

25 November 2014

**OUTLINE OF VARIATIONS PURSUED BY THE PHARMACY GUILD  
IN THE REVIEW OF THE PHARMACY INDUSTRY AWARD 2010 [AM 000012] (GROUP 2B)  
AM 2014/209**

We act for the Pharmacy Guild of Australia (The Guild).

We refer to the Statement ([2014] FWC 7743) and in particular the direction to submit a written outline setting out the variations to be pursued.

The Guild will pursue the following variations to the *Pharmacy Industry Award 2010*:

1. A reduction in weekend and public holiday penalty rates
2. Annualised salary for Pharmacy Assistants
3. Review of clause 12 (part-time employees) to provide for more flexible work practices
4. 2 hour minimum engagement for school students
5. Clause 19.3 (b) – review the uniform allowance so that it applies fairly having regard to the number of days an employee works
6. Generally a plain English award that removes ambiguity and corrects out of date terminology.

The following clauses have been identified as ambiguous or containing out of date terminology:

- a. Clause 25.3 Hours of Work and Clauses 22 - Payment of Wages – to address the Fair Work Ombudsman interpretation issue
- b. Clause 17 - Specify when a pharmacy student moves up to next pay point
- c. Clause 25.4 (iv) - Definition of “regularly works Sundays”
- d. Clause 11 – requires a full time definition
- e. Schedule B – review of the classification descriptions, payment for off site training and replace out of date terminology

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