

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Banking, Finance and Insurance Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|--------------------------------|------------------------------|---|--------------------|---|
| 1. | BusSA | Sub-02/03/15 | 10.2(e) | Part-time employment Part-time clause is too restrictive – does not allow for working additional hours by agreement. | p.5 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 2. | FWO | Corro-02/03/15 | 22.1 | Span of hours Shift span can be varied “on not more than one night per week” ordinary hours may be worked up to 9.00 pm. FWO has had inquiries about whether the extension of ordinary hours can apply on a Saturday. | p.1 | |
| 3. | ABI&NSWBC | Sub-12/11/2015 | 22.8(a)(i) | Shiftworker Seeks to vary clause to include a clear span of hours for shiftworkers of “Monday to Fridays or on Saturdays between 8am and 12pm” as it does not currently include clear span of hours. | Para 2.1-2.7 | |
| 4. | BusSA | Sub-02/03/15 | 22.8(a) | Afternoon shift This clause defines afternoon shift as a shift finishing between 6.00 pm and midnight. The ordinary hours are from 7.00 am to 7.00 pm. Clause leads to ambiguity about whether a day worker who finishes between 6.00 pm and 7.00 pm is entitled to an afternoon shift penalty. | p.5 | |
| 5. | FWO | Corro-02/03/15 | 22.8(a)(iv) & 22.8(b) | Night shift Whether night shift penalties will apply to a person finishing a shift between midnight Friday and 8.00 am Saturday. | p.1 | |

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Business Equipment Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|--|
| 1. | FWO | Corro-02/03/15 | 22.1(b)(ii)(A) | Undefined phrase ‘country territory’ Clause provides a higher vehicle allowance for employees in a ‘country territory’. This term is not defined. | p.1 | |
| 2. | BusSA | Sub-02/03/15 | 25.4 | Termination of employment Requirement to pay wages on the day of the termination or by post the next working day. Employers may not be able to comply with this clause. Suggested alternative wording was inserted into the <i>Vehicle Manufacturing, Repair, Service and Retail Award 2010</i> . | p.5 | Issue affects multiple awards – see also Correspondence from AIG 25 Nov 2014 |
| 3. | FWO | Corro-02/03/15 | 27.9 | Undefined phrase ‘country employees’ Clause provides different hours of work for ‘country employees’. This term is not defined | p.1 | |
| 4. | FWO | Corro-02/03/15 | 27.1 and 28.1 | Undefined term ‘shiftworker’ FWO has had enquiries about the circumstances in which an employee should be considered a shiftworker. | p.1 | |
| 5. | FWO | Corro-02/03/15 | 27.2(a) | Ordinary hours ‘altered at either end’ Ambiguity about whether the hours can be altered at one end to increase span by one hour, at both ends to move span or at both ends to increase span by two hours. | p.2 | |

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|------|-------|--------------------------------|------------------------------|--|--------------------|-------|
| 6. | FWO | Corro-02/03/15 | 31.6(b) | Undefined phrase 'country areas' Clause provides additional annual leave for employees operating in country areas. This term is not defined. | p.1 | |

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Clerks—Private Sector Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------------------------------|------------------------------|------------------------------|---|--------------------|---|
| 1. | Russell Kennedy and others | Sub-02/03/15 | | Amalgamation of Clerks Award and Legal Services Award – Preliminary view is that they do not support amalgamation of these two awards. | Page 1 | See also Statement [2015] FWC 7253 at para 13 |
| 2. | CCSA | Sub-02/03/15 | 4.6 | Coverage Propose variation to include <i>Children's Services Award 2010</i> in the list of industry awards excluded from coverage of the <i>Clerks Award</i> , in order to remove ambiguity. | Page 2 | |
| 3. | ASU | Sub-02/03/15 | 17 | Annualised salaries Propose deleting current clause and inserting a new clause. | Item 16, p.5 | Referred to a separately constituted Full Bench Proposed wording is provided. |
| 4. | FWO | Sub-02/03/15 | 24.5(b) | Superannuation FWO has received enquiries as to how to apply the maximum 52 week limit. i.e. whether it should be applied 52 weeks per workers compensation claim OR 52 consecutive weeks OR 52 weeks over the course of the employees entire employment. | Page 2 | |
| 5. | FWO | Sub-02/03/15 | 25.1 and 28.1 | Shiftworker FWO has received enquiries about when an employee should be considered a shiftworker (term | Page 3 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| | | | | not defined). E.g. employee finishing after 7pm could be considered a day worker (working outside spread of ordinary hours) or an afternoon shiftworker. | | |
| 6. | FWO | Sub-02/03/15 | 25.2 | Spread of hours FWO has received enquiries as to what ' <i>spread of hours may be altered by up to one hour at either end of the spread</i> ' means. E.g. whether 7am-7pm may be changed to 7am – 8pm (increase at one end of spread), 6am-8pm (increase both ends of spread) or 6am-6pm (shifting spread). | Page 3 | |
| 7. | FWO | Sub-02/03/15 | 26.1 & 28.4(f) | Shiftworkers – meal breaks and related penalties FWO has received enquiries as to whether 20 minute paid crib break applies instead of, or in addition to, 30 minute unpaid meal break and if both apply, how they should be applied. Also, whether penalty of double time applies if shiftworker works through crib break. | Page 3 | |
| 8. | FWO | Sub-02/03/15 | 28.4 & 28.7 | Special rates FWO has received enquiries about the meaning of 'special rates'. No definition in award. Unclear under what circumstances 28.7 applies and which of the listed entitlements in 28.4 constitute a special rate. | Page 4 | |
| 9. | ASU | Sub-02/03/15 | 29.2 | Definition of shiftworkers Propose deleting current clause and inserting new clause. | Item 12, p.4 | |
| 10. | FWO | Sub-02/03/15 | 29.3 | Annual leave loading | Page 4 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|--|
| | | | | FWO has received enquiries about applicable loading payable on annual leave. In determining which rate to apply, may not be clear whether the two entitlements are to be compared on daily basis with each day of annual leave assessed separately, or as a whole over entire period of leave. | | |
| 11. | ASU | Sub-02/03/15 | 29.3(b) | Annual leave loading - termination Proposes new clause in relation to annual leave loading on termination. Award currently silent. | Item 15, p.4 | Being dealt with by Annual leave Full Bench in AM2014/47 |
| 12. | ASU | Sub-02/03/15 | 30.2 | Personal/Carer's Leave and Compassionate Leave Proposes inserting new clause in relation to 'evidence supporting claim'. | Item 13, p.4 | |

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Commercial Sales Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------------------|------------------------------|------------------------------|--|--------------------|--|
| 1. | News Corp and others | Sub-02/03/15 | 24 | Annual leave Subject to the pending decision of the FWC, propose that the award be amended to provide for cashing out of annual leave. | Para 1 | Being dealt with by Annual leave Full Bench in AM2014/47 |
| 2. | News Corp and others | Sub-02/03/15 | 24 | Annual leave Subject to the pending decision of the FWC, propose that the award be amended to provide for more flexibility for an employer to direct an employee to take annual leave where more than four weeks' annual leave is accrued. | Para 2 | Being dealt with by Annual leave Full Bench in AM2014/47 |

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Contract Call Centres Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|---|---|
| 1. | ASU | Sub-12/11/2015 | 18.5 | Annualised salaries Seeks to vary clause to include NES entitlement for annualised salaries. | Para 30 | Referred to a separately constituted Full Bench |
| 2. | AIG | Sub-12/11/2015 | 27 | Annual leave Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements. | Para 5-12 | Claim affects a number of awards |
| 3. | CPSU | Sub-02/03/15 | 18.1 and Schedule B | Classifications & minimum wages Propose amendment to classifications to provide for coverage of employees performing work as trainers and provide a rate of pay. | Para 7 and attached draft determination | |
| 4. | ASU | Sub-02/03/15 | 18.5 | Annual salaries Propose deleting current clause and inserting a new clause. | Para 16 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|--|--------------------|-------|
| 5. | FWO | Corro-02/03/15 | 24.6(b) and (c) | <p>Spread of ordinary hours of work</p> <p>May be unclear what rate should be paid to an employee for the performance of work prior to the spread of ordinary hours which is continuous with ordinary hours.</p> | Item 12 | |
| 6. | FWO | Corro-02/03/15 | 24.8(a)(i) | <p>Changing spread of hours at either end</p> <p>Has received enquiries in relation to what “<i>spread of hours may be altered by up to one hour at either end of the spread</i>” means. E.g. whether 7am-7pm may be changed to 7am – 8pm (increase at one end of spread), 6am-8pm (increase both ends of spread) or 6am-6pm (shifting spread).</p> | Item 13 | |
| 7. | FWO | Corro-02/03/15 | 27.4(a) and (b) | <p>Annual leave loading</p> <p>Has received enquiries about the method of determining which rate applies – whether they are compared on a daily basis or over the entire period of annual leave.</p> | Item 14 | |

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Fitness Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|--|--|-------------------------|-------------------------------|
| 1. | GA | Sub-12/11/2015 | 3 | Coverage Seeks to vary clause by including “gymnastic services, activities or classes” in the definition of the fitness industry. | Para 9-10 | |
| | | | Schedule B | Classification and definition structure Seeks to vary classifications to better reflect the nature of work performed by gymnastics coaches. | Para 11-17 | |
| | | | 13 | Casual employment Seeks to vary clause with the effect that casual employees classified at Level 5 may be engaged for a minimum period of one hour’s work. | Para 18-19 | |
| 2. | TA | Sub-11Feb15 | 3, 13.5, B.1.1(e), B.2.2(b), B.4.1, B.6.1, B.7.1 | Coverage Award should be more explicit in specifying coverage for tennis coaches. They also propose additional text in the classifications schedule to include tennis coaching in a number of classification levels. | Attachment pages 1-2 | Proposed wording is provided. |
| | FA | Sub-02Mar15 | | The variations proposed by Tennis Australia are not opposed. | Para 3 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|------------|-------------------------------|------------------------------|--|--------------------|-------|
| 3. | SA & ASCTA | Sub-26Feb15 | 10, 11, 12 | Types of employment A reference to 'weekly seasonal or fixed-term employment' should be included. | Page 1 | |
| 4. | FWO | Corro-02Mar15 | 13.3, 26.3(e) | Casual employees The rates payable to casual employees on public holidays is unclear. | Para 17 | |
| 5. | BusSA | Sub-02Mar15 | 18.4 | Broken shift allowance The term 'excess fares' is used but not defined and no explanation of the application of the allowance is provided. | Page 6 | |
| 6. | SA & ASCTA | Sub-26Feb15 | Schedule B | Classifications Classifications relating to Swim Teachers, Coaches and Support Staff engaged in swim schools should be amended. | Page 1 | |

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Labour Market Assistance Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------------|-------------------------------|------------------------------|---|--------------------|---|
| 1. | FWO | Corro-02Mar15 | 10.3(d) | Part-time employment Clause may be in conflict with the NES. | Para 22 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| | Jobs Australia | Sub-02Mar15 | | Part-time employment Clause may be in conflict with the NES and should be deleted. | Page 2 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 2. | Jobs Australia | Sub-02Mar15 | 10.4 | Casual employment Supports a variation to clarify the interaction between casual loading and penalty rates, and whether overtime rates are calculated on a daily or weekly basis. | Page 2 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 3. | Jobs Australia | Sub-02Mar15 | 10.5 | Sessional employment Award should be varied to clarify that sessional employment is a sub-category of casual employment. | Page 2 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------------|-------------------------------|------------------------------|--|--------------------|--|
| 4. | FWO | Corro-02Mar15 | 16.5, 23.1 | Excursions It is unclear whether an employee entitled to the allowance under clause 16.5 is also entitled to overtime payments under clause 23.1 | Para 23 | |
| 5. | FWO | Corro-02Mar15 | 23.2(e), 28.2 | Public holidays The interaction between these two clauses is unclear, as both provide for penalty rates for work performed on public holidays. | Para 24 | |
| 6. | ASU | Sub-02Mar15 | 25.2 | Annual leave loading The award is silent on payment of leave loading on termination. Proposes inserting additional sentence. | Paras 33-34 | Being dealt with by Annual leave Full Bench in AM2014/47 |
| 7. | Jobs Australia | Sub-02Mar15 | Schedule B | Classifications Definitions should be updated and expressed as generic skills-based levels rather than as job titles. | Pages 2-3 | |

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Legal Services Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------------------------------------|-------------------------------|-----------------------------|------------------------------|--|--------------------------|--|
| General submissions | | | | | | |
| 1. | Russell Kennedy and ors | Sub-02Mar15 | | Amalgamation of award The suggestion that the <i>Clerks—Private Sector Award 2010</i> and the <i>Legal Services Award 2010</i> should be amalgamated is opposed. | Page 1 | See also Statement [2015] FWC 7253 at para 13 |
| Clause specific submissions | | | | | | |
| 2. | Russell Kennedy and ors | Sub-02Mar15 | 3 | Definitions Definition of ‘law graduate’ should be amended. | Attachment B – para 1 | Proposed wording is provided. |
| 3. | Russell Kennedy and ors | Sub-02Mar15 | 10.5(e) | Casual employees Minimum engagement for casual employees should be decreased to three hours. | Attachment B – para 2 | Proposed wording is provided. Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 4. | Russell Kennedy and ors | Sub-02Mar15 | 24.1(a) | Weekly hours of work Facilitative provision should be inserted allowing averaging of hours over a period greater than 28 days (but less than 12 months). | Attachment B – para 3 | Proposed wording is provided. |

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|------|-------------------------------|-----------------------------|------------------------------|---|--------------------------|--|
| 5. | Russell Kennedy and ors | Sub-02Mar15 | 28.1 | Daylight saving Clause should be amended so that employees are paid for the actual number of hours worked. | Attachment B – para 4 | Proposed wording is provided. |
| 6. | Russell Kennedy and ors | Sub-02Mar15 | 30 | Annual salary Annual salary should be payable in satisfaction of shiftwork allowances and rates. | Attachment B – para 5 | Proposed wording is provided. |
| | ASU | Sub-02Mar15 | | Annual salary should be payable in satisfaction of a greater number of provisions of the award, and should be more prescriptive in terms of how the agreement is made and terminated. | Paras 31-32 | Proposed wording is provided. |
| 7. | Russell Kennedy and ors | Sub-02Mar15 | 33.2(a) | Rest breaks The two rest periods afforded to employees should be subject to the ‘reasonable business needs of the practice’. | Attachment B – para 6 | Proposed wording is provided. |
| 8. | Russell Kennedy and ors | Sub-02Mar15 | 34.5 | Time off instead of payment for overtime The employer should be able to elect for the employee to be given time off instead of receiving payment for overtime. | Attachment B – para 7 | Being dealt with in AM2014/300–Award flexibility |
| 9. | Russell Kennedy and ors | Sub-02Mar15 | 39 | Special conditions of employment—law graduate Provisions allowing law graduates paid leave for study and exams should be more prescriptive. | Attachment B – para 8 | Proposed wording is provided. |

