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AWARD SUMMARY SHEET

PROFESSIONAL EMPLOYEES AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award available at www.fwc.gov.au.

A full copy of the National Employment Standards is available at www.fairwork.gov.au/.

These wage rates are payable from the **first full pay period commencing on or after 1 July 2017**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

Coverage

This industry award covers employers throughout Australia with respect to their employees performing professional engineering and professional scientific duties covered by the classifications listed in Schedule B- Classification Structure and Definitions of the award.

This award covers employers throughout Australia principally engaged in the information technology industry, the quality auditing industry or the telecommunications services industry and their employees covered by the classifications listed in the Award.

To avoid doubt, this award **does not** cover employees who are covered by the following awards:

- i. *Airport Employees Award 2010;*
- ii. *Black Coal Mining Industry Award 2010;*
- iii. *Electrical Power Industry Award 2010;*
- iv. *Port Authorities Award 2010;*
- v. *Rail Industry Award 2010;*
- vi. *State Government Agencies Administration Award 2010;* and
- vii. *Water Industry Award 2010.*

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

Wage Rates

Adult

Permanent Employees- Full Time and Part Time			
Classification	Minimum Annual Wage	Minimum Weekly Wage	Mon-Fri
Level 1 Graduate Professional Pay Point 1.1 (3 year degree)	\$48,307.00	\$926.49	\$24.37
Level 1 Graduate Professional Pay Point 1.1 (4 or 5 year degree)	\$49,545.00	\$950.23	\$24.99
Level 1 Graduate Professional Pay Point 1.2	\$50,377.00	\$966.19	\$25.41
Level 1 Graduate Professional Pay Point 1.3	\$52,474.00	\$1,006.41	\$26.47
Level 1 Graduate Professional Pay Point 1.4	\$55,131.00	\$1,057.36	\$27.81
Level 2 Experienced professional/quality auditor	\$56,989.00	\$1,093.00	\$28.75
Level 3 Professional/senior (lead) quality auditor	\$62,282.00	\$1,194.51	\$31.42
Level 4 Professional	\$70,245.00	\$1,347.24	\$35.44

Casual Employees	
Classification	Mon-Fri
Level 1 Graduate Professional Pay Point 1.1 (3 year degree)	\$30.46
Level 1 Graduate Professional Pay Point 1.1 (4 or 5 year degree)	\$31.24
Level 1 Graduate Professional Pay Point 1.2	\$31.76
Level 1 Graduate Professional Pay Point 1.3	\$33.09
Level 1 Graduate Professional Pay Point 1.4	\$34.76
Level 2 Experienced professional/quality auditor	\$35.94
Level 3 Professional/senior (lead) quality auditor	\$39.28
Level 4 Professional	\$44.30

Classification

<p>Level 1- Graduate professional engineer, Professional scientist and Information technology employee</p>	<p>An employee at this level undertakes initial professional tasks of limited scope and complexity, such as minor phases of broader assignments, in office, plant, field or laboratory work.</p> <p>Under supervision from higher level Professional engineers, Professional scientists or Professional information technology employees as to method of approach and requirements, the employee performs normal professional work and exercises individual judgment and initiative in the application of principles, techniques and methods.</p> <p>In assisting more senior Professional engineers, Professional scientists or Professional information technology employees by carrying out tasks requiring accuracy and adherence to prescribed methods of professional engineering or professional scientific/information technology analysis, design or computation, the employee draws upon advanced techniques and methods learned during and after the undergraduate course.</p> <p>Training, development and experience using a variety of standard procedures, enable the employee to develop increasing professional judgment and apply it progressively to more difficult tasks at Level 2.</p>
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	<p>Decisions are related to tasks performed, relying upon precedent or defined procedures for guidance. Recommendations are related to solution of problems in connection to the tasks performed.</p> <p>Work is reviewed by higher level Professional engineers, Professional scientists or Professional information technology employees for validity, adequacy, methods and procedures. With professional development and experience, work receives less review, and the employee progressively exercises more individual judgment until the level of competence at Level 2 is achieved.</p> <p>The employee may assign and check work of technical staff assigned to work on a common project.</p>
<p>Graduate professional- appointment and progression</p> <p>Pay Point 1.1</p>	<p>Means the pay point to which a graduate will be appointed where they possess and may be required to utilise a level of professional skill and knowledge based on either the completion of an accredited three or four year tertiary professional technology based qualification in Australia or equivalent.</p>
<p>Pay Point 1.2</p>	<p>Means the pay point to which a graduate will be appointed or will progress from Pay Point 1.1 having been assessed as being competent at Pay Point 1.1, where the graduate possesses and may be required to utilise a level of professional skill and knowledge based on:</p> <p>Training and experience In addition to the experience, skill and knowledge requirements for Pay Point 1.1 not more than one further year of practical professional experience, with supervision as appropriate, and the undertaking of in-service training, subject to its provision by the employer.</p> <p>Core competency standards The development of core competency standards in the practice setting/s undertaken since being assessed as competent at Pay Point 1.1 measured against the prescribed performance criteria.</p>
<p>Pay Point 1.3</p>	<p>Means the pay point to which a graduate will be appointed or will progress from Pay Point 1.2 having been assessed as being competent at this Pay Point, where the graduate possesses and may be required to utilise a level of professional skill and knowledge based on:</p> <p>Training and experience In addition to the experience, skill and knowledge requirements for Pay Point 1.2, not more than one further year of practical professional experience, with supervision as appropriate, and the undertaking of in-service training, subject to its provision by the employer.</p> <p>Core competency standards In addition to the core competency standards developed at Pay Point 1.2, the further development of core competency standards in the practice setting/s undertaken since being assessed as competent at Pay Point 1.2 measured against the prescribed performance criteria.</p>

