

IN THE FAIR WORK COMMISSION

**4 Yearly Review of Modern Awards**

**Matter No.: AM2014/209**

**Pharmacy Industry Award 2010**

**Initial Outline of Issues Identified**

**Association of Professional Engineers, Scientists and Managers, Australia  
(APESMA)**

DATE: 25 November 2014

Lodged by: APESMA  
Address: PO Box 1272, MELBOURNE VIC 3001  
Tel: 03 9695 8804  
Fax: 03 9695 8846  
Email: [jbaulch@professionalsaustralia.org.au](mailto:jbaulch@professionalsaustralia.org.au)

## **Introduction**

On 30<sup>th</sup> October 2014 the President, Justice Ross, issued a Statement ([2014] FWC 7743) in relation to processing Group 2 awards as part of the four yearly review of modern awards. In this Statement the President required interested parties to provide an initial outline of issues they wish to progress for Sub-groups 2A & 2B awards as part of this review by 25 November 2014.

This outline of issues identified in relation to the Pharmacy Industry Award 2010 is filed ahead of the Conference before Justice Ross on 2 December 2014.

Following on from various significant changes in the industry APESMA believes that some of the current Pharmacy Industry Award 2101 provisions relating to employee pharmacists do not reflect current practice and requirements and that they need to be updated to reflect the changes that have occurred in the industry since the development of the new modern award.

The issues APESMA seeks to have addressed as part of the four yearly review of the Pharmacy Industry Award 2010 are:

### **Pay Rates for Pharmacists**

APESMA seeks to have the pay rates for Pharmacists and Pharmacy students contained in Clause 17 Minimum weekly wages of the Pharmacy Industry Award 2010 increased to reflect more appropriate relativities between different classifications contained in the award.

### **Professional Services Allowance**

The Association seeks the inclusion of a new allowance to cover additional duties performed by some pharmacists into Clause 19. Allowances of the Award. This claim relates to the provision of 'Professional Services'. All of these services are not necessarily provided by all pharmacies on a continued basis and they are separately funded by the Federal Government on an individual case by case basis.

### **Reimbursement of Expenses**

The inclusion of a provision providing reimbursement of a number of work related expenses is also sought. APESMA seeks the inclusion of an award provision that provides for the employer to reimburse employee pharmacists for Professional Insurance costs and Registration Fees.

### **CPD Training and Study Leave**

APESMA seeks the inclusion of a provision in the Award that provides for employers to provide financial and time assistance for employees to undergo CPD training and further relevant study.

## **Workloads**

We seek the inclusion of a new provision in the Award to provide a restriction on the number of prescriptions a pharmacist may dispense in one day.

A handwritten signature in cursive script that reads "Jacki Baulch".

Submitted by:

**Jacki Baulch**

Senior Industrial Officer, National Office

**APESMA**