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Market and Social Research Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|-------|
| 1. | FWO | Corro-02/03/15 | 21.2 | Ordinary hours of work Application of clause unclear as it specifies ordinary hours of work of “regular employees” but does not define that term. | Para 26 | |

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Miscellaneous Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|--|-------|----------|------------------------------|------------------|--------------------|-------|
| NO AWARD SPECIFIC SUBMISSIONS RECEIVED | | | | | | |

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Real Estate Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------|------------------------------|------------------------------|---|--------------------|---|
| 1. | REEF | Sub-10/11/15 | 16.2(e) | Commission only employment Seeks to remove the restriction which prevents a commission-only salesperson from being engaged on a “casual” basis. | Page 1 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 2. | RRESSA | Sub-23/01/15 | 3 | Definitions and interpretation Insert a new definition of “mobile communications device”. | Para 1 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 3. | RRESSA | Sub-23/01/15 | 14.1 | Minimum weekly wages Delete and replace classifications and wage amount with respect to all adult property classifications. | Para 2 | Proposed wording is provided. Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 4. | RRESSA | Sub-23/01/15 | 15.2 | Payment of wages with commission, bonus or incentive payments Insert a new clause 15.2 and renumber existing clause as 15.3. | Para 3 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 5. | RRESSA | Sub-23/01/15 | 16 | Commission-only employment Delete existing clauses 16.1, 16.2 and 16.3 and replace with party’s proposed clauses. | Para 4 | Proposed wording is provided. Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 6. | REEF | Sub-27/02/15 | 16 | Commission-only employment 1) Redraft Minimum Income Threshold Test (MITT) to remove ambiguity about methodology used to determine whether employee as satisfied the MITT. 2) Clarify | Para 5 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------|--------------------------------|------------------------------|--|--------------------|---|
| | | | | how MITT should apply to an employee who performs work of a buyer's agent. 3) Remove restriction preventing commission-only employees being employed on a casual basis. | | |
| 7. | FWO | Corro-02/03/15 | 16 | Commission-only employment Queries whether "real estate sales" in clauses 16.2 and 16.3 should be calculated on gross sale amount of properties sold, the commission received by the employer, the commission received by the employee, or some other amount | Para 32 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 8. | RRESSA | Sub-23/01/15 | 17.1 | Matters relating to commission, bonus or incentive payments—Written agreements generally Amend clause by inserting a new paragraph (e) | Para 5 | Proposed wording is provided Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 9. | RRESSA | Sub-23/01/15 | 17.3 | Matters relating to commission, bonus or incentive payments—Entitlements after employment ends Amend clause by inserting a new paragraph (e). | Para 5 | Proposed wording is provided. Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 10. | REEF | Sub-27/02/15 | 17.3 | Matters relating to commission, bonus or incentive payments—Entitlements after employment ends Amend clause to clarify an employee is only entitled to portion of commission where an existing legally enforceable | Para 6 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------|--------------------------------|------------------------------|--|--------------------|--|
| | | | | contract was in place prior to cessation of employee's employment. | | |
| 11. | RRESSA | Sub-23/01/15 | 17.5 | Matters relating to commission, bonus or incentive payments—Calculation of NES entitlements Delete paragraphs (a) and (b) and renumber existing paragraphs (c) and (d) as (a) and (b), respectively. | Para 5 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 12. | FWO | Corro-02/03/15 | 17.5 | Matters relating to commission, bonus or incentive payments—Calculation of NES entitlements Clause may be inconsistent with NES as commission-only employees may be paid entitlements to annual, leave, personal leave, or any other NES entitlements in advance. Pre-payment of annual leave considered to be a form of cashing out in a manner inconsistent with the NES in the Full Bench decision of Canavan Building Pty Ltd [2014] FWCFB 3202 | Para 33 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 13. | REEF | Sub-27/02/15 | 18 | Allowances Insert an allowance on a per kilometre basis for employees who provide a motor cycle. | Para 7 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------|------------------------------|------------------------------|--|--------------------|--|
| 14. | RRESSA | Sub-23/01/15 | 18.6 | Allowances—Mobile telephone allowance 1) Delete paragraph (a) and replace with party's proposed clause. 2) Delete paragraph (e) and replace with party's proposed clause. 3) Delete the word "telephone" from (e) and replace with "communication device". | Para 6 | Proposed wording is provided. Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 15. | RRESSA | Sub-23/01/15 | 18.9 | Allowances—Adjustment of expense related allowances Insert additional index figure to read "Communications sub-group" in "Applicable Consumer Price Index" column. | Para 6 | |
| 16. | RRESSA | Sub-23/01/15 | 20 | Stand-by and call-out 1) Amend clause 20.2 by inserting party's proposed wording after words "identified in the agreement". 2) Delete clause 20.3 and renumber clause 20.4 and 20.3. 3) Renumber clause 20.5 as clause 20.4. | Para 7 | |
| 17. | RRESSA | Sub-23/01/15 | 23 | Ordinary hours of work and rostering Insert a new 23.5 with party's proposed wording. | Para 8 | |
| 18. | RRESSA | Sub-23/01/15 | 24 | Overtime—Time off instead of payment for overtime 1) Delete words "if requested by the employee" from clause 24.2. 2) Insert new clause 24.3 with party's proposed wording. | Para 9 | Referred to Award Flexibility Full Bench in AM2014/300 |
| 19. | RRESSA | Sub-23/01/15 | 25.3 | Annual leave Delete words "Subject to clause 17.5" and capitalise the word "payment". | Para 10 | |

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|------|-------|------------------------------|------------------------------|--|---|--|
| 20. | REEF | Sub-27/02/15 | B.1.1(a) | Schedule B—Classifications Amend role definition for Property Sales Associate to prescribe that employee can assist either Property Sales Representative or Property Sales Supervisor. | Para 8 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 21. | APSA | Application 30/11/15 | 16.3(c) | Commission-only employment Proposal to insert new clause: “The minimum income threshold referred to in clause 16.3(a)(i)&(ii) herein shall not be pro rata for part time or casual employees.” | REEF WA Corr-11Dec15 p.1 | Substantive issues referred to separately constituted Full Bench in AM2016/6 |
| 22. | APSA | Application 30/11/15 | 16.7 | Commission-only employment Proposal to insert new clause: “Where an employee is engaged on a commission only employment method, either full time, part time or casual and does not in each 6 month period of employment earn the equivalent of the award wage as prescribed for in clause 14 of this award in commission payments, the employer shall pay the employee the difference between the earnings of commissions and the award wage for that 6 month period. For the purposes of this clause, 6 month period means each consecutive 6 month period from the date of commencement of commission only employment.” | REEF WA Corr-11Dec15 p. 1 | |

NOTE: This award has been the subject of conferences before Commissioner Hampton – see [Report](#) of 2 September 2015

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Sporting Organisations Award 2010

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|------|-------|------------------------------------|------------------------------|--|--------------------|---|
| 1 | BusSA | Sub - 2 March 2015 | 18.4 | Allowances—overtime meal allowance Payable to clerical administrative staff when required to work overtime after 7pm. Appears to be payable even when at least 24 hours' notice has been given to work overtime, thereby allowing the employee make appropriate arrangements, including bringing a meal. | Page 7 | |
| | | | | | | Current application to vary coverage to include professional footballers in AM2015/16 |

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Telecommunications Services Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|--|
| 1. | CPSU | Sub - 02/02/15 | Schedule B | Classifications structure and definitions Seeks the inclusion of a new classification for 'Customer Contact Trainer' as they appear to be excluded from coverage from the Award. | Para 4-7 | Draft Determination has been included in the submission. |
| 2. | FWO | Sub - 02/03/15 | 11.3(b) & 21.1(a) | Types of employment and overtime Seeks clarification as to whether the calculation of the overtime rate for casual employees includes or excludes the casual loading. | Para 38 | |
| 3. | AIG | Sub-12/11/2015 | 23 | Annual leave Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements. | Para 5-12 | Claim affects a number of awards. Referred to a separately constituted Full Bench |

