

June 6, 2018

Deputy President Gostencnik
Fair Work Commission
Level 10, Terrace Tower
80 William Street
EAST SYDNEY, NSW, 2011

chambers.gostencnik.dp@fwc.gov.au

Dear Deputy President Gostencnik

AM2016/33 - Graphic Arts Printing and Publishing Award

I've been the Managing Director of the Lane Print Group for the past 40 years. I served on the Board of the *Printing Industries Association of Australia* for the past 30 years, which included 2 terms as National President and 20 years as Honorary Secretary. I retired from the Board in December 2017.

For many of my years as a member of the Board of the *Printing Industries Association of Australia*, I was Chairman of Employee Relations Committee, which was significantly involved in ongoing discussions about competencies in the *Graphic Arts, Printing and Publishing Award 2010*. As has been mentioned by Mr Smith from the *Australian Industry Group*, these discussions and proceedings lasted for some 15 years.

I am an ongoing member of the *Printing and Graphic Arts Industry Reference Committee* of PWC's *Skills for Australia*.

I refer to the above matter and write to you in my capacity as Managing Director of a business bound by the *Graphic Arts, Printing and Publishing Award 2010*.

At a Report Back before you on 23 April, the AMWU agreed to provide a draft order and a table which compares the current award competency provisions with the provisions now proposed by the AMWU. The AMWU has since provided a draft order and a comparative table.

You have set a 6 June deadline by which interested parties are to provide any objections to the AMWU's proposed draft competencies.

I have studied the AMWU's table. Amongst other things, it shows the deletion of some competencies (assumedly because they are now outdated); the addition of some new competencies; changed wording for some competencies; the reduction in points for some competencies and increases in points for a number of others.

I am not concerned about the deleted competencies.

However, at this stage, I am concerned about all the other changes that the AMWU proposes.



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The AMWU has not provided any detailed justification for these further changes. This makes it difficult to work out whether or not they should be objected to.

There is an accepted link between competencies and award classifications and levels. The AMWU has characterised its proposals as simply updating and modernising competencies. Without the information I request below, I cannot assess that claim.

I'm concerned that the AMWU's proposed changes in competencies will result in unjustified jumps in current award levels and unjustified pay increases.

I ask that the AMWU provide a further document, setting out:

- The reasons for which the AMWU is seeking each change
- The evidence upon which each proposed change is based
- The consequence that the AMWU believes will flow from each change.

Therefore, at this stage and for the abovementioned reasons, I object to the AMWU's proposed changes in competencies.

I would appreciate the opportunity to be involved in further proceedings in relation to this matter.

Thank you for your consideration.

Yours sincerely,
Lane Print & Post

A handwritten signature in black ink, appearing to read 'Peter Lane', with a long horizontal flourish extending to the right.

Peter Lane OAM
Managing Director