

## Attachment A

AM 2014/281 - PROFESSIONAL EMPLOYEES AWARD

### 2.4 Scientist Stream

Experienced scientist means a Professional scientist possessing the following qualifications and engaged in any particular employment, the adequate discharge of any portion of the duties of which, requires the possession of such qualifications.

The qualifications are:

(a) that they will have had further experience on professional scientific duties, after obtaining their degree or diploma, as follows:

- (i) when a graduate (four or five year course) – four years' experience;
- (ii) when a graduate (three year course) – five years' experience, or

(b) that they possess qualifications acceptable to:

- (i) the Royal Australian Chemical Institute for admission to the grade of Chartered Member; or
- (ii) the Australian Institute of Physics for admission to the grade of Member (MAIP); or
- (iii) the Australasian Institute of Mining and Metallurgy for admission to the grade of Junior member or Corporate member Associate Member; or
- (iv) the Australian Institute of Food Science and Technology for admission to the grade of member Professional Full Member.

**Professional scientist** means a person qualified to carry out professional scientific duties as defined. The term Professional scientist will embrace and include Qualified scientist and Experienced scientist as defined.

**professional scientific duties** means duties carried out by a person in any particular employment, the adequate discharge of any portion of which duties requires academic qualifications of the employee as specified in the academic schedule below:

#### Academic schedule

- (a) A degree in science from an Australian, New Zealand or United Kingdom university or from an Australian tertiary educational institution.
- (b) Academic qualifications acceptable to the Royal Australian Chemical Institute for admission to the grade of Graduate Chemist (MRACI), Early Career Chemist (MRACI)(CChem) or Member (MRACI) corporate membership.
- (c) Academic qualifications acceptable to The Australian Institute of Physics for admission to the grades of graduate membership or corporate membership Member(MAIP).
- (d) Academic qualifications in metallurgy, metallurgical engineering or technology acceptable to either the Australasian Institute of Mining and Metallurgy for admission to the grade of junior Graduate Member or corporate membership, or the Institution of Metallurgists-Materials, Minerals and Mining (London) for

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admission to the grades of ~~graduate or associate membership~~ Professional Graduate Member or Associate Member.

- (e) Academic qualifications acceptable to the Australian Institute of Agricultural Science and Technology for admission to ~~the category of 1<sup>st</sup> Year Graduate Member, 2<sup>nd</sup> Year Graduate Member or Full Member~~ the grade of corporate membership.

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- (f) Academic qualifications acceptable to the Australian Institute of Food Science and Technology for admission to the grades of ~~Graduate Member or corporate membership~~ 1<sup>st</sup> Year Member, 2<sup>nd</sup> Year member or Full Member.

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- (g) Academic qualifications acceptable to a pharmacy board or council within the Commonwealth of Australia provided that the award will not apply to pharmacists employed in a retail pharmacy shop.

**3.5 Qualified scientist** means a Professional scientist other than an Experienced scientist as defined, that is, a person possessing academic qualifications as specified in the academic schedule.

19 JULY 2017

## EXPOSURE DRAFT – PROFESSIONAL EMPLOYEES AWARD 2016

### DRAFT CLAUSES

- Item 10** Proposed amendments to the definitions for the Scientists Stream are attached.
- Item 16** Reference to clause 13.7 to be included in subclause 7.2.
- Item 21** It is proposed that the following additional sentence be included as a new subclause 11.1 of the Exposure Draft, with 11.1 and 11.2 renumbered: The wording is reproduced from subclause 11.4 in the current Award:
- 11.1 An employee may be engaged as a casual.*
- Item 22** It is proposed that the following additional sentence be included at the end of subclause 13.2:
- For the purposes of this subclause 13.2, a cycle cannot be longer than 12 months.*
- Item 28** The following amendments to subclause 15.3 in the Exposure Draft are proposed:
- The employer must pay an employee required by the employer to use their private vehicle on the employer's business reasonable compensation, the amount of which will be at least \$0.78 per kilometre travelled. For the purposes of this clause the use of the employee's private vehicle is by mutual agreement between the employee and employer.*
- Items 31-35** The following amendments to subclause 17.4 in the Exposure Draft are proposed:
- (a)** *An employer may close down a section or more of the enterprise for the purpose of allowing annual leave to all or the majority of employees in the section or sections.*
- (b)** *The same conditions which apply to the other employees of the enterprise (or sections) may also apply to employees covered by this award, provided that the employer must give at least four weeks' notice to the employees of the requirement to take annual leave.*

Exposure Draft – Clause 2.4 Scientist Stream

Academic Schedule – Membership Grades

2.4(b)

<b>Royal Australian Chemical Institute</b>	<b>Award membership grades</b>	<b>Current membership grades - equivalent</b>
Qualified scientist	Corporate member (no longer exists)	Graduate Chemist(MRACI) -completed undergraduate course and in first 2 years post degree. Early Career Chemist (MRACI CChem) completed PHD and in first 2 years post PHD. Member (MRACI) – 3-year degree
Experienced scientist	Associate member (exists but now a category for those persons without qualifications)	Chartered Member (MRACI CChem)- 3 years post degree etc.

NB: Qualified Scientist – Categories of Graduate Chemist and Early Career Chemist pay reduced fees but have the same status as Member.

2.4(c)

<b>Australian Institute of Physics</b>	<b>Award membership grades</b>	<b>Current membership grades - equivalent</b>
Qualified scientist	Graduate member Corporate member	Member (MAIP) – degree etc.
Experienced scientist	Member	Member (MAIP)

NB: No longer a distinction between membership categories for Qualified scientist and Experienced scientist.

2.4 (d)

<b>Australasian Institute of Mining and Metallurgy</b>	<b>Award membership grades</b>	<b>Current membership grades</b>
Qualified scientist	Junior member Corporate member	Graduate member
Experienced scientist	Associate member	Associate member

Or

<b>Institute of Metallurgists (London) now Institute of Materials, Minerals, and Mining</b>	<b>Award membership grades</b>	<b>Current membership grades - equivalent</b>

Qualified scientist	Graduate member	Professional graduate member
Experienced scientist	Associate member	Associate member

2.4 (e)

<b>Australian Institute of Agricultural Science now Australian Institute of Agricultural Science and Technology</b>	<b>Award membership grades</b>	<b>Current membership grades - equivalent</b>
Qualified scientist	Corporate member	1 <sup>st</sup> year Graduate Member 2 <sup>nd</sup> year Graduate Member Full Member
Experienced scientist	Associate member	Full Member

NB: 1<sup>st</sup> and 2<sup>nd</sup> year Graduate Members are a category of Full Member but who pay discounted fees.

2.4(f)

<b>Australian Institute of Food Science and Technology</b>	<b>Award membership grades</b>	<b>Current membership grades - equivalent</b>
Qualified scientist	Graduate member Corporate member	Graduate Member
Experienced scientist	Associate member	Professional Member