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Educational Services (Post-Secondary Education) Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------------|-------|--------------------------------|------------------------------|--|--------------------|---|
| General issues | | | | | | |
| 1. | NTEU | Sub-02/03/15 | - | Postgraduate qualifications Propose to update the language used to describe postgraduate qualifications throughout the award. | p.1 | Being dealt with by Full Bench AM2015/6 – see Directions |
| Clause specific issues | | | | | | |
| 2. | FWO | Corro-02/03/15 | 3.1 and Sched C | Teaching qualifications FWO has had enquiries about appropriate classification for employee not holding teaching qualification who is teaching a an accredited course or units of an accredited course (does not appear to fall within either category: “teacher” or “tutor/instructor”) | p.5 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 3. | AHEIA | Sub-02/03/15 | 7 | Award flexibility Full breadth of award flexibility provisions to be included. | p.4 | Being dealt with by Award Flexibility Full Bench in AM2014/300 |
| 4. | NTEU | Sub-02/03/15 | 10.6(a) | Casual or sessional employees - deemed continuous Propose to vary this clause by extending the 8 weeks to 12 weeks. | p.1 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 5. | IEU | Sub-02/03/15 | 11 | Notice period for casual employees Propose to include notice provisions for continuous casuals. | p.1 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------|------------------------------|------------------------------|--|--------------------|---|
| 6. | NTEU | Sub-02/03/15 | 14.2 | PHD point for casual employees Higher casual rates apply if an employee has a doctoral qualification OR full subject coordination duties. This reflects levels A2 and A6 in the full-time scale. | p.6 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 7. | IEU | Sub-02/03/15 | 14.5 | Daily rate for casuals Propose to remove the daily rate for casuals and only have an hourly rate. | p.1 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 8. | AHEIA | Sub-02/03/15 | 16 | Accident pay Delete as sunset date has expired. | p.4 | |
| 9. | BusSA | Sub-02/03/15 | 21.1 | Afternoon shift penalty Clause 21.1(a) provides that a general staff day worker can work until 8 pm up to 8 day within a 28 day cycle without attracting overtime provisions. Ambiguity with shiftwork clause where employees who work until 8 pm entitled to a shift penalty. | p.6 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 10. | ABI & NSWBC | Sub-03/03/15 | 23 | Penalty rates Intend to pursue variation of this clause to expressly confirm that the penalty rates only apply to a ‘general staff member’. | p.1 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 11. | BusSA | Sub-02/03/15 | 24.1 | Minimum period for overtime Clause states that the minimum payment is 30 mins per week. Party’s view is that is too onerous. | p.6 | Being dealt with by Full Bench AM2015/6 – see Directions |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|--|
| 12. | IEU | Sub-02/03/15 | Schedule C | Recognition of experience Propose to vary classifications to recognise a wider range of settings including experience as a casual teacher teaching relevant subjects to adult or secondary students. | p.1 | Being dealt with by Full Bench AM2015/6 – see Directions |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Educational Services (Schools) General Staff Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | Their reference | NOTES |
|------|------------|--------------------------------|------------------------------|--|-----------------|--|
| 1. | VAPS & GSV | Sub - 02/02/15 | 15.3 | Junior rates Parties seek that junior rates be introduced into Award for sports coaches and support persons for coaches. Seek introduction of more classifications for these types of employees at grades 1, 2 & 3. | Page 1 | Being dealt with by Full Bench AM2015/6 – <i>see</i> Directions |
| 2. | VAPS & GSV | Sub - 02/02/15 | 22 | Hours of work Parties seek change in ordinary hours of work (not specified). | Page 1 | |
| 3. | IEU | Sub - 02/03/15 | 22.2 and 16.6 | Boarding house employees Party concerned employees employed in boarding houses have been disadvantaged by award. Exemptions in 22.2 from penalties and 16.6 sleeper allowance are harsh and unfair. Submit exclusions should be removed. | Page 1 | |
| 4. | ISV | Sub - 02/03/15 | 24.1 | Breaks - break after 5 hours Seeks variation to clause 24.1 to ensure meal break commences no later than five hours after the employee commenced work on the day. | Point 1, page 1 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | Their reference | NOTES |
|------|------------|--------------------------------|------------------------------|--|-----------------|-------|
| 5. | ISV | Sub - 02/03/15 | 24.2 | Breaks - variation to timing of breaks Seeks variation to clause 24.2 to ensure alternative arrangement for classroom support services employees is at direction of employer. | Point 2, Page 1 | |
| 6. | VAPS & GSV | Sub - 02/02/15 | 26 | Penalty rates Parties seek reduction in penalty rates for work carried out before and after ordinary school hours and on weekends. | Page 1 | |
| 7. | ISV | Sub - 02/03/15 | Schedule B | Classifications - instructional services employees Submit that a separate classification be established for persons employed to undertake coaching or training in sporting activities. | Point 3, Page 1 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Higher Education Industry—Academic Staff—Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------------|--------------------------------|------------------------------|---|--------------------|---|
| 1. | Universities | Sub - 02/03/15 | General | Minor drafting error and other issues Will be subject of discussions between parties. NTEU will seek this and other minor drafting changes. | Para 3 | |
| | NTEU | Sub - 02/03/15 | | | p.6 | |
| 2. | NTEU | Sub - 02/03/15 | 4 | Coverage of research institutes Seek to vary award to cover general, technical and research staff in medical, health and science research institutes. | p.6 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 3. | AHEIA | Sub - 02/03/15 | 4.3 | Coverage Propose to delete subclause, no longer applicable. | | Being dealt with by Full Bench AM2015/6 – see Directions |
| 4. | AHEIA | Sub - 02/03/15 | 7 | Award flexibility 'Full breadth' of award flexibility provisions should be included. | Attach 1 | To be dealt with as part of the award flexibility common issue - AM2014/300–Award flexibility |
| 5. | AHEIA | Sub - 02/03/15 | 11.1 | Full-time employment Definition and consequential - replace with “Continuing employment”. | Attach 1 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------------|--------------------------------|------------------------------------|---|--------------------|--|
| 6. | AHEIA | Sub - 02/03/15 | 11.3 | Fixed-term employment categories Add new paragraph (f) to provide for where an area is under review. | Attach 1 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 7. | AHEIA | Sub - 02/03/15 | 12.4 | Fixed-term expiry severance pay Propose severance pay provisions upon expiration of fixed term employment be deleted. | Attach 1 | Being dealt with by Full Bench AM2015/6 – see Directions |
| | Universities | Sub - 02/03/15 | | | Para 1 | |
| 8. | NTEU | Sub - 02/03/15 | New provision (Part 3, clause 13?) | Conversion of Casual Academic work NTEU has developed a draft claim for the conversion of academic work within institutions (as distinct from incumbents). Refer to ACTU common claim. | p.3 | To be dealt with at the conclusion of the Common issue - AM2014/197—Casual employment , dealing with ACTU claim. |
| 9. | AHEIA | Sub - 02/03/15 | 17 | Industry specific redundancy provisions Delete clause 17. Clause 15.2(b) to apply to all employees. | Attach 1 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 10. | Universities | Sub - 02/03/15 | 17.6 | Redundancy - notice Entitlement to notice payment is based upon the age of the employee not on service. May be discriminatory and inconsistent with modern redundancy standards. | Para 2 | Being dealt with by Full Bench AM2015/6 – see Directions |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|-------------------------------------|--|--------------------|--|
| 11. | NTEU | Sub - 02/03/15 | New provision (Part 4, new clause?) | ICT allowances Apply for allowances to be paid with respect to the costs of establishing, maintaining and using such ICT facilities when a worker is required to do so in order to satisfactorily perform their duties. | p.6 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 12. | NTEU | Sub - 02/03/15 | New provision (Part 4, new clause?) | Professional and Discipline Currency Allowance No provision for remuneration for casual staff for the specific work required to maintain currency in their discipline and relevant pedagogy, or to keep abreast of extensive institutional policies, both of which are inherent requirements of the job (as reflected in the fact that full time academics are paid to do this work. | p.2 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 13. | NTEU | Sub - 02/03/15 | New provision (Part 5?) | Hours of work Propose to insert term providing ordinary hours of work for academic staff. | p.1 | Being dealt with by Full Bench AM2015/6 – see Directions |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------------|--------------------------------|------------------------------|---|--------------------|--|
| 14. | NTEU | Sub - 02/03/15 | 18 and schedule A | Classification of academic staff NTEU propose a variation to provide that in the absence of a bona fide academic promotion system (and only in that circumstance) academic employees may seek to enforce the correct classification and rate of pay for the work that they perform on the basis of the Minimum Standards for Academic Levels (Sched A). | p.3 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 15. | AHEIA | Sub - 02/03/15 | 23.3 | Annual Leave Loading Replace “August quarter” with “May quarter”. | Attach 1 | |
| 16. | Universities | Sub - 02/03/15 | | | Para 3 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Higher Education Industry—General Staff—Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------------|--------------------------------|------------------------------|--|--------------------|---|
| 1. | Universities | Sub - 02/03/15 | General | Minor drafting error and other issues Will be subject of discussions between parties. NTEU will seek this and other minor drafting changes. | Para 3 | |
| | NTEU | Sub - 02/03/15 | | | p.6 | |
| 2. | NTEU | Sub - 02/03/15 | 4 | Coverage of research institutes Seek to vary award to cover general, technical and research staff in medical, health and science research institutes . | p.6 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 3. | AFEI | Sub - 05/03/15 | 4 | Coverage Seeks to clarify interaction between this award and other industry awards for university and student union organisations that are engaged in multiple industries. | p.2 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 4. | AHEIA | Sub - 02/03/15 | 7 | Award flexibility 'Full breadth' of award flexibility provisions should be included. | Attach 2 | To be dealt with as part of the award flexibility common issue - AM2014/300–Award flexibility |
| 5. | AHEIA | Sub - 02/03/15 | 10.1 | Full-time employment Definition and consequential - replace with “Continuing employment”. | Attach 2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------------|--------------------------------|------------------------------|---|--------------------|--|
| 6. | AHEIA | Sub - 02/03/15 | 10.3 | Fixed-term employment categories Add new paragraph (f) to provide for where an area is under review. | Attach 2 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 7. | AHEIA | Sub - 02/03/15 | 11.4 | Fixed-term expiry severance pay Propose severance pay provisions upon expiration of fixed term employment be deleted. | Attach 2 | Being dealt with by Full Bench AM2015/6 – see Directions |
| | Universities | Sub - 02/03/15 | | | Para 1 | |
| 8. | NTEU | Sub - 02/03/15 | 15 | Rates of pay - linking to classification descriptors Currently no words stating that classifications (sched B) are the determinant for classifying general staff. Seek to correct an anomaly omitted in error from the final General Staff Award in 2010. | pp.4-5 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 9. | AHEIA | Sub - 02/03/15 | 18.3 | Accident pay Propose to delete, sunset date passed. | Attach 2 | |
| 10. | NTEU | Sub - 02/03/15 | 18 new provision | ICT allowances Apply for allowances to be paid with respect to the costs of establishing, maintaining and using such ICT facilities when a worker is required to do so in order to satisfactorily perform their duties. | p.6 | Being dealt with by Full Bench AM2015/6 – see Directions |
| 11. | NTEU | Sub - 02/03/15 | 23 | Working hours and overtime Seek variation that imposes an obligation on employers to take active steps to ensure staff are only working additional hours if they are appropriately compensated through overtime payments, time off in lieu or similar. | p.4 | Being dealt with by Full Bench AM2015/6 – see Directions |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------------|--------------------------------|------------------------------|---|--------------------|--|
| 12 | AHEIA | Sub - 02/03/15 | 30.3 | Annual Leave Loading replace “August quarter” with “May quarter | Attach 2 | |
| | Universities | Sub - 02/03/15 | | | Para 3 | |
| 13. | NTEU | Sub - 02/03/15 | Sched B | Classification Definitions Seek to up-date descriptions to reflect work in universities in 2014. Do not seek to vary work value or relativities between job levels. | p.4 | |
| 14. | AMWU | Sub - 02/03/15 | 15.2 / Sched G | Apprentices Intends to propose changes to apprenticeship rates | Para 2 | Being dealt with by Full Bench AM2015/6 – see Directions |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Local Government Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--|------------------------------|------------------------------|---|-----------------------|--|
| 1. | USU | Sub-06/03/15 | 3 | Definitions and Interpretations Propose amendment to insert new definitions: “competency based training”; “council”; “days”; “employer”; “hourly ordinary time rate”; “local government entity”; and “ordinary pay” | Para 1 | |
| 2. | USU | Sub-06/03/15 | 3 | Definitions and Interpretations Propose variation to delete definitions: “employer”; “full rate of pay”; “hourly ordinary time rate”; and “local government entity” | Para 2 | |
| 3. | Local Government Associations and ASU | Sub-02/03/15 | 3.1 | Definitions and interpretation Propose variation to amend definition of “recreation centres” to include golf courses. | Schedule 1, para 3 | Substantive issues in this award determined – PR575440 |
| 4. | USU | Sub-06/03/15 | 4.3 | Coverage Delete clauses 4.3(d) and (e) | Para 5 | Substantive issues in this award determined – PR575440 |
| 5. | Local Government Associations and ASU | Sub-02/03/15 | 4.3(e) | Coverage Propose variation by deleting clause because the local government in Victoria provides education programs for four year | Schedule 1, para 2 | Substantive issues in this award determined – PR575440 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|--------------------------------------|--|--------------------|---|
| | | | | old children in kindergartens. | | |
| 6. | USU | Sub-06/03/15 | 8 | Consultation Propose deleting clause and replacing with new text. | Paras 6–7 | Proposed wording is provided. |
| 7. | USU | Sub-06/03/15 | 9 | Dispute resolution Propose variation to insert a new “Dispute Resolution Training” clause. | Paras 8–9 | Substantive issues in this award determined – PR575440 |
| | ASU | Sub-02/03/15 | | Propose variation to insert a new “Dispute Resolution Training” clause. | Para 18 | Substantive issues in this award determined – PR575440 |
| 8. | USU | Sub-06/03/15 | 10 | Employment categories Propose new “Employment categories” clause. | Paras 10–11 | Proposed wording is provided. |
| 9. | USU | Sub-06/03/15 | 11 | Termination of employment Propose deleting clause and replacing with new text. | Paras 12–13 | Proposed wording is provided. |
| 10. | USU | Sub-06/03/15 | 12 | Redundancy Propose deleting clause and replacing with new text. | Paras 14–15 | Proposed wording is provided. |
| 11. | FWO | Corro-02/03/15 | 10.5(b); 10.5(c); 23; and 24.2 | Employment categories; Penalty rates; Overtime Received enquiries in relation to whether casual loading is payable during overtime hours due to the interaction between clause 10.5(b) and 10.5(c) | Item 25 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--|------------------------------|------------------------------|---|-----------------------|-------------------------------|
| 12. | USU | Sub-06/03/15 | 14 | Rates of pay Propose deleting clause and replacing with new text. | Paras 16–17 | Proposed wording is provided. |
| 13. | USU | Sub-06/03/15 | 15 | Allowances Propose deleting clause and replacing with new text. | Paras 18–19 | Proposed wording is provided. |
| 14. | USU | Sub-06/03/15 | 18 | Higher duties Propose deleting clause and replacing with new text. | Paras 20–21 | Proposed wording is provided. |
| 15. | USU | Sub-06/03/15 | 19 | Payment of wages Propose deleting clause and replacing with new text. | Paras 22–23 | Proposed wording is provided. |
| 16. | Local Government Associations and ASU | Sub-02/03/15 | 20.4(h) | Superannuation Propose variation because the name of the fund has changed. | Schedule 1, para 1 | |
| 17. | USU | Sub-06/03/15 | 21 | Ordinary hours of work Propose deleting clause and replacing with new text. | Paras 24–25 | Proposed wording is provided. |
| 18. | ASU | Sub-02/03/15 | 21.2(b)(vii) | Days on which ordinary hours can be worked Propose amendment to delete subclause “garbage, sanitary and sullage services” | Para 19 | |
| 19. | ASU | Sub-02/03/15 | 21.2(b)(ix) | Days on which ordinary hours can be worked Propose amendment to delete subclause “libraries” | Para 20 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|---|---|--------------------|--|
| 20. | ASU | Sub-02/03/15 | 21.2 and 21.3 | Days on which ordinary hours can be worked Propose variation to delete subclause 21.3 and insert new subclause 21.2(d) and 21.3 | Paras 21–22 | Proposed wording is provided. |
| 21. | ASU | Sub-02/03/15 | 21.5; 23.3; 24.2(b); 24.3(b); 24.6(b) | Multiple provisions Propose variation to delete current clause and insert new. | Paras 23–27 | |
| 22. | USU | Sub-06/03/15 | 23 | Penalty rates Propose deleting clause and replacing with new text. | Paras 26–27 | Proposed wording is provided. |
| 23. | USU | Sub-06/03/15 | 24 | Overtime Propose deleting clause and replacing with new text. | Paras 28–29 | Substantive issues in this award determined – PR575440 |
| 23. | USU | Sub-06/03/15 | 25 | Annual leave Propose deleting clause and replacing with new text. | Paras 30–31 | Proposed wording is provided. |
| 24. | USU | Sub-06/03/15 | 25A | Personal/carer's leave Propose deleting clause and replacing with new text. | Paras 32–33 | Proposed wording is provided. |
| 25. | USU | Sub-06/03/15 | 27 | Parental leave Propose deleting clause and replacing with new text. | Paras 34–35 | Proposed wording is provided. |
| 26. | USU | Sub-06/03/15 | 28 | Public holidays Propose deleting clause and replacing with new text. | Paras 36–37 | Proposed wording is provided. |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 27. | ASU | Sub-02/03/15 | Insert new | Propose variation to insert new Part 7 to the award titled 'Further Conditions of Employment' | 38 | |
| 28. | ASU | Sub-02/03/15 | Insert new | Propose variation to insert new Schedule F in relation to rates of pay | 43 | |

NOTE: This award has been the subject of conferences before Commissioner Johns

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

State Government Agencies Administration Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------------|--------|------------------------------|------------------------------|--|--------------------|--|
| General issues | | | | | | |
| 1. | CPSU | Sub-27/02/15 | - | Confirm request that award be dealt with concurrently with proceedings in relation to state reference public sector transitional award modernisation process for the State agencies group (AM2013/31 and others) | Para 1.1 | |
| 2. | APESMA | Sub-02/03/15 | - | Support the request of the CPSU that the award be dealt with concurrently with proceedings in relation to state reference public sector transitional award modernisation process for the State agencies group (AM2013/31 and others) | | |
| 3. | APESMA | Sub-02/03/15 | - | Support the submission of the CPSU. | | |
| Clause specific issues | | | | | | |
| 4. | CPSU | Sub-27/02/15 | 1 | Title Propose that the award be titled <i>State Government Agencies Award</i> | Item 2.1 | Substantive issues in this award dealt with by Full Bench in AM2015/7 – see Full Bench decision |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 5. | CPSU | Sub-27/02/15 | 13; 14 and Schedule B | Classifications; Minimum wages; and Position Statements Vic Roads road worker classification renamed as 'Field work stream' needs to be included in the classification structure. | Item 2.2 | |
| 6. | CPSU | Sub-27/02/15 | 25 | Personal/carer's leave and compassionate leave Supplement NES with superior public sector standards for sick leave; and compassionate leave. | Item 2.4 | |
| 7. | CPSU | Sub-27/02/15 | 28 | Parental leave Supplement NES with superior public sector standard for parental leave. | Para 2.5 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Coal Export Terminals Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|---|
| 1. | CFMEU | Sub-02/03/15 | 10.3(c) | Casual Employment Current award states that casual loading paid instead of ‘ <i>the other attributes of full-time and part-time employment</i> ’. Made submissions opposing change of ‘attributes’ to ‘entitlements’ in Mining Award exposure draft - sub06/11/14 . Raise same issue in regard to this award, but note there is no exposure draft yet. | Item 4-6, p.1 | Drafting issue; see also paras [68]–[69] [2014] FWC FB 9412 |
| 2. | CFMEU | Sub-02/03/15 | 16 | Ordinary hours of work Seek that Saturday and Sunday penalty rates apply equally to shiftworkers when work ordinary hours worked on those days. Also, provision should be made for payment of penalty rate for ordinary hours on public holidays for shiftworkers and others. Rate should be triple time consistent with Black Coal Mining industry. | Items 7-11, p.2 | |

See [Schedule 1](#) for a list of abbreviations

Republished 18 February 2016

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Dredging Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|---------------------------|---|--------------------|---|
| 1. | FWO | Corro-2/3/2015 | 14.3 | <p>Weekly aggregated wage Unclear what is meant by “weekly aggregated wage”.</p> <p>Use of term in clause 14.3 differs from clause 14.1 and 14.2 which both provide “minimum weekly rates” in respect of different categories of employees.</p> <p>In the absence of a definition of “weekly aggregated wage” it may be unclear which entitlements have been “aggregated” (and as a result it may be unclear which, if any, entitlements remain separately payable).</p> | P.5 | Information based on common queries raised with FWO |
| 2. | AWU | Sub-10/12/15 | 23 | <p>Annual leave loading Seeks insertion of annual leave loading provision</p> | Paras 3–13 | |

See [Schedule 1](#) for a list of abbreviations

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This table is a summary of proposed variations lodged for this award – **updated 24 December 2015**.

