of 1994 varied the award to include the \$8 safety net wage increase determined by the commission in the State Wage Case decision of the 24th December 1993 in accordance with this decision, the basic - the base wage rates and supplementary payments A and B were isolated in accordance with the specified relativities, and whilst professional engineers under the present award are in receipt of the MRAs or MRA and have in fact completed the process, the professional scientists have in fact not yet commenced. This application puts in place the first of the adjustments for professional scientists and I think it's perhaps appropriate if I just go through the adjustment process for the four MRA adjustments -

PRESIDENT: Yes, yes, very good.

15 MR WATSON:....For level 1, Mr President, we've got a first adjustment of \$320 per annum; a second adjustment of \$321 per annum; a third adjustment of \$321 per annum and a fourth adjustment of \$321 per annum. For level 2, the first adjustment is 532 per annum; the second 532 per annum; the third 533 per annum and the fourth 533 per annum. For level 3, we have 362 per annum for the first; 362 for the second; 363 for the third; and 363 for the fourth. And for level 4 we have 338 for the first; 338 for the second; 338 for the third and 337 for the fourth.

PRESIDENT: Right.

MR WATSON:....And those adjustments will be not less than 6 months apart.

PRESIDENT: Right. So there's no specified dates as yet, but not less than 6 months?

25 MR WATSON:....Well as I understand the agreement reached, 6 months is in fact what the agreement is, Mr President.

PRESIDENT: Right.

MR WATSON:....But they won't be less than that.

PRESIDENT: Right.

30 MR WATSON:....Obviously they'll be consequent upon separate applications from the union.

PRESIDENT: Yes, yes. Good.

35 MR WATSON:....So we advise of our consent to the application before you today and we seek an operative date for the first minimum rates adjustment for the first full pay period to commence on or after the 4th October 1994 which is 6 months after the classification structure for the scientists was inserted into the award.

PRESIDENT: Right.

40 MR WATSON:....We believe the application is in accordance with the wage fixing principles and therefore commend the application to you with consent. If the commission pleases.

PRESIDENT: Yes, thank you, Mr Watson. Mr Pyrke?

MR PYRKE: Yes, thanks for the opportunity to respond. The adjustment process and in particular the series of particular amounts, I had obviously included in my submission, but having had the opportunity to discuss those with Mr Watson before the hearing, we certainly agree that they're appropriate and we'll be certainly making
5 the appropriate applications as we go through.

PRESIDENT: Yes - and the operative date?

MR PYRKE: Yes, I sought the 4th October - first pay period commencing on or after so therefore I agree with Mr Watson.

PRESIDENT: Right. Alright, well thank you both for -

10 MR PYRKE: If the commission pleases.

PRESIDENT: - for those submissions. I can let you know at this point that the award will be varied in the terms of the application with effect from the 4th October. The first full pay period on or after is it not?

MR WATSON:....Yes, first full pay period.

15 PRESIDENT: Yes. Very good. And a decision will be issued in due course. Thank you for your attendance.

HEARING CONCLUDED