

## REVIEW GUIDELINE

### **REVIEW OF PROFESSIONAL OFFICER WORK LEVEL DEFINITIONS (i.e. Appendices 5, 6 and 7 of the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2006)**

#### **ISSUE:**

In correspondence to the Association of Professional Engineers, Scientists and Managers Australia, Australian Education Union, Health Services Union, and the Public Service Association in December 2006, Public Sector Workforce Division made an undertaking to facilitate the following review:

***“A review on the operation of the new work level definitions for Professional Officers, Medical Scientists and Grant Funded Scientists will commence in January 2008 in consultation with the Commissioner for Public Employment and those parties who have indicated support for the proposed Enterprise Agreement and who are signatories to the proposed Enterprise Agreement (either as associations or employee agents).*”**

***A discussion paper will be developed by Public Sector Workforce Relations with the intention that any agreed matters can be implemented during the life of the Enterprise Agreement.”***

#### **TERMS OF REFERENCE**

The South Australian Government Wages Parity (Salaried) Enterprise Agreement 2006 (the Agreement) introduced a new classification structure for Professional Officers, Medical Scientists and Grant Funded Scientists.

Appendices 5, 6 and 7 of the Agreement contain the Work Level Definitions that establish the framework for the classification of positions.

#### **AIM:**

- A. To review the implementation and operation of the Work Level Definitions in relevant public sector agencies i.e. Appendices 5, 6 and 7 of the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2006 (the Agreement); and
- B. To implement any agreed matters where appropriate.

#### **METHODOLOGY:**

1. PSWD will convene a consultative group consisting of employee representatives. Parties are able to nominate 1 association representative and up to 2 member representatives;
2. PSWD will convene an employer consultative group – PSWD will seek nominations from the Chief Executives of SA Public Sector agencies.
3. PSWD will commence consultation groups in January 2008
4. Feedback can be submitted orally or in writing however all feedback will be recorded;

5. Submissions may be provided up to 16 March 2008
6. PSWD will provide the parties with a summary document outlining all submissions received and indicating which of these issues is supported as an agreed matter.
7. The discussion paper will be provided to the consultative groups for consideration and comment by 28 April 2008.
8. PSWD will then consult with the relevant parties about appropriate mechanisms to implement any agreed matters.
9. Where PSWD determines that a matter is beyond the scope of the review and/or may offend the no extra claims provision of the Agreement, any such issue will not be included as an agreed matter.
10. For the purpose of this review the reference to 'no extra claim' is analogous to that contemplated in clause 21 of the Agreement.

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