Electrical Power Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFEREN CE | NOTES |
|------|---|-------------------------------|------------------------------|--|------------------------|--|
| 1. | CFMEU - Mining and Energy Division | Sub -02/03/15 | 13.5 | Types of employment Current award states that the casual loading paid instead of 'the other attributes of full-time and part-time employment'. CFMEU opposed change of 'attributes' to 'entitlements' in Mining Award exposure draft, Sub-06/11/14 . Raise the same issue here although note there is no exposure draft as yet. Seeks the removal of term "attributes" and replace with "entitlements" . | Para 6 | Error in summary corrected in response to CFMEU correspondence of 24/12/15 Drafting issue; see also paras [68]–[69] [2014] FWCFB 9412 |
| 2. | CEPU – (ETU) | Sub -02/03/15 | 18 | Allowances Seeks the inclusion of an 'electrician's licence' allowance. | Page 1 | Being dealt with in AM2015/9 |

See [Schedule 1](#) for a list of abbreviations

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This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Marine Towage Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |

See [Schedule 1](#) for a list of abbreviations

Republished 18 February 2016

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Port Authorities Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |

See [Schedule 1](#) for a list of abbreviations

Republished 18 February 2016

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Ports, Harbours and Enclosed Water Vessels Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|---|
| 1. | AIMPE | Sub-02/03/15 | 4.1 | Coverage Because of how the coverage clause is drafted, Inshore Enterprise Agreements incorrectly refer to this Award. Party submits that the Award's coverage is broader than it should be. Propose number of changes to coverage. | Para 1 | To be referred to a separately constituted Full Bench for determination – AM2016/5 |
| 2. | FWO | Corro-02/03/15 | 10.3(b) | Casual loading It is unclear whether the casual loading applies instead of or addition to overtime and shiftwork rates. | Item 30 page 8 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 3. | AIMPE | Sub-02/03/15 | 13.1 | Wages Incorrect relativity between rate of pay for Master and Engineer. Seeking parity between Engineer classification at 100% relativity and Master. | Para 2 | To be referred to a separately constituted Full Bench for determination – AM2016/5 |
| 4. | FWO | Corro-02/03/15 | 18.2 | Ordinary hours Unclear under which circumstances an employee can work ordinary hours on Saturday or Sunday, given clause 20.1(b) and 20.3 refer to ordinary hours worked on Saturday or Sunday, whereas clause 18.2 states ordinary hours can be worked Monday to Friday. | Item 31 page 8 | |

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Seagoing Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|--|
| 1. | AIMPE | Sub-02/03/15 | 4 | <p>Coverage - coverage clause may need revision. There are problems with the manner in which the <i>Ports, Harbours and Enclosed Water Vessels Award 2010</i> is being utilised which impact of the <i>Seagoing Award 2010</i>. (Also see submission in relation to <i>Ports, Harbours and Enclosed Water Vessels Award 2010</i> coverage in table on page 6.)</p> <p>Definitions of Accommodation vessels and Transshipment vessels should be included in the definition of 'Seagoing industry'.</p> | Page 3 - Para 4 | To be referred to a separately constituted Full Bench for determination – AM2016/5 |
| 2. | AIMPE | Sub-02/03/15 | 13 | <p>Classifications - Two passenger vessel schedules of classifications should be inserted.</p> | Page 3 - Para 1 | Referred to a separately constituted Full Bench for determination – AM2016/5 |
| 3. | AIMPE | Sub-02/03/15 | 13 | <p>Classifications - A classification of 'electrician' should be added to the 'second mate/second engineer' grading. For passenger vessels, a grading of 'chief electrician' or 'first electrician' should be added.</p> | Page 3 - Para 2 | Referred to a separately constituted Full Bench for determination – AM2016/5 |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|--|--------------------|-------|
| 4. | AIMPE | Sub-02/03/15 | 13 | Classifications - Consideration should be given to including classifications for fitters and boilermakers. | Page 3 - Para 3 | |
| 5. | FWO | Corro-02/03/15 | 18.2, 27 | Hours of work - Interaction between these two clauses and the NES is unclear. | Para 34 | |
| 6. | FWO | Corro-02/03/15 | 30 | Leave—employees on a vessel granted a temporary licence – It is unclear whether the leave payable under this clause is in addition to the NES entitlement or in substitution to it. | Para 35 | |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Gardening and Landscaping Services Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------|--|-----------------|------------------------|
| 1. | BusSA | Sub-02/03/15 | Schedule B | Classification Structure Undergoing further consultation with members regarding inclusion of indicative tasks in classification structure. | p.6 | May pursue a variation |
| 2. | | | | Classification Structure Term ‘occupational health and safety’ does not reflect current legislation and should be amended. May seek to replace the wording in the current award with the term ‘work health and safety’. | p.6 | |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Horticulture Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------------|--------------------------------|---------------------------------------|--|--------------------|--|
| 1. | Mitolo and others | Sub-02/03/15 | 4 | Coverage May seek changes to the coverage clause depending upon Full Bench decision in C2014/7871 (also affects Storage Services). | p.1 | See [2015] FWCFB 2524 AIG to provide further information [TN87–100] |
| | AIG | Sub-02/03/15 | | Coverage May seek changes to the coverage clause depending upon Full Bench decision in C2014/7871. | para 5 | |
| 2. | NFF | Sub-13/03/15 | 4 | Coverage Intends to propose change to give effect to the intention that the Award covers ‘agricultural production within the farm gate’. | para 5(a) | |
| 3. | FWO | Corro-02/03/15 | 10.4(c); 22.1(d) and 22.2(h) | Overtime entitlement for casuals Has received enquires as to whether casual employees are entitled to overtime rates. Interaction of provisions may cause uncertainty amongst award users regarding whether overtime rates in 22.1 and 22.2 apply to casuals. | Item 18 p.6 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| | AWU | Sub-02/03/15 | | Overtime entitlement for casuals Intend to pursue a variation to clarify that casuals receive overtime when they work: | paras 3-5 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|---|
| | | | | <ul style="list-style-type: none"> • In excess of the ordinary hours (clause 10.4(a)); • Outside the span of ordinary hours and maximum daily hours (clause 22.1); and • Outside the span of ordinary hours and maximum shift hours (clause 22.2) <p>Will seek to delete the words ‘full-time and part-time’ appearing in clause 22.1 and 22.1(d).</p> | | |
| 4. | FWO | Corro-02/03/15 | 10.4(c); 22.1 and 22.2 | <p>Shiftwork provisions applying to casuals Unclear whether shiftwork provisions in clause 22.2 can apply to casual employees.</p> <p>May be unclear whether shiftwork provisions in clause 22.2, (which do not mention which types of employees it may cover), should be read in conjunction with clause 22.1 (ordinary hours of work and rostering for full-time and part-time employees).</p> | Item 19 p.6 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 5. | FWO | Corro-02/03/15 | 15 | <p>Piecework rate of pay - casuals Have received enquiries about how to calculate piecework rate for casuals. May be unclear whether under clause 15.3 the piecework rate should be calculated:</p> <ul style="list-style-type: none"> • On a compound basis; or • On a cumulative basis. | Item 21; p.6 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|--|
| 6. | | | 15.5, 22, 25 and 26 | Piecoworkers rate of pay when on annual leave/personal leave Received enquiries about how to determine amount a piecworker should be paid when they take annual leave or personal/carers leave under clauses 25.1 and 26. May be unclear how to determine the amount of leave payable and at what rate it should be paid. | Item 20; p.6 | |
| 7. | BusSA | Sub-02/03/15 | 19.3 | Payment of wages on termination of employment Current award states wages must be paid on day of termination or forwarded by post next working day. Seek to insert alternative wording into this clause as per the <i>Vehicle Manufacturing Repair, Service and Retail Award 2010</i> . Issue affects multiple awards (see Correspondence from AIG of 25 Nov 2014) | p.6 | Referred to separately constituted Full Bench |
| 8. | NFF | Sub-13/03/15 | Schedule B | Classification Structure and Definitions Intend to propose change to change the process for progression through classifications. | para 5(b) | |
| 9. | | | New clause | Intends to insert an annual salaries provision. | para 5(c) | Referred to a separately constituted Full Bench |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Nursery Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|---|
| 1. | BusSA | Sub-02/03/15 | 4.2 | Coverage Undergoing further consultation with members regarding coverage clause in respect of the inclusion of businesses that hire plants. | p.7 | |
| 2. | BusSA | Sub-02/03/15 | 10.3 | Part-time employment - Rosters Proposes that sub-clause is varied to remove the required 48 hours' notice in emergency situations. | p.7 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 3. | FWO | Corro-02/03/15 | 24.2 | Overtime entitlement for casuals Received enquires as to whether casual employees are entitled to overtime rates. Clause 24.2(f) provides that all time worked outside ordinary hours is overtime. May not be clear whether overtime rates can apply to casuals. | Item 28, p.8 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Pastoral Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|---|
| 1. | NFF | Sub-02/03/15 | 3 | Definitions Amend the definition of ‘broadacre field crops’ to reflect generic crop descriptors rather than to specific crops. | para 4(a) | Determined by Full Bench in AM2015/23 |
| 1A. | AWU | Sub-10/12/15 | 31.4 | Overtime Seeks deletion of TOIL provision as may have no effect due to s.326 of the <i>Fair Work Act 2009</i> | Paras 3–13 | Pending outcome of AM2014/300 |
| 2. | FWO | Corro-02/03/15 | 35.3 and 35.9 | Shiftwork definitions May be unclear under which circumstances an employee should be considered a shiftworker (as ‘shiftworker’ is not a defined term). | Item 29; p.8 | |
| 3. | NFF | Sub-02/03/15 | 42 | Overtime Restore ‘milking’ as an activity akin to feeding and watering of stock for the purposes of overtime on Sundays. | para 4(e) | No longer pressed (transcript – 9 Oct15 at PN66). |
| 4. | AWU | Sub-02/03/15 | 42.3 | Overtime Currently no penalty rate for employees on poultry farms who work ordinary hours on a Saturday. Intend to seek a variation to clause 42.3 so that it reads: “The rate of pay for overtime will be time and a half, provided that time and a half will be paid for all work | para 6-10 | No longer pressed (transcript – 9 Oct15 at PN66). |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|---|
| | | | | performed on Saturday and double time will be paid for all work performed on Sunday except in the case of feeding or watering the stock when such work will be paid for at the time rate of time and a half.” | | |
| 5. | AWU | Sub-13/03/15 | 44.4(b) | Insertion of employment conditions for learners. | para 2 | Determined by Full Bench in AM2015/23 |
| 6. | NFF | Sub-02/03/15 | 45 | Woolclassers’ formula Seeks to clarify the method for calculating the Woolclassers’ formula. | para 4(b) | Determined by Full Bench in AM2015/23 |
| 7. | NFF | Sub-02/03/15 | 45 | Rate for crutching stud ewes Seek to clarify the method for calculating the rate for crutching stud ewes. | para 4(c) | Determined by Full Bench in AM2015/23 |
| 8. | AWU | Sub-13/03/15 | 45 | Rate for crutching stud sheep and rams Seek insertion of higher rates for crutching stud sheep and rams. | para 2 | Determined by Full Bench in AM2015/23 |
| 9. | NFF | Sub-02/03/15 | New clause | Insert an annual salaries provision. | para 4(d) | Considered by Full Bench in AM2015/23 |

NOTE: This award has been the subject of a separately constituted Full Bench, see Decision [\[2015\] FWCFB 8810](#)

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Silviculture Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | NOTES |
|--|-------|----------|---------------------------|------------------|-------|
| NO AWARD SPECIFIC SUBMISSIONS RECEIVED | | | | | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Sugar Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|--|--------------------|---|
| 1. | NFF | Sub-12/11/15 | 20.2 | Piecework Seeks to reduce current loading of 20% to 12.5%. | Para 4-5 | |
| 2. | AMWU | Sub-02/02/15 | 22.30 and/or 23.3 | Tool Allowance Propose insertion of tool allowance for apprentices. This could be done by creating a separate entitlement for apprentices or by amending current entitlement to apply to apprentices. | Para 3 | See also Transitional Review decision: [2013] FWCFB 9295 at paras 14–17 |
| 3. | FWO | Corro-02/03/15 | 11.3(a) | Piecework Rate Query whether the calculation of the minimum piece rate (clause 20.2) for casual employees should include the casual loading and, if so, how the casual loading and the additional 20% piecework loading interact. | Item 37 page 9 | |
| 4. | FWO | Corro-02/03/15 | 20.2(a) | Piecework Rate Query whether the calculation of the minimum piece rate for employees performing work during penalty hours should take into account penalty rates in the Award, and if so, how these and the additional 20% piecework loading interact. | Item 36 page 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|-------|
| 5. | FWO | Corro-02/03/15 | 29.2(c) | <p>Sunday Rate It may be difficult to determine the correct Sunday rate for field sector employees, given clause 28.2(c) provides that field sector employees receive time and a half for all ordinary time on Sunday, however clause 31.2(b) provides that all work done on Sunday must be paid at double time rate.</p> | Item 36 page 9 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Wine Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|---------------------------|---|--------------------|--|
| 1 | SAWIA | Sub - 2/3/2015 | 13.3 | Casual employment Seeks lower minimum engagement for casual employees. | p.1 | Being dealt with by Part-time and Casualls Full Bench in AM2014/196 and AM2014/197 |
| 2 | SAWIA | Sub - 2/3/2015 | New clause 17 | Annualised salaries Seeks inclusion of annualised salary to enable employer to pay a salary in satisfaction of certain provisions of the award. | p.1 | Variation likely to be proposed Referred to separately constituted Full Bench - AM2016/7 |
| 3 | SAWIA | Sub - 2/3/2015 | 24.3 | Meal allowance Enable employer to provide meal in lieu of paying meal allowance. | p.1 | Referred to separately constituted Full Bench - AM2016/7 |
| 4. | SAWIA | Sub-12/11/2015 | 28.2 | Ordinary hours of work and rostering Seeks to insert a new subclause to include a specific Sunday penalty rate for day workers in the Cellar Dollar Sales Stream at 150%. | Page 1 | Referred to penalty rates Full Bench in AM2014/305 |
| 4A | SAWIA | Sub - 2/3/2015 | 28.2(d)(i) | Vintage ordinary hours Extend vintage ordinary hours to laboratory and cellar employees. | p.1 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------------|----------------------------------|---------------------------|--|--------------------|--|
| 5 | SAWIA | Sub - 2/3/2015 | | Vintage ordinary hours Include Sundays in vintage ordinary hours. | p.1 | Referred to penalty rates Full Bench in AM2014/305 |
| 6 | SAWIA | Sub - 2/3/2015 | 28.2(g)(i) | Penalty rates Reduce Sunday penalty rate. | p.1 | |
| 7 | SAWIA | Sub - 2/3/2015 | 28.3(g) | Penalty rate Reduce Sunday penalty rate for shiftworkers. | p.2 | |
| 8 | FWO | Corro - 2/3/2015 | 13.2 and 23.2 | Piecework rate for Casuals Formula for calculating piecework rate does not refer to casual loading. Uncertainty whether a casual worker who is being paid the piecework rate continues to be entitled to the 25% casual loading in clause 13.2 and if so, how the casual loading and piecework loading interact. | p.10 | Information based on common queries raised with FWO Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 9 | United Voice | Sub - 2/3/2015 | 12 | Part time employees Seeks variation to guarantee minimum of 15 hours per week to part-time workers. | p.1 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 10 | United Voice | Sub - 2/3/2015 | 12 | Part time employees Introduce requirement for 2 weeks' notice of any agreed variation to a part time worker's established pattern of hours in addition to variation being agreed. | p.1 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------------|--------------------------------|---------------------------|--|--------------------|--|
| 11 | United Voice | Sub - 2/3/2015 | 24.1 | Travel allowance Seeks payment of travel allowance on travel for training purposes. | p.1 | Referred to separately constituted Full Bench - AM2016/7 |
| 12 | United Voice | Sub - 2/3/2015 | 24.6(c) | Wine vat allowance Increase Wine Vat allowance from 4.2% to 20% of the standard rate per hour. | p.1 | Referred to separately constituted Full Bench |

