

## **HEARING COMMENCED 9.35am**

COMMISSIONER: I'll take appearances.

5           **MR P. GRIFFIN:** Thank you, Mr Commissioner, my name is PAUL GRIFFIN and I appear on behalf of the Shop Distributive and Allied Employees Association, Tasmanian Branch.

COMMISSIONER: Thanks, Mr Griffin. Now what have we got, Mr Griffin?

10           **MR GRIFFIN:** Well, this application is to advance the last - or the latest stage of the safety net adjustment in accordance with the state wage fixation principles of 1998, and that was to provide a \$10.00 increase as from 14 July and another \$4.00 as from 14 October of this year.

15           Now one of the actual - in that decision of T7702, it was to be upon the parties to provide a draft document to the commission before 14 July in order to have that first increase implemented. What held up the Hairdressers Award or we didn't see it fit at the time to go down that line, was that were discussions between the Association and the Hairdressers Federation of Tasmania through the TCCI in order to advance an enterprise agreement which would obviously involve wages.

20           Now those particular discussions have broken down and subsequently we have gone back to the award system or process in providing or applying to the commission to advance any further wage increases through this particular safety net adjustment.

25           So I do have with me a copy of letter of correspondence from the TCCI which does agree with the Association that the \$10.00 increase be implemented from this particular date or the first full pay period on or after this date if you see fit to put into place a particular increase, Mr Commissioner, and also from the first full pay period occurring on or after 14 October. It has been agreed upon that and from then we will hold discussions in order to implement the minimum rate adjustment process.

30           Now in view of what has been put down in the wage fixation principles, the draft which would have been provided to you some time back from the association, Mr Commissioner, does provide that the safety net adjustment is shown as a separate amount in that particular draft and we would subsequently down the track perhaps bring together both the one amount once the minimum rate adjustment process has been concluded.

35           40           COMMISSIONER: Yes, thanks, Mr Griffin. I don't see that there - I've got the application here and it says base rate and supplementary payment.

MR GRIFFIN: Well, that supplementary payment should be - that is the actual safety net adjustment.

COMMISSIONER: It's included in that?

MR GRIFFIN: Yes.

5 COMMISSIONER: Yes, it's the MRA that will change things isn't it?

MR GRIFFIN: It is, yes, and that MRA process has not been commenced and obviously not concluded at this point.

10 COMMISSIONER: Yes, well, I think, Mr Griffin, we'll leave it as it stands - base rate supplementary payment - until the MRA is complete.

MR GRIFFIN: Yes.

COMMISSIONER: The MRA will change this as well, I suppose.

MR GRIFFIN: Yes, it will.

15 COMMISSIONER: But as far as I'm concerned so everyone knows what's happening it's best to leave things as they are and then change it around when the MRA process begins even though it will be quite some time behind other awards we still know where we are with it.

MR GRIFFIN: Well, that's true.

COMMISSIONER: Does that sound reasonable to you?

20 MR GRIFFIN: It does, Mr Commissioner.

COMMISSIONER: Yes. All right, we'll proceed that way. Am I going to get a copy of that TCCI letter?

MR GRIFFIN: You certainly can.

25 COMMISSIONER: We'll call that **EXHIBIT G.1**. Yes. Mr Griffin, I think there are two things - or I'll give this advice in two parts; if I'm allowed by the guidelines to - which I won't bother reading now - to give the operative date from today's date, that's what I'll do, but if not it will be from the date of issue of the decision which will be as soon as possible - the first full pay period commencing thereafter - is that correct?

30 MR GRIFFIN: Yes, that's correct.

COMMISSIONER: Yes. All right, nothing else, Mr Griffin?

MR GRIFFIN: No, I have nothing further to add.

COMMISSIONER: All right. I indicate now the application will be granted subject to the operative date conforming with the guidelines. Thank you.

MR GRIFFIN: Thank you, Mr Commissioner.

5 **HEARING CONCLUDED 9.40am**