

IN THE FAIR WORK COMMISSION

Fair Work Act 2009

s. 156 – 4 yearly review of modern awards

AM2016/28 - Pharmacy Industry Award 2010

APESMA CLAIM AND RELATIVITIES

The Fair Work Commission has asked how APESMA's claim relates to relativities. In 1996 the Commission set the rates under the *Community Pharmacy (Victoria) Interim Award 1995 (CPA)* by reference to the C10 in the *Metal Industry Award (MIA)*. APESMA seeks to re-establish the relativities that existed between the classifications in the CPA and the classifications in the MIA.

In the table below:

- column one is the *Pharmacy Industry Award (PIA)*'s classifications;
- column two is a comparison between the 1996 rate with the C10 rate expressed as a percentage;
- column three is the current rates under the PIA;
- column four is APESMA's claim for increased rates under the PIA required to re-establish the relativities as set in 1996 (with 130% relativity sought for interns).

Column four is thereby the rates sought by Professionals Australia in its claim. In the claim filed there were computational errors due to miscalculations. The errors were:

- a 132% increase was sought instead of 140% of the C10 rate for pharmacists
- a 146% increase was sought instead of 150% of the C10 rate for experienced pharmacists
- a 205% was sought instead of 210% of the C10 rate for pharmacist managers

| Employee classification under PIA | The 1996 CPA rate compared with the 1996 C10 rate in the MIA | Current rates under the PIA | APESMA's claim |
|--|---|------------------------------------|----------------------------------|
| Pharmacy Interns | | | |
| First Half of Training | | \$853.50 | 130% of current rate = \$1027.18 |
| Second half of training | | \$882.60 | 130% of current rate = \$1046.94 |
| Pharmacist | 140% ¹ | \$998.50 | 140% of current rate = \$1132.74 |
| Experienced Pharmacist | 150% ² | \$1093.50 | 150% of current rate = \$1213.65 |
| Pharmacist in Charge | 180% ³ | \$1119.20 | 180% of current rate = \$1456.38 |
| Accredited Pharmacist | N/A | | 210% of current rate = \$1699.11 |
| Pharmacist Manager | 210% ⁴ | \$1247.20 | 210% of current rate = \$1699.11 |

¹ This applied to 1st year pharmacists. For 2nd year and above, the rate was 150%.

² Experienced pharmacist currently applies to 4th year pharmacists. In 1996, the 150% rate applied to second year and above.

³ In 1996 there were 3 steps, increasing from 160% to 180%. There is currently one classification.

⁴ In 1996 there were 3 steps, increasing from 190% to 210%. There is currently one classification.