NOTE: This award has been the subject of conferences before Commissioner Hampton - see [Report to the Full Bench](#)

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Aboriginal Community Controlled Health Services Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------|-----------------------------|------------------------------|---|--------------------|-------|
| 1. | UV | Sub-03Mar15 | | Terminology The words ‘and Torres Strait Islander’ should be added after the word ‘Aboriginal’ throughout the award (including titles and classifications). | Page 2 | |
| 2. | NATSIHWA | Sub-06Mar15 | | Education and training Award should incentivise ongoing participation in further education. | Para 21 | |
| 3. | NATSIHWA | Sub-06Mar15 | 4 | Coverage Scope of award coverage should be extended to all Aboriginal and Torres Strait Islander health workers (beyond Aboriginal community controlled health services). | Paras 7–10 | |
| 4. | HSU | Sub-02Mar15 | 10 | Minimum engagement Minimum engagement for all employees should be increased to four hours. | Para 3, 8 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------|-----------------------------|------------------------------|--|--------------------|---|
| 5. | HSU | Sub-02Mar15 | 10.4 | Casual employees Casual loading should be paid in addition to other shift allowances and weekend and public holiday rates. | Para 5 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 6. | NATSIHWA | Sub-06Mar15 | 14 | Minimum wages Improvement to minimum wages is sought. | Para 11 | |
| 7. | NATSIHWA | Sub-06Mar15 | 15 | Allowances Variation to allowances is sought, in order to bring them in line with allowances afforded to other health professionals. | Para 12 | |
| 8. | NATSIHWA | Sub-06Mar15 | 15 | Allowances An 'isolation allowance' is sought. | Para 13 | |
| 9. | HSU | Sub-02Mar15 | 15 | Allowances 'Sole practitioner', 'climatic and isolation' and 'removal expenses' allowances are sought. | Para 11 | |
| 10. | HSU | Sub-02Mar15 | 15.3 | Clothing allowance A new entitlement for replacement of damaged clothing is sought. | Para 11 | |
| 11. | HSU | Sub-02Mar15 | 15.4 | On call and recall allowances Variations to on call and recall allowances sought. | Para 12 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|-------|
| 12. | HSU | Sub-02Mar15 | 18 | Payment of wages Penalty for late payment of wages is sought. | Para 10 | |
| 13. | HSU | Sub-02Mar15 | 22.1 | Rostering An allowance for employees who are the subject of a unilateral employer-imposed roster change is sought. | Para 7 | |
| 14. | HSU | Sub-02Mar15 | 22.1 | Rostering Increase from seven days to 14 days is sought. | Para 8 | |
| 15. | HSU | Sub-02Mar15 | 22 | Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts, is sought. | Para 8 | |
| 16. | HSU | Sub-02Mar15 | 23 | Breaks Inclusion of tea-break provisions is sought. | Para 9 | |
| 17. | HSU | Sub-02Mar15 | 25 | Shiftwork Shift allowances be payable regardless of the day of the week and casual loading be paid in addition to other penalties (excluding overtime). | Para 14–15 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------|-----------------------------|------------------------------|---|--------------------|-------|
| 18. | NATSIHWA | Sub-06Mar15 | 30 | Ceremonial leave Variation is sought to take into account the broader Aboriginal and Torres Strait Islander concept of family and kinship, and to confirm that ceremonial leave may be used for bereavement related ceremonies and obligations. | Para 14 | |
| 19. | NATSIHWA | Sub-06Mar15 | Schedule B | Classification definitions Classifications should be revisited with a view to providing a framework for long-term career paths and promotion to senior roles. | Para 16 | |
| 20. | HSU | Sub-02Mar15 | Schedule B | Classification definitions Variation of classification nomenclature and terminology is sought. | Para 6 | |
| 21. | NATSIHWA | Sub-06Mar15 | Schedule B | Classification definitions Definitions for senior level roles should include a reference to mentoring and coaching of junior employees. | Para 16 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------|-----------------------------|------------------------------|---|--------------------|-------|
| 22. | NATSIHWA | Sub-06Mar15 | Schedule B | Classification definitions Aboriginal knowledge and cultural skills components should be strengthened, including through reference to training courses. | Para 20 | |
| 23. | NATSIHWA | Sub-06Mar15 | Schedule B.1 | Classification definitions Definitions should be supplemented to provide greater guidance on when employees should progress between pay levels. | Para 17 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Aged Care Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------------|-----------------------------|------------------------------|--|--------------------|---|
| 1. | Aged Care Employers | Sub-02Mar15 | | Telephone advice payment Insert new clause providing for payment to employees who provide telephone advice outside normal rostered hours. | Page 2 | |
| 2. | HSU | Sub-02Mar15 | | On call and recall Inclusion of new provisions sought. | Para 15 | |
| 3. | Aged Care Employers | Sub-02Mar15 | 10.3 | Part-time employees Seek removal of the requirement that any additional hours agreed to between an employer and employee be recorded in writing. | Page 2 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 4. | HSU | Sub-02Mar15 | 10.4 | Casual loading Casual loading to be paid in addition to other shift allowances and weekend and public holiday rate. | Para 5 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 5. | HSU | Sub-02Mar15 | 15 | Allowances Inclusion of the following: phone allowance, on call/recall allowances, reimbursement of costs associated with first aid certificate renewal. | Para 14 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------------|-----------------------------|------------------------------|--|--------------------|-------|
| 6. | UV | Sub-03Mar15 | 15.2 | Allowances Variation to clothing and equipment allowance is sought to clarify number of uniforms to be provided. | Page 2 | |
| 7. | HSU | Sub-02Mar15 | 15.2 | Allowances Variation is sought to the clothing and equipment allowance. | Para 14 | |
| 8. | HSU | Sub-02Mar15 | 17 | Payment of wages Penalty for late payment of wages is sought. | Para 13 | |
| 9. | Aged Care Employers | Sub-02Mar15 | 22.6 | Rosters Allow for a roster to be changed at any time where the employer and employee(s) agree and/or where there is an unexpected absence. | Page 2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|-----------------------------|------------------------------|--|--------------------|-------|
| 10. | HSU | Sub-02Mar15 | 22.6 | Rostering An allowance for employees who are the subject of a unilateral employer-imposed roster change is sought. | Para 7 | |
| 11. | HSU | Sub-02Mar15 | 22.7, 22.8, 22.9 | Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts, sought. | Para 9 | |
| 12. | HSU | Sub-02Mar15 | 22.7 | Minimum engagements Minimum engagement should be four hours for all employees. | Para 3 | |
| 13. | HSU | Sub-02Mar15 | 22.8 | Broken shift Delete provision or, in the alternative, provide for an allowance and overtime to be paid, and for the minimum engagement to apply to each part of the shift. | Paras 10–11 | |
| 14. | HSU | Sub-02Mar15 | 22.9 | Sleepovers Variation to applicable sleepover rate is sought. | Para 12 | |
| 15. | Anonymous | Sub-20Oct14 | 22.9 | Sleepovers Amendment to sleepover provisions sought. | Pages 1–2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|--|--------------------|----------------------------|
| 16. | UV | Sub-03Mar15 | 22.9 | Sleepovers Substantial variation to clause is sought. | Pages 2–4 | Proposed wording provided. |
| 17. | HSU | Sub-02Mar15 | 23, 26 | Weekend work Payment of shift allowances and casual loading for weekend work is sought. | Para 16–17 | |
| 18. | HSU | Sub-02Mar15 | 25 | Overtime Employees should be paid overtime when they work beyond their rostered hours, in excess of the daily maximum of 10 hours or on an average weekly hours basis. | Para 19 | |
| 19. | HSU | Sub-02Mar15 | 32 | Ceremonial leave Clause should be expanded to include ‘Torres Strait Islanders’. | Para 20 | |
| 20. | HSU | Sub-02Mar15 | Schedule B | Classification Definitions Variation of classification nomenclature and terminology is sought. | Para 6 | |
| 21. | UV | Sub-03Mar15 | Schedule B.4 | Classification definitions Replace “is required to hold a relevant Certificate III” with “holds a relevant Certificate III”. | Pages 4-5 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Children's Services Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|-----------------------------|------------------------------|--|--------------------|-------|
| 1 | UV | Sub-13Nov15 | 15 | Allowances Seek to include two allowances to reflect the change in legislation which have created new roles. A weekly allowance for an employee appointed as an educational leader and an hourly allowance for a responsible person physically present at a child care centre. | Page 1 | |
| 2 | G8E | Sub-12Nov15 | 14 | Minimum wages Seeks to insert clause from <i>Educational Services (Teachers) Award 2010</i> at 14.2. | Page 1 | |
| 3 | An individual | Sub-11Nov15 | Schedule B | Classifications Seeks to insert new classifications of Educational Leader as a result of the Education and Care Services National Regulations. Seek to insert qualifications for approved anaphylaxis management training. | Para 1-2 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|-------|
| 4 | | | 15 | Allowances Seeks to insert allowances so the Responsible Person can be appropriately remunerated for additional responsibilities and duties. | Para 3 | |
| 5 | OSHC | Sub-19Nov15 | Schedule B | Classifications Education and Care Services National Regulations are not new and would impose a significant cost per year, if introduced as a new classification. | Page 1-2 | |
| 6 | UV | Sub-3Mar15 | 4.1(d) | Coverage Seeks to vary clause to include Clerk Private Sector Award 2010. | Page 2 | |
| 7 | AFEI | Sub-5Mar15 | 10.4 | Part-time employment Seeks to vary clause so part-time employees may work up to 10 hours per day before overtime applies. | Point 1 | |
| 8 | BSA | Sub-2Mar15 | 10.4(e) and 10.5(e) | Casual employment Seeks to clarify wording of clauses as they could cause confusion about the applicable pay requirements in relation to 23.4(e) | Page 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| 9 | BSA | Sub-2Mar15 | 10.5(b) | Casual employment Clause currently only allows for casuals to be engaged if they are required for emergencies or relief purposes – party consulting further with members and may pursue a variation. | Page 8 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 10 | CCSA | Sub-2Mar15 | 10.5(d) | Casual employment Seeks to vary clause to reduce administrative complexity in the many small-to-medium enterprises – proposed wording in submission. | Page 3 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 11 | CCSA | Sub-2Mar15 | 10.5(e) and 23.2(a) | Casual employment Seeks to remove casual loading when overtime rates are payable to casual employees. | Page 3 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 12 | ACSAE | Sub-2Feb15 | 14 | Minimum wages Party seeks the insertion of junior rates into award. | Para 3 | |
| 13 | CCSA | Sub-2Mar15 | 14.1 | Minimum wages Seeks an additional pay level for the classification of Support Worker Level 3 as a Level 3.2 and Level 3.3. | Page 4 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 14 | UV | Sub-3Mar15 | 15 | Allowances Seeks to insert new clause/allowance for training as there is no provision currently in the award for training. | Page 5 | |
| 15 | CCSA | Sub-2Mar15 | 15 | Allowances Seeks introduction of allowances for a Nominated Supervisor, Educational Leader and Certified Supervisor. | Page 4 | |
| 16 | UV | Sub-3Mar15 | 15 | Allowances Seeks the inclusion of a 'Programming and Administrative' tasks allowance for Children Service Employees that are required to perform additional programming and administrative duties in addition to their rostered hours. | Page 2 | |
| 17 | CCSA | Sub-2Mar15 | 15.1 | Allowances—broken shift allowance Seeks to clarify what constitutes a broken shift. | Page 4 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 18 | BSA | Sub-2Mar15 | 15.2(b) | Allowances—clothing and equipment allowance Seeks to vary clause to include a maximum allowance per week – suggests similar wording to the General Retail Industry and Pharmacy Award 2010. | Page 9 | |
| 19 | UV | Sub-3Mar15 | 15.2(b) | Allowances—clothing and equipment allowance Seeks to insert a note below clause – suggested wording in submission. | Page 3 | |
| 20 | UV | Sub-3Mar15 | 15.2(e) | Allowances—clothing and equipment allowance Seeks to add the words ‘hat, sun protection (including sunscreen lotions)’ before the word ‘goggles’. | Page 3 | |
| 21 | CCSA | Sub-2Mar15 | 18.1(e) | Higher duties Party proposes deleting this clause. | Page 5 | |
| 22 | CCSA | Sub-2Mar15 | 18.1(e) | Higher duties Party proposes deleting this clause. | Page 5 | |
| 23 | UV | Sub-3Mar15 | | Seeks to delete clause or delete the phrase ‘(including in-service training)’. | Page 3 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 24 | CCSA | Sub-2Mar15 | 20.5(b) | Superannuation—absence from work Seeks to delete clause as it create administrative complexity which works against the modern awards objective. It also contradicts the Superannuation Guarantee provisions. | | |
| 25 | ABL | Sub-2Mar15 | 21 and 10 | Ordinary hours of work and rostering Seeks to vary clause to provide employers with greater flexibility to change rosters other than with 7 days' notice. | Para 7 | |
| 26 | ABL | Sub-2Mar15 | 21 | Ordinary hours of work and rostering Seeks to vary clause to allow ordinary hours to be worked before 6.00 am or after 6.30 pm. | Para 7 | |
| 27 | BSA | Sub-2Mar15 | 21.2 | Ordinary hours of work and rostering Seeks to a variation of clause to remove ambiguity regarding broken shifts and ordinary hours. | Page 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 29 | UV | Sub-3Mar15 | 21.5 | Ordinary hours of work and rostering—non-contact time Seeks to vary clause by extending non-contact time to 8 hours per week. | Page 3 | |
| 30 | UV | Sub-3Mar15 | 24.4(e) | Annual leave—taking annual leave Seeks to reduce maximum amount of leave without pay for a Christmas close down of 4 weeks to 2 weeks. | Page 4-5 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Educational Services (Teachers) Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|---------------------------------------|------------------------------|---|--------------------|-------|
| 1 | UV | Submission-11/11/2015 | 20 | Allowances Seeks to include two allowances to reflect change in legislation which have created new roles. A weekly allowance for employee appointed as educational leader and an hourly allowance for responsible person physically present at a child care centre. | Page 1 | |
| 2 | An individual | Submission-11/11/2015 | Schedule B | Classifications Seeks to insert new classifications of Educational Leader as a result of the Education and Care Services National Regulations. Seeks to insert qualifications for approved anaphylaxis management training. | Para 1-2 | |
| 3 | | | 15 | Allowances Seeks to insert allowances so the Responsible Person can be appropriately remunerated for additional responsibilities and duties. | Para 3 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---------------------------------------|------------------------------|---|--------------------|-------|
| 4 | AFEI | Submission – 02/03/15 | General comment | Expressed interest in award but made no specific submissions. | | |
