

*FAIR WORK COMMISSION*

**4 Yearly Review of Modern Awards**

**Matter No: AM2014/273**

**Hydrocarbons Field Geologists Award 2010**

**Submission by the Association of Professional Engineers, Scientists and Managers, Australia in response to the Exposure Draft**

**INTRODUCTION**

1. This submission by the Association of Professional Engineers, Scientists and Managers Australia (APESMA) is made in response to the exposure draft released by the Fair Work Commission (FWC) for the *Hydrocarbons Field Geologists Award* (“the Award”), and in accordance with the Statement issued by Justice Ross on 8 December 2014<sup>1</sup>.
2. We note that in this Statement Justice Ross indicates that these exposure drafts are not intended to incorporate any substantive changes or to amend any entitlements under the current modern awards nor that they represent the concluded view of the Commission.
3. In correspondence forwarded to the Fair Work Commission on Friday 29<sup>th</sup> July 2016 the Association advised that it had been unable to meet the 21<sup>st</sup> July 2016 deadline for the filing submissions and sought an extension of time in order to do so.

**COMMENTS ON SPECIFIC PROVISIONS IN THE EXPOSURE DRAFT**

4. Overall the terms and conditions of the Award reflect the unique patterns of work within the Hydrocarbons Industry in particular the non-standard hours and working

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<sup>1</sup> [2014] FWC 8837

patterns. In this regard there is the working of 12 hours on – 12 hours off shifts over an extended cycle (i.e. 4 weeks on, 4 weeks off)

### **Clause 11 – Minimum Wages**

5. The question posed in respect of the wage rates prescribed in Clause 11.2 is the basis upon which they have been calculated. APESMA's understanding is that following the establishment of the initial rates the long established approach has been to increase the rates and allowances in accordance with Annual Wage Reviews.

### **Clause 12.2 – Rig-up rig-down allowance**

6. The term "Rig-up and rig-down shifts" is an industry specific term and is widely understood. It refers to the process of setting up and closing down production and exploratory rigs.

### **C.7 – Schedule C – National Training wage**

7. The parties have been asked to review the packages listed in Clause C.7 – Allocation of Traineeship to Wage Levels to ensure that the lists of the training packages and AQF certificates which apply to the various wage levels are complete and up-to-date. Based on its available knowledge APESMA does not believe that this provision of the Award is utilised and is therefore redundant.

### **Schedule B – Summary of Monetary Allowances**

8. In respect of the daily rig and attendance allowances the parties are requested to confirm that these are adjusted in accordance with the standard rate which is the minimum wage for a Bachelor of Science in Geology set out in Clause 11.1. APESMA confirms that this is the approach which has been used.
9. In addition to the abovementioned matters APESMA notes the Decisions of the Fair Work commission in respect of Part-time employment; Annual leave and Part-day Public Holidays.

### **Conclusion**

10. There are no additional matters which the Association wishes to raise.

Submitted by:

MICHAEL BUTLER

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Date: 8<sup>th</sup> August 2016