



6 June 2018

Deputy President Gostencnik
Fair Work Commission
11 Exhibition Street
Melbourne 3000

Dear Deputy President

Re. AM2014/203 - 4 yearly review of modern awards – Graphic Arts, Printing and Publishing Award 2010

We refer to above matter.

We have had time since the conference of 23 April 2018 to review the Draft Determination and consider the Competency Points Comparison Document as provided by the *AMWU* (“the Union”).

We have also had time to consult with our members, the *Ai Group* and the Union to discuss the proposed changes.

Following robust discussions with the Union, we are satisfied that the changes to the competencies as proposed by the Union are substantially updates in line with the new training package as developed by the *Printing and Graphic Arts Industry Reference Committee* (“the IRC”), administered by PWC’s *Skills for Australia*.

Andrew Macaulay, CEO of the *Printing Industries Association of Australia*, is the Chair of the IRC. Lorraine Cassin, Secretary of the Union’s Print Division, is the Deputy Chair of the IRC. Peter Lane, Managing Director of *Lane Print and Post*, is a Member of the IRC, as are other industry representatives.

Through consultation with the concerned parties we are satisfied of the following:

- that any deleted competency units proposed in the Draft Determination are substantially in line with the updated training package as agreed to by the IRC;
- that any new competency units proposed in the Draft Determination are substantially in line with the updated training package as agreed to by the IRC;
- that any changes to the proposed points in competency units in the Draft Determination are substantially in line with the updated training package as agreed to by the IRC;
- that the total number of proposed points in competency units in the Draft Determination

Printing Industries Association of Australia

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- are less than the total number in the current Award;
- that wage classification levels will not be materially impacted due to Award specification and long standing industry practice to refer to the Award definitions/classifications prior to considering competency units/points (refer to *cl. 5* of the *Graphic Arts Printing and Publishing Award 2010*);
 - further, the competency units/points are only utilised in the event of a dispute over an employee's classification, (refer to paragraphs [239-240] of (PR964271));
 - further, consultation is required prior to any recourse to competency units/points in an attempt to resolve a dispute over an employee's classification (refer to paragraph [255] of (PR964271));
 - that the Union has undertaken, where there are inconsistencies between characterising existing competencies and characterising competencies developed within the new training package, to correct these in favour of the training package before submitting a final Draft Determination;
 - that the Union has undertaken, where there are inconsistencies between the characterising existing competency *points* and the characterising competency *points* developed within the new training package, to correct these in favour of the training package before submitting a final Draft Determination;

We say further:

- that *the Printing Industries Association of Australia* and the Union and other industry members have worked together on the IRC to develop the new training package which is in line with technological and other developments within the industry;
- that the new training package developed by the IRC is substantially reflected in the deleted, new or changed competencies (and corresponding units/points) contained within the Draft Determination;
- that the *Ai Group* has had no involvement in the IRC;
- that the competency units/points system has only rarely (if at all) been used in the event of dispute and that there is a consultation requirement between an employer and employee when a dispute arises in an endeavour to settle the dispute before recourse is made to the points system (refer to paragraph [255] of (PR964271));
- that *the Printing Industries Association of Australia* and the Union have operated in a relatively harmonious industrial environment, whereby the timely resolution of disputes through consultation is always preferred to protracted industrial arbitration.

In conclusion:

The Printing Industries Association of Australia substantially supports the Draft Determination

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as proposed by the Union being reflective of the changes to the updated competencies consistent with the new training package as developed by the *Printing and Graphic Arts Industry Reference Committee* ("the IRC"), administered by PWC's *Skills for Australia*.

Yours faithfully

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Printing Industries Association of Australia

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