| 5 | ISV | Submission – 02/03/15 | 3 | Definitions Definitions for four year trained teachers do not accurately represent the qualifications that are accepted and accredited by the State and Territory teacher registration or accreditation authorities. | Page 2, Para 1 | |
| 6 | IEU | Submission – 02/03/15 | 3 | Definitions – teachers employed as directors Variation of definition of teacher in clause three to ensure coverage of teachers employed as directors previously covered by Children’s Services Award. | Para 1 | |
| 7 | CCSA | Submission – 02/03/15 | 4 | Coverage – early childhood teachers Remove coverage of early childhood teachers as award is focused on requirements of schools and their employees and does not cover unique needs of children’s service or early childhood education. CCSA would prefer an industry | Pages 6 – 7 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|---------------------------------------|------------------------------|--|--------------------|-------|
| | | | | award that covered the entire children's services and early childhood education industry, including ECTs, Children's Services employees and support workers. | | |
| 8 | CCSA | Submission – 02/03/15 | 10.1(d) & 10.6 | Types of employment Seeks removal of fixed term employment at clauses 10.1(d) and 10.6 for early childhood teachers. The needs of children's services and early childhood education industry can be adequately met by full-time, part-time or casual employment either permanently or on contract. | Page 7 | |
| 9 | ACA Anors | Submission – 02/03/15 | 10.4 | Roster flexibility Proposed variation to provide employers with greater flexibility to change rosters which may require amendment. | Page 1, para 1 | |
| 10 | CCSA | Submission – 02/03/15 | 10.4(e) | Part-time employment – ECTs Propose part-time arrangements for ECTs should match that of all other employees in the children's services and early childhood education industry. | Page 7 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---------------------------------------|------------------------------|--|--------------------|-------|
| | | | | 10.4(e) would then become redundant and could be deleted. | | |
| 11 | CCSA | Submission – 02/03/15 | 10.5 | Casual employment – ECTs Descriptions of casual employees for ECTs should be aligned with those in the children’s services award to recognise the common environment and conditions. | Page 7 | |
| 12 | CCSA | Submission – 02/03/15 | 11.4 | Notice of termination Propose amending clause to require notice be in writing in accordance with s.117(1) of Act. | Page 7 | |
| 13 | ISV | Submission – 02/03/15 | 13 | Classifications For purpose of recognising experience gained whilst the person holds teaching qualifications recognised by relevant state and territory registration or accreditation authority. | Page 2, para 2 | |
| 14 | FWO | Submission – 02/03/15 | 10.4(b), 13.4 and 14 | Part-time salary scale, pro-rata payment ‘Years of service’ is not defined for purpose of salary progression in clause 14. It is unclear whether the progression each calendar year | | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---------------------------------------|------------------------------|--|--------------------|-------|
| | | | | should be pro-rated each year or whether this should be done on a calendar year. | | |
| 15 | IEU | Submission – 02/03/15 | 14.5(b)(i) | Teachers working a quarter day Proposed variation to ensure employees are only paid the quarter day rate when employed for less than 2 hours and the half day rate when employed for less than 3.8 hours. | Para 3 | |
| 16 | CCSA | Submission – 02/03/15 | 15 | Allowances Proposes introduction of allowances for ‘nominated supervisor’ (if also not director), ‘educational leader’ and ‘certified supervisor placed in day-to-day charge to reflect current legislative requirements. | Page 8 | |
| 17 | CCSA | Submission – 02/03/15 | 19 | Hours of work – ECTs Seeks variation to clause to permit engagement of early childhood teachers for between 41 – 48 weeks per year to reflect reality of industry. Propose this could be achieved by inserting a clause applicable to | Page 8 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|---------------------------------------|------------------------------|---|--------------------|-------|
| | | | | ECTs that reflects clause 24.4(a) of the <i>Children's Services Award 2010</i> . | | |
| 18 | IEU | Submission – 02/03/15 | 19.4 | Maximum days for distance education teachers Proposed varying award to cap the number of days teachers in distance education can be required to teach to 205. | Para 2 | |
| 19 | ISV | Submission – 02/03/15 | 20 | Breaks Seek to ensure meal break commences no later than five hours after the employee commenced work on the day. | Page 2, para 3 | |
| 20 | CCSA | Submission – 02/03/15 | 22 | Pro-rata salary inclusive of annual leave Propose removal of formula for ECTs. | Page 8 | |
| 21 | ACA Anors | Submission – 02/03/15 | Schedule B | Variations to HOW Propose variation to allow ordinary hours to be worked before 6 am or after 6.30 pm | Page 1, para 2 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Electrical, Electronic and Communications Contracting Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---------------------------------------|------------------------------|---|--------------------|---|
| 1. | AIG | Sub-12/11/15 | 28 | Annual leave Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements. | Para 5-12 | Claim affects a number of awards, referred to separately constituted Full Bench |
| 2. | NECA | Sub-12/11/15 | 24.13(b) | Shift allowances Seeks to remove penalty rate that allows an employee that works on an afternoon or night shift which does not continue for at least five successive afternoons or nights. | Para 5 | |
| 3. | AIG | Submission – 02/03/15 | General comment | Expressed particular interest in this award. | Para 3 | |
| 4. | BSA | Submission – 02/03/15 | General comment | Expressed interest in award and reserve right to respond to submissions of other parties. | Page 9 | |
| 5. | AFEI | Submission – 05/03/15 | General comment | Expressed particular interest in this award. | Pages 1 – 2 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|------------|---------------------------------------|------------------------------|---|--------------------|--|
| 6. | MEA | Submission – 02/03/15 | 12.2 | Apprentices – State Laws Clause creates inconsistent wages outcomes and is inconsistent with modern awards objective (s.134(g)). Seek removal of clause. | Para 2.b | |
| 7. | MEA | Submission – 02/03/15 | 16.4(a)(iii) and (b)(iii) | Apprentice minimum wages Seeks clarification as to whether there was an omission in relation to the payment of the allowance in clause 17.2(f) to an apprentice. | Para 2.f | |
| 8. | CEPU (ETU) | Submission – 02/03/15 | 17.2(e) | Allowances – licence allowance Seek variation to the allowance so it applies to the ‘same cohort of employees’. | Page 1 | CEPU to clarify interaction with AM2015/9 |
| 9. | MEA | Submission – 02/03/15 | 17.5(d) | Allowances – start/finish on job Seek inclusion similar to clause 32.4(e) of <i>Manufacturing award</i> regarding maximum travel time payment per 24 hours. Also see inclusion of clause similar to clause 24.7(e) of <i>Building and Construction award</i> regarding manner travel time calculated. | Paras 2.c and 2.d | |
| 10. | NECA | Submission – 02/03/15 | 17.5(d)(iii) | Allowances – fares allowance NECA seeks removal of clause as nature of industry has changed since allowance introduced. The majority of employers provide free transport where | Para 2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---------------------------------------|------------------------------|---|--------------------|-------|
| | | | | employees start/finish work on a job site. | | |
| 11. | MEA | Submission – 02/03/15 | 24.9 | Rest break Seek to move to clause 27 to align clause with other break provisions. | Para 2.e | |
| 12. | NECA | Submission – 02/03/15 | 25.4 | Inclement weather – lost time pay Seek to cap payment to ordinary hours lost due to inclement weather. | Para 5 | |
| 13. | NECA | Submission – 02/03/15 | 27.4 | Overtime and rest breaks Seek to introduce minimum period for working on call outs in order to receive rest break. Instead of the on call rest break, NECA seek to introduce a 10 hour break after working overtime instead of 8 hours (as clause 24.16 currently provides for). | Para 1 | |
| 14. | NECA | Submission – 02/03/15 | 28.4 | Rostered days off NECA seeks to amend clause to allow for accumulation of RDOs. | Para 3 | |
| 15. | NECA | Submission – 02/03/15 | 28.3 | Annual leave loading NECA intends to pursue removal of 17.5% annual leave loading provisions. | Para 4 | |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Social, Community, Home Care and Disability Services Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 1. | AFEI | sub-12/11/15 | 31 | Annual leave Seeks to vary clause to allow an employer to direct an employee to take annual leave during a partial or whole close down of employer enterprise. | Page 1 | |
| 2. | UV | sub-12/11/15 | 20 | Seeks to vary clause to ensure the payment of travel time for home care workers. | Page 1 | |
| 3. | UV | sub-16/11/15 | 25.5 – Rosters | Seeks three variations: <ol style="list-style-type: none"> 1. Ensure permanent staff protected and any additional hours required to be worked at short notice are appropriately remunerated; 2. Inclusion of words for client cancellation “provided that the employer received no payment for the cancelled or changed service”; 3. To delete the right to direct an employee to work make up hours in circumstances where cancellation occurs. | Page 1 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 4. | NDS | sub-02/03/15 | General | Language of the Award Seek variation to award as language often complex to interpret and insufficiently helpful to employers in structuring patterns of work. This means that in some cases, flexibility may exist but is not being well-utilised. | Page 2 | |
| 5. | ACE | sub-01/03/15 | XX | Telephone Advice Payment Insert a new clause which provides a payment to an employee who makes their services available and participates in an approved roster to provide telephone advice outside their normal rostered ordinary hours of work. | Para 3 | |
| 6. | ASU | sub-02/03/15 | XX | Community language skills Payment of an allowance to employees who use community language skills during the course of their employment. | Para 9 | |
| 7. | ASU | sub-02/03/15 | 4.2(d) | Coverage Delete clause. | Para 4 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|------------------------------|------------------------------|--|--------------------|---|
| 9. | CCSA | sub-02/03/15 | 4 | Coverage Move coverage of the family day care scheme in this Award to the Children's Services Award 2010. | Page 9 | |
| 10. | HSU | sub-02/05/15 | 10 | Engagement Seek to vary minimum engagement to 4 hours for all employees, regardless of classification, work performed or workplace. | Para 3-4 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 11. | JA | sub-02/03/15 | 10.3 | Part-time employment Vary the clause to clarify the extent to which part-time workers can work reasonably flexibly, for example by averaging hours or flexitime, consistent with the intent of the clause to provide reasonable predictability for part-time employees | Para 9 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| | ABI&NSWBC | sub-02/03/15 | | Deletion or variation of clause to provide appropriate and necessary flexibility for part-time employees. | Para 1 | |
| 12. | JA | sub-02/03/15 | 10.4 | Casual employment Seek to amend minimum engagement of casual disability support workers engaged in | Para 8 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|--|
| | | | | providing in home care under NDIS from 2 hours to 1 hour, to align with existing provisions for Home Care workers. | | |
| 13. | HSU | sub-02/05/15 | 10.4 | Casual employees- loading Seek to ensure the casual loading, payable in lieu of the paid leave entitlements of ongoing employees, are paid in addition to other shift allowances, weekend and public holiday rates. | Para 5 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 14. | UV | sub-02/03/15 | 10.4(b) | Casual- Leave Amend clause to include reference to Long Service Leave. | Page 2 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 15. | ASU | sub-02/03/15 | 12.5-12.7 | Redundancy Supplementation of NES redundancy entitlements, including for employees who were eligible to receive redundancy entitlements pursuant to these clauses. | Para 5 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 16. | HSU | sub-02/05/15 | 13 | <p>Classifications Seeks to vary:</p> <ul style="list-style-type: none"> - classification criteria contained in SACS Stream and Home Care Stream to include Disability specific criteria and remove current ambiguity created by general level indicators and disability work, skills, knowledge and qualification levels. - Home Care stream to include differentiation between general home based assistance, low to high care needs, and specialised care provided to clients in own home. - award to include standardised nomenclature and current terminology. | Para 6-9 | |
| 17. | NDS | sub-02/03/15 | | Seeks changes to classification descriptors which do not accurately reflect different work contexts in which disability support is provided; are too vague for straightforward worker classification; and don't help to build career pathways with appropriate skills recognition | Page 2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 18. | AFEI | sub-05/03/15 | 13.3 and Schedule B | Progression Amend clause so that it is clear that progression between pay points in the various levels in each stream of the award is based on full-time equivalent service (or 1976 hours). | Page 3 item 1 | |
| 19. | HSU | sub-02/05/15 | 20 | Allowances Seek variations in, or additions to several allowances: a. A new travel allowance applicable for travel between clients [usually place of residence] and in their course of their duties; b. A varied phone allowances to reflect the requirement to have a mobile phone for work related purposes; c. Payment of costs associated with first aid certificate renewal for employees required to hold a current certificate to undertake the work; d. A variation to uniform allowance to ensure a uniform is provided or the allowance is paid; | Para 23 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| | | | | e. A new entitlement for replacement of damaged clothing | | |
| 20 | UV | sub-02/03/15 | 20.2 | Clothing and equipment allowance Clarify the number of uniforms an employee is entitled to. See submission for proposed wording | Page 2 | |
| 21. | UV | sub-02/03/15 | 20.6 | Telephone Allowance Seek a variation to include mobile phones in this provision. The words 'or a mobile phone' should be added after the word 'telephone' in the first sentence. The words 'or to access work related information' should be added after the words 'on call'. | Pages 2-3 | |
| 22. | HSU | sub-02/05/15 | 20.9 | On call and recall Seek the following variations: a. Provision for an on-call penalty payment when an employee is called when not being paid an on-call allowance; b. Provisions for telephone attendance/work for an employee who is on call but not required to physically attend work; c. Minimum recall to work equal | Para 24 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| | | | | to minimum engagement / shift length; d. Recall to work for an employee not receiving an on-call allowance at overtime rates for the minimum shift length/ engagement. | | |
| 23 | AFEI | sub-05/03/15 | 20.9 | Recall and Overtime Vary the clause to clarify what amounts to a recall to duty to perform over-time so that employees (whether on-call or not) who answer telephone or respond to a text message are not deemed to have been recalled and thus entitled to two hours minimum pay at overtime. Alternatively, the award should be varied to accommodate receiving phone calls. | Page 3 item 2 | |