<p>Pay Point 1.4</p>	<p>Means the pay point to which a graduate will be appointed or will progress from Pay Point 1.3 having been assessed as being competent at this Pay Point, where the graduate possesses and may be required to utilise a level of professional skill and knowledge based on:</p> <p>Training and experience In addition to the experience, skill and knowledge requirements for Pay Point 1.3, not more than one further year of practical professional experience, with supervision as appropriate, and the undertaking of in-service training, subject to its provision by the employer.</p> <p>Core competency standards In addition to the core competency standards developed at Pay Point 1.3, the further development of core competency standards in the practice setting/s undertaken since being assessed as competent at Pay Point 1.3 measured against the prescribed performance criteria.</p> <p>Annual review Subject to the requirements of each Pay Point, each graduate will progress on their annual anniversary date from one Pay Point to the next, having regard to the acquisition and utilisation of core competencies through experience in their practice setting/s over such period. Confirmation of the employee’s progression to the next Pay Point will be provided by the employer in writing.</p> <p>Deferral Progression from one Pay Point to the next may be deferred or refused by the employer. Such deferral or refusal of progression will not be unreasonably or arbitrarily imposed by the employer. Any decision to defer or refuse progression to the next pay point will be confirmed in writing.</p> <p>Appeal and review An employee may appeal a deferral, provided that where any such appeal results in a revocation of the employer’s decision, Pay Point progression will be deemed to operate and be payable from the employee’s anniversary date for such progression. An appeal or review, for the purpose of this clause, will be undertaken and resolved in accordance with clause 10—Dispute resolution of this award.</p> <p>Accelerated advancement Progression from one Pay Point to the next may be advanced by the employer to occur prior to the annual anniversary date provided that any such advancement is referable to the requirements for each Pay Point.</p>
<p>Level 2- Experienced professional</p>	<p>Following development, the Experienced professional plans and conducts professional work without detailed supervision but with guidance on unusual features and is usually engaged on more responsible assignments requiring substantial professional experience.</p> <p>Quality auditor A candidate has satisfied the criteria and has demonstrated the ability to perform all or any part of a quality management system audit, solo, or as a member of a team to ISO 10011 Part 2, AS 3911 Part 2, NZS 10011 Part 2.</p>

<p>Level 3- Professional</p>	<p>An employee at this level performs duties requiring the application of mature professional knowledge. With scope for individual accomplishment and coordination of more difficult assignments, the employee deals with problems for which it is necessary to modify established guides and devise new approaches.</p> <p>The employee may make some original contribution or apply new professional approaches and techniques to the design or development of equipment or products.</p> <p>Recommendations may be reviewed for soundness of judgement but are usually regarded as technically accurate and feasible. The employee makes responsible decisions on matters assigned, including the establishment of professional standards and procedures. The employee consults, recommends and advises in specialty areas.</p> <p>Work is carried out within broad guidelines requiring conformity with overall objectives, relative priorities and necessary cooperation with other units. Informed professional guidance may be available.</p> <p>The employee outlines and assigns work, reviews it for technical accuracy and adequacy, and may plan, direct, coordinate and supervise the work of other professional and technical staff.</p> <p>Senior (lead) auditor A candidate has satisfied the criteria and has demonstrated the ability to manage an audit team and co-ordinate all aspects of a complete quality management system audit to ISO 10011 Part 2, AS 3911 Part 2, NZS 10011 Part 2.</p>
<p>Level 4- Professional</p>	<p>An employee at this level performs professional work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgement, and knowledge of more than one field of, or expertise (for example, acts as their organisation's technical reference authority) in a particular field of professional engineering, professional scientific/information technology field or professional information technology field.</p> <p>An employee at this level:</p> <ul style="list-style-type: none"> i. initiates or participates in short or long range planning and makes independent decisions on professional engineering or professional scientific/information technology policies and procedures within an overall program; ii. gives technical advice to management and operating departments; iii. may take detailed technical responsibility for product development and provision of specialised professional engineering or professional scientific/information technology systems, facilities and functions; iv. coordinates work programs; and v. directs or advises on the use of equipment and materials. <p>An employee at this level makes responsible decisions not usually subject to technical review, decides courses of action necessary to expedite the successful accomplishment of assigned projects, and may make recommendations involving large sums or long range objectives.</p> <p>Duties are assigned only in terms of broad objectives, and are reviewed for policy, soundness of approach, accomplishment and general effectiveness.</p>

	<p>The employee supervises a group or groups including professionals and other staff, or exercises authority and technical control over a group of professional staff. In both instances, the employee is engaged in complex professional engineering or professional scientific/information technology applications.</p>
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