| 24. | HSU | sub-02/05/15 | 24 | Payment of Wages Seeks a new clause providing for the application of a penalty if payment of wages does not occur on the specified payday. | Para 22 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|------------------------------|------------------------------|--|--------------------|-------|
| 25. | JA | sub-02/03/15 | 25.1 | Hours of Work Propose that there should be explicit provision for other mutually agreed forms of flexible working arrangements such as flexitime and make up time, and that the time frame for averaging weekly hours of work be extended beyond the 4 weeks currently provided. | Para 10 | |
| | ABI&NSWBC | sub-02/03/15 | | Variation to clause to increase the maximum ordinary hours of work per shift. | Para 2 | |
| 26. | ABI&NSWBC | sub-02/03/15 | 25.3 | Rostered days off Variation to clause to replace the words “two full days” with the words “48 hours” to resolve any potential ambiguity surrounding the requisite period of the break between duty. | Para 3 | |
| 27. | ABI&NSWBC | sub-02/03/15 | 25.4 | Rest breaks between rostered work Variation to clause to reduce the minimum breaks between shifts. | Para 4 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 28. | HSU | sub-02/05/15 | 25, 28 | <p>Ordinary hours of work and rostering Vary clauses covering the intersection between hours of work, span of hours, rostering, payment of penalty rates and the definitions for day worker and shift worker to ensure:</p> <p>a. Shift allowances are payable for work performed during specified hours;</p> <p>b. Weekend rates are payable to any employee working on the weekend;</p> <p>c. The terms day worker and shiftworker do not apply differentially to overtime, shift rates or weekend rates of pay</p> | Para 10 | |
| 29. | JA | sub-02/03/15 | 25.5 | <p>Rosters and Client cancellation Vary the client cancellation provisions to apply to disability support work carried out in private residences and also for individualised activities that take place away from the home.</p> | Para 11 | |
| | HSU | sub-02/05/15 | | <p>Seek to vary to the client cancellation provisions to provide</p> | Para 13 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| | | | | for a 48-hour minimum cancellation period or payment in lieu, and the redirection provisions to meet both rostering and agreed hours in relation to alternate hours. | | |
| 30. | UV | sub-02/03/15 | 25.5 | Client cancellation Seek to amend clause. See submission for proposed wording. | Pages 2-3 | |
| 31. | ACE | sub-01/03/15 | 25.5 | Rosters Vary clause to allow for a roster to be changed at any time where the employer and employee/s affected agree and/or in circumstances where there is an unexpected absence of an employee. | Para 3 | |
| 32. | HSU | sub-02/05/15 | 25.5(d) | Roster change Seek to vary clause to impose penalty on employer for employer-imposed changes and seek to include a minimum shift length of 4 hours for all rostered shifts including provisions for sleepovers and broken shifts. | Para 11-12 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|--------------------------------|------------------------------|---|--------------------|-------|
| 33. | ABI&NSWBC | sub-02/03/15 | 25.5 and 25.6 | Rosters and Broken Shifts Variation to clauses to relax some of the obligations concerning the display of rosters and changes to rosters to reflect the increasingly changeable nature of work in the industry. | Para 5 | |
| 34. | FWO | corro-02/03/15 | 25.6, 25.7 and 29.2 | FWO has received enquiries about how to account for time spent performing a 'sleepover' (in accordance with clause 25.7) for the purposes of applying clauses 29.2 (shiftwork) and 25.6 (broken shifts). | Item 32 | |
| 35. | HSU | sub-02/05/15 | 25.6 | Broken Shifts Seeks to delete provision or in the alternative a new entitlement to an allowance payable to an employee for broken shifts, and payment of overtime where broken shift finish time is greater than daily maximum shift length of 10 hours. Also seeks to ensure that minimum shift length applies to each part of a broken shift without differentiation between employees. | Para 14-16 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|------------------------------|------------------------------|--|--------------------|-------|
| | ABI&NSWBC | sub-02/03/15 | 25.6 | Broken Shifts Variation to clause to increase the spread of hours over which a broken shift may be worked and extending the operation of broken shifts to all employees (not just social and community services employees when undertaking disability services work and home care work). | Para 6 | |
| 36. | ASU | sub-02/03/15 | 25.6 | Broken Shifts Propose payment of an allowance and/or penalty rate to employees who work broken shifts. | Para 6 | |
| 37. | UV | sub-02/03/15 | 25.6 | Total of Broken Shifts Seek to vary clause 25.6(a) to provide for a maximum number of broken shifts which can be worked per day is 2. - propose to amend 25.6(b) so that a shift worker is paid the shift allowance with regard to each part of a broken shift. | Page 3 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|------------------------------|------------------------------|--|--------------------|-------|
| 38. | JA | sub-02/03/15 | 25.7 | Sleepover Insertion of facilitative provisions for shorter breaks between shifts worked in association with sleepover, and for 12 hour shifts to be worked by mutual agreement. | Para 12 | |
| | HSU | sub-02/05/15 | | Sleepover-rate Seek to vary the applicable sleepover rate, when a shift, due to multiple disturbances, becomes 'an active' shift, and provide that rostered or known disturbances change the nature of the shift from a sleepover to an active night duty shift. | Para 17-18 | |
| | ASU | sub-02/03/15 | | Increase in the remuneration payable to employees who work sleepovers and improvements to the conditions which sleepovers are carried out. | Para 7 | |
| 39. | ABI&NSWBC | sub-02/03/15 | 25.7 | Sleepover- breaks Variation to clause to allow sleepovers to count as a break between shifts in certain circumstances and subject to certain conditions. | Para 7 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 40. | UV | sub-02/03/15 | 25.7 | Sleepover Seek deletion of words 'and is not a 24 hour care shift pursuant to clause 25.8 or an excursion pursuant to clause 25.9' in clause 25.7(a) | Page 3 | |
| 41. | AFEI | sub-05/03/15 | 25.7 | Sleepover-flexibility Amend clause so that employers have greater flexibility to roster work on either side of a sleepover period. This variation would include addressing the penalty rates applicable for work adjacent to a sleepover. | Page 3 item 3 | |
| 42. | JA | sub-02/03/15 | 25.8 | 24 Hour Care Seek that the 24 hour care provisions be extended to cover disability support workers required to provide individual support for clients in their private residence. | Para 13 | |
| 43. | HSU | sub-02/05/15 | 25.8 | Seek to delete 24 hour care. | Para 19 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 44. | UV | sub-02/03/15 | 25.8 | <p>24 Hour Care Clause is no longer required, or if the clause must remain in the Award, submits that it should be amended.</p> <p>-Would seek an amendment to ensure that employees will be entitled to overtime for all hours worked over 8 hours.</p> <p>- seek to delete the word 'normally' from sub-clause (b).</p> | Page 4 | |
| 45. | HSU | sub-02/05/15 | 25.9 | <p>Excursions Seeks a new entitlement to additional annual leave for employees engaged in excursions.</p> | Para 20-21 | |
| 46. | ASU | sub-02/03/15 | 25.9 | <p>Excursions- rate Increase in the remuneration payable to employees who work excursions and improvements to the conditions under which excursions are carried out.</p> | Para 7 | |
| 47. | UV | sub-02/03/15 | 25.9 | <p>Excursions- ordinary hours See submission for proposed wording.</p> | Page 4 -5 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 48. | HSU | sub-02/05/15 | 26 | Saturday and Sunday work Seek to ensure that shift allowances are paid when employees are working afternoon or night duty regardless of the day of the week and seek to ensure that casual loading is payable in addition to other penalties for all shifts excluding overtime. | Para 25-26 | |
| 49. | UV | sub-02/03/15 | 27.1(e) | Meal Breaks Clause incorrectly references 27.1(a); it should reference 27.1(b). | Page 5 | |
| 50. | HSU | sub-02/05/15 | 28 | Overtime Vary clause to ensure it applies to all employees when they work beyond their rostered hours, in excess of the daily maximum of 10 hours or on an averaged weekly hours basis. | Para 28 | |
| 51. | UV | sub-02/03/15 | 28.1(b) | Overtime – casuals Proposed deletion of clause | Page 5 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|------------------------------|------------------------------|--|--------------------|-------|
| 52. | JA | sub-02/03/15 | 28.4 | Recall to work overtime Propose clause be varied to distinguish between recall to workplace, and recall in order to respond to phone call, with a reduced minimum overtime payment where there is no need to travel to and from a workplace. | Para 14 | |
| 53. | ABI&NSWBC | sub-02/03/15 | 28.4 | Overtime- recall Variation to clause to clarify when overtime rates are payable when employee recalled to work. | Para 8 | |
| 54. | HSU | sub-02/05/15 | 29 | Shiftwork Seek to vary clause so that dislocation of working shiftwork should be payable where an employee works during applicable shiftwork hours regardless of the day of the week. | Para 27 | |
| 55. | ABI&NSWBC | sub-02/03/15 | 29 | Shiftwork Variation to clause to amend shift definitions, clarify interaction between overtime rates and penalty rates, and clarify appropriate penalty rates that apply to work performed before or after sleepovers. | Para 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|------------------------------|------------------------------|--|--------------------|--|
| 55. | ABI&NSWBC | sub-02/03/15 | 29 | Shiftwork Variation to clause to amend the shift definitions, clarify the interaction between overtime rates and penalty rates, and clarify the appropriate penalty rates that apply to work performed before or after sleepovers. | Para 9 | |
| 56. | ASU | sub-02/03/15 | 31.3 | Annual leave loading Clarify clause to ensure annual leave loading is paid upon termination. See submission for proposed wording. | Para 10 | Being dealt with by Annual leave Full Bench in AM2014/47 |
| 57. | UV | sub-02/03/15 | 34.2 | Public Holiday Proposed insertion of wording rosters are not altered for the purpose of avoiding public holidays entitlements. | Page 5 | |
| 58. | JA | sub-02/03/15 | Schedule B | SACS Classifications Propose that the classification definitions be updated to reflect the nature of disability work. | Para 15 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 59. | ASU | sub-02/03/15 | Schedule B | Crisis and Accommodation Employees- Classifications Vary clause to ensure that employees are correctly classified and properly remunerated in respect of the work they perform. | Para 8 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Supported Employment Services Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------|-----------------------------|------------------------------|--|--------------------|--|
| 1. | HSU | Sub-02Mar15 | 14.4 | Wages assessment tool Application to amend wages assessment tool in award is ongoing (AM2013/30) and party seeks to continue involvement in these proceedings. | Paras 3–5 | |
| | ABI & NSWBC | Sub-02Mar15 | | | Paras 1.1–1.9 | |
| | DSS | Sub-01Mar15 | | | Pages 1–2 | |
| 2. | HSU | Sub-02Mar15 | | Ceremonial leave 10 days of ceremonial leave for Aboriginal and Torres Strait Islander peoples sought. | | |
| 3. | ABI & NSWBC | Sub-02Mar15 | 14 | Minimum wages Inclusion of minimum rates of pay for apprentices and junior employees sought. | Para 2.1(a) | |
| 4.. | ABI & NSWBC | Sub-02Mar15 | 14.4 | Wage assessment tool Inclusion of a reference to a new version of an existing wage assessment tool is sought. | Para 2.1(b) | |
| 5. | ABI & NSWBC | Sub-02Mar15 | 18 | Payment of wages Timeframe in which an employer can pay termination pay should be increased. | Para 2.1(e) | Issue affects multiple awards – see Correspondence from Ai Group, 25 Nov 2014 . Referred to separately constituted Full Bench. |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------------|-----------------------------|------------------------------|---|--------------------|-------|
| 6. | ABI & NSWBC | Sub-02Mar15 | 20.1 | Ordinary hours of work Maximum ordinary hours of work per shift should be increased. | Para 2.1(d) | |
| 7. | ABI & NSWBC | Sub-02Mar15 | 20.2 | Span of hours Span of hours should be adjusted. | Para 2.1(e) | |
| 8. | ABI & NSWBC | Sub-02Mar15 | 20.3, 20.4 | Penalty rates Amendment to penalty rates is sought. | Para 2.1(f) | |
| 9. | ABI & NSWBC | Sub-02Mar15 | 21.5 | Overtime Variation is sought to cover a situation where an employee works additional hours prior to the commencement of their ordinary hours. | Para 2.1(g) | |
| 10. | ABI & NSWBC | Sub-02Mar15 | 22.1(b) | Shiftworker Variation to the definition of shiftworker is sought. | Para 2.1(h) | |
| 11. | ABI & NSWBC | Sub-02Mar15 | Schedule B | Classification definitions Variation sought to ensure definitions reflect the work performed by employees under the award. | Para 2.1(i) | |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Air Pilots Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|---------------------------|--|--------------------|-------|
| 1. | AFAP | Sub-15Feb16 | Schedule B.1.2 | Classifications and minimum entitlements Insert Embraer 135/145 rate of pay: Captain First officer 110,086 72,972 | p.1 | |
| 2. | AFAP | Sub-15Feb16 | Schedule C.1.1 | Classifications and minimum salaries—Regional Airlines Schedule should be expanded to ensure pilots flying larger aircrafts are covered by award | p.1 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Aircraft Cabin Crew Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|--------------------------------|-------|-----------------------------|------------------------------|--|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |
| 1 | iCCC | Sub-15May15 | 3 | <p>Definitions Definition of ‘rostered day off’ includes reference to ‘nominated duty free periods’. Seek variation definition of ‘sign-off’ to include nominated duty free period as part of domestic, regional and international cabin crew members’ duty hour limitations provisions contained in Sched B, C and D. Proposes definition “sign off” be clarified regarding interaction between the <i>planned</i> sign off period for rostering purposes and unplanned time. See proposed definitions on page 2 of submission.</p> | Pages 1–2 | |
| 2 | iCCC | Sub-15May15 | New clause | <p>Consultation and dispute resolution—proposed new penalties Proposes penalty provision for financial losses incurred from</p> | Page 2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|--|--------------------|-------|
| | | | | raising and resolving operational grievances. See penalty provision proposes on page 2 of submission. | | |
| 3 | iCCC | Sub-15May15 | 11 | Types of Employment Proposes clarification contained in Schedules B or D for duty time calculations and allowances payable are associated with type of flying undertaken, up to and including planned/unplanned rest period. | Page 3 | |
| 4 | iCCC | Sub-15May15 | 17 | Employee duties Proposes additional clause 17.4. Proposed clause requires an employer cannot require service of an employee to whom training arrangements apply, in performing safety or product/entertainment delivery activities until inflight training has commenced and supernumerary training sectors completed. | Page 3 | |
| 5 | iCCC | Sub-15May15 | 18 | Classification and minimum wages Proposes "cabin crew supervisor" | Page 3 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|-------|
| | | | | <p>is included in definitions at clause 3 of Award.</p> <p>Proposes where cabin crew supervisor operates mix of narrow-bodied and wide-bodied aircraft that minimum weekly wage be increased to the average of cabin crew manager and cabin crew supervisor minimum weekly wages.</p> | | |
| 6 | iCCC | Sub-15May15 | 19 | <p>Allowances Propose award be varied to include reasonable travel expenses in reimbursement of fair and reasonable costs for meals whilst staying in international ports. Propose expenses calculated using the Australian Taxation Office's relevant table.</p> | Page 3 | |
| 7 | iCCC | Sub-15May15 | 24 and B.2 | <p>Ordinary hours of work and rostering Proposes that Award be varied to clarify interaction between ordinary hours of work, rostered duty hours, actual time on duty,</p> | Pages 3–4, 5 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|--|---|--------------------|-------|
| | | | | <p>leave credits and reasonable additional hours. Variation should explain interaction between these various clauses to enable cabin crew to understand how ordinary hours of work are calculated and recorded.</p> <p>Party notes that there is no roster period cycle maximum hours of work which creates uncertainty for when employee's ordinary hours of work commitment is completed and when overtime pay is applicable.</p> | | |
| 8 | iCCC | Sub-15May15 | Part 6 | <p>Parental leave Proposes additional parental leave provisions in recognition of special requirements of cabin crew for specified medical reasons.</p> | Page 4 | |
| 9 | iCCC | Sub-15May15 | Schedule A – Transitional Provisions | <p>Transitional provisions — Loadings and penalty rates Application of transitional part-time loading, Sat, Sun, evening and other penalties, and shift</p> | Page 4 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|-------|
| | | | | allowance/penalty rates unclear from 2015 onwards. Proposes Award varied to include 100% amounts or percentages for payments and application to loading and penalties (part-time loading, Sat, Sun, evening and other penalties, and shift allowance/penalty). | | |
| 10 | iCCC | Sub-15May15 | B.1.8 | Domestic flying—Allowances – Training allowance Proposes workplace inspection of Ground School trainer and Ground School Clerk and Trainer take place in 2015 to establish and award allowances commensurate with trainer roles. | Page 5 | |
| 11 | iCCC | Sub-15May15 | B.1.9 | Domestic flying—Allowances – Meal allowance Proposes that allowance be varied as ‘tours of duty’ is incorrectly applied in current clause. | Page 5 | |
| 12 | iCCC | Sub-15May15 | B.3.3 | Domestic flying—Rostering Proposes award be varied to clarify when ordinary hours of | Page 5 - 6 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|--|--------------------|-------|
| | | | | work are completed and when overtime pay is applicable. | | |
| 13 | iCCC | Sub-15May15 | B.3.6 | Domestic flying—Rostering Proposed changes to B.3.6 given the lengthy planned and unplanned duty hours in industry. | Page 6 | |
| 14 | iCCC | Sub-15May15 | B.6.1(b) | Domestic flying—Rostered days off Seeks clarification whether work on a rostered day off is ordinary hours of work towards roster cycle maximum or overtime. Party also seeks clarification for prescribed total number of hours representing roster cycle maximum regarding reference to reasonable additional hours. Seeks clarification on when call-in interrupts time free of duty as call- in received and flow on reassignment/consultation constitutes duty (i). | Page 6 | |
| 15 | iCCC | Sub-15May15 | B.5 | Domestic flying—Duty limitations and rest periods | Page 6 - 7 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|-------|
| | | | | <p>Party submits review process may need to include exposure drafts to CASA for consideration on whether proposed provisions meet civil aviation fatigue management obligations.</p> <p>Party further submits review process may need to consult CASA regarding whether proposed provisions meet fatigue risk management obligations.</p> <p>Unplanned duty hour limitations above 14 hours into home base are unsafe and unreasonable duty hour limitations. Duty hour limitations should be complemented by fatigue risk management system.</p> | | |
| 16 | iCCC | Sub-15May15 | B.5.2 | <p>Domestic flying—Rest periods Proposes home base planned rest be greater than 12 hours and sufficient rest at home base of at least 24 consecutive hours following a tour of duty comprising low body clock periods between 2am and 6am.</p> | Page 7 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|-------|
| | | | | Party proposes such duties be restricted from a second sector being operated beyond dawn. | | |
| 17 | iCCC | Sub-15May15 | B.9 | <p>Domestic flying—Reserve Terms “reserve” and “stand-by” have different meanings and this should be reflected in award.</p> <p>Proposes variations to clauses B.9.3, B.9.5, B.9.6 and B.9.7 to ensure that the terms are not used interchangeably.</p> | Page 8 | |
| 18 | iCCC | Sub-15May15 | Schedule D | <p>International flying Proposes award be varied pending finalisation of CASA’s ruling on fatigue management.</p> <p>D.5.1(b) to be varied as: “...(standby credits do not count towards duty limitations)”</p> <p>D.5.2(b) should be varied to include an additional provision for duty: “17 hours 1 min</p> | Page 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------|------------------------------|---|--------------------|-------|
| | | | | to 24 hours namely 1 hour paid reclined rest break to be assigned on the day from eight hours after sign-on [for fatigue prevention]” | | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Airline Operations – Ground Staff Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|---------------------------|
| 1. | AMWU | Sub-12Nov15 | Schedule B | Classifications Seeks to develop a career path for technical, supervisory and senior controller/principal technical officer classifications. | Para 6-11 | |
| 2. | ALAEA | Sub-03Mar15 | 15.5, Schedule B | Classifications Insert a new “Technical Support Supervision Stream” and necessary definitions. | Paras 3.2, 4.2 | |
| 3. | ALAEA | Sub-03Mar15 | 21.10 | Allowances Insert a new clause providing for payment of an allowance where an employee is required to travel more than 200km from their normal residence. | Paras 3.1, 4.1 | Proposed wording provided |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Airport Employees Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|--|------------------------|-------|
| 1. | FWO | Corro-02/03/15 | 27.2(b) | Ordinary hours of work and rostering - day workers Questions whether day workers can work ordinary hours on a Saturday as clause 30.1 references ordinary hours as occurring Monday to Saturday. | Page 11 Paragraph 1 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Architects Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|--|
| NO SUBMISSIONS RECEIVED | | | | | | APESMA foreshadowed an application to vary the graduate of architecture definition under the award (see transcript – 14Dec15, PN 196) |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Building and Construction General On-site Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|---|
| 1. | HIA | Sub-12Nov15 | 36 | Overtime Seeks to insert the model TOIL clause. | Page 1-2 | Referred to Award flexibility Full Bench in AM2014/300 |
| 2. | MBA | Sub-12Nov15 | 36 | Overtime Supports the insertion of the model TOIL clause. | Para 3.1-3.6 | Referred to Award flexibility Full Bench in AM2014/300 |
| 3. | MBA | Sub-2Mar15 | 1 | Title Party suggests changing the year of '2010' to '2015'. | Col 1 of Table | |
| 4. | MBA | Sub-2Mar15 | 2.1 | Commencement and transitional Party suggests changing the commencement date of award to a 'date to be determined'. | Col 2 of Table | See also Full Bench decision – drafting and technical issues at paras 3–9 |
| 5. | CFMEU | Sub-2Mar15 | 4 | Coverage Seeks to vary clause to ensure the primacy of award applies to employees and employers engaged in the on-site building, engineering and civil construction industry. | Para 4 | |
| 6. | AWU | Sub-2Mar15 | 4.1 | Coverage Seeks to vary clause to include "the testing, concrete and | Para 17 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| | | | | aggregate” be identified as a broad-banded award classification into the CW/ECW 2 classification. | | |
| 7. | CCF | Sub-2Mar15 | 4.10(b)(ii) | Coverage Seeks to delete clause 4.10(b)(ii) in accordance with s.160 and 163(1) of the <i>Fair Work Act 2009</i> . | Proposed Var 10 | |
| 8. | MBA | Sub-2Mar15 | 9.6 | Dispute resolution Party asserts that this clause be deleted as it replicates general law. | Col 3 of Table | |
| 9. | JB | Sub-2Mar15 | 10.1(a) | Types of employment – daily hire Daily hire is nothing more than casual workers. Party proposes deleting clause as it is essentially casual workers. | Para 310 | |
| 10. | JB | Sub-2Mar15 | 11 | Types of employment—daily hire employees Daily hire is nothing more than casual workers. Party proposes deleting clause as it is essentially casual workers. | Para 310 | |
| 11. | JB | Sub-2Mar15 | 13 | Types of employment—part-time weekly hire employment | Para 320-430 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|---|
| | | | | Party provides alternative wording for part-time employees. | | |
| 12. | JB | Sub-2Mar15 | 14 | Types of employment—casual employment Party provides alternative wording for casual employees. | Para 440-590 | |
| 13. | CFMEU | Sub-2Mar15 | 14 | Types of employment—casual employment Seeks to add a new provision to address the situation where a casual employee is required to work for more than one engagement per day. | Para 5 | WITHDRAWN – see submission of 12/10/2015 to AM2014/197 |
| 14. | FWO | Sub-2Mar15 | 14.2 and 23 | Casual employment Unclear whether casual employees entitled to inclement weather provisions and if so, how to apply those provisions | Point 5 | |
| 15. | FWO | Sub-2Mar15 | 14.5, 19.1 and 19.3 | Casual employment Unclear whether the casual hourly rate should be calculated by adding 25% to the hourly rate, hourly rates of daily and weekly hire employees or any other basis. | Point 4 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|---------------------------|-------|
| 16. | FWO | Sub-2Mar15 | 14.6, 33.1 and 36 | Casual employment Unclear how rostered days off and 20 day work cycle should be applied for a casual employee and how to determine a casual's ordinary hours of work. | Point 7 | |
| 17. | HIA | Sub-2Mar15 | 17 | The industry specific redundancy scheme Party proposes to remove scheme as it adds significant employment costs and regulatory burden. If unsuccessful at removing the scheme, party seeks a small business exemption. If unsuccessful at exempting small business, party seeks to insert incapacity to pay clause. | Para 2.1.1 –Para 2.5.4 | |
| 18. | HIA | Sub-2Mar15 | 17.2 | Redundancy definition Proposes current definition be varied. Proposed definition in submission. | Para 2.3.5 | |
| 19. | CCF | Sub-2Mar15 | 17.2 | Proposes current definition be varied in accordance with s.141(3) of the <i>Fair Work Act</i> 2009. | Proposed Var 1 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 20. | MBA | Sub-2Mar15 | 17.2 | Party asserts that redundancy is not resignation and is contrary to common sense and the modern awards objective. Party seeks for this matter to be deferred pending consideration of ABI's micro business schedule. | Col 3 of Table | |
| 21. | MBA | Sub-2Mar15 | 17.3(a) | Redundancy pay Party seeks to amend clause to include 'or where the employer employs five or fewer employees the period shall be two years'. Party will only press this if ABI application for a separate schedule is unsuccessful. | Col 4 of Table | |
| 22. | MBA | Sub-2Mar15 | 17.3(b) | Redundancy pay Party asserts that redundancy is not resignation and is contrary to common sense and the modern awards objective. Party seeks for this matter to be deferred pending consideration of ABI's micro business schedule. | Col 5 of Table | |
| 23. | MBA | Sub-2Mar15 | 17.7 | Transfer of business Party suggests amending the wording of this clause. Proposed wording in submission. | Col 6 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|---|
| 24. | MBA | Sub-2Mar15 | 19.1(a) | Minimum wages—general Party suggests insertion of junior rates. | Col 7 of Table | Party refers to 19.1(aa) in submission, but appears to be an error. |
| 25. | CCF | Sub-2Mar15 | | Proposes the insertion of junior rates in Award. | Proposed Var 2 | |
| 26. | MBA | Sub-2Mar15 | 19.2 | Leading hands Party proposes to rationalise this clause, in line with submission in 2012 review. | Col 8 of Table | |
| 27. | MBA | Sub-2Mar15 | 19.2(a) | Leading hands Party proposes to rationalise clause – see attachments B and C of submission. | Col 9 of Table | |
| 28. | MBA | Sub-2Mar15 | 19.3 & 19.3(a) | Hourly rate calculation Party proposes to rationalise clause – see attachments B and C of submission. | Col 10-11 of Table | |
| 29. | CFMEU | Sub-2Mar15 | 19.3 | Hourly rate calculation Seeks to vary clause to include all relevant allowances in the hourly rate calculation. | Para 6 | |
| 30. | MBA | Sub-2Mar15 | 19.5 | Mobile cranes capacity adjustment formula Party proposes to rationalise clause as it has no practical effect – see attachments B and C of submission. | Col 12 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|--|
| 31. | MBA | Sub-2Mar15 | 19.6(b) | Piece rates Party suggests deleting clause as it replicates general law. | Col 13 of Table | |
| 32. | MBA | Sub-13Oct14 | 19.7(d) | Apprentice wages Party seeks to retain transitional provisions for two year residential apprenticeships in WA. | Para 3.1 | See decision [2014] FWC FB 9412 at paras 111–121 |
| 33. | HIA | Sub-27Oct14 | | Party seeks to retain transitional provisions for two year residential apprenticeships in WA. | Para 3.1.1 | |
| 34. | CFMEU | Sub-10Nov14 | | Party says that proposed variation offends s.154 of the <i>FW Act 2009</i> and opposes proposed variation sought by HIA & MBA. | Para 19 | |
| 35. | HIA | Sub-2Mar15 | 20 | Expense related allowances Party seeks to rationalise and remove allowances that are no longer used across the award. | Para 6.1.1 | |
| 36. | MBA | Sub-2Mar15 | | Party seeks to rationalise all allowances and limit number. See prior submission in transitional review. | Col 14 of Table | |
| 37. | CFMEU | Sub-2Mar15 | 20 | Expense related allowances Seeks to insert a new allowance called 'communications | Para 7 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|---|--|--------------------|-------|
| | | | | equipment allowance’. | | |
| 38. | HIA | Sub-2Mar15 | 20.1 | Tool and employee protection allowance Clause implies that there is an obligation on the part of the employee to provide tools other than those supplied as a condition of the allowance. However, the award does not specify this. Party proposes to vary clause to clarify this. | Para 6.2.1 | |
| 39. | MBA | Sub-2Mar15 | 20.1(a); 20.1(b); 20.1(b)(iv); 20.1(b)(vi); 20.1(b)(vii); 20.1(b)(vii); 20.1(c); 20.1(d); 20.1(d)(iii). | Tool and employee protection allowance Party seeks to delete/rationalise clauses as it does not meet the modern awards objective and should be deleted as part of the 2014 review. | Col 15-21 of Table | |
| 40. | MBA | Sub-2Mar15 | 20.2 | Meal allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective and should be deleted as part of the 2014 review. | Col 22 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 41. | MBA | Sub-2Mar15 | 20.2(a) | Meal allowance Party seeks to rationalise clause, proposes to delete 1.5 hours and replace it with 2 hours. Party seeks to add 'save where an employee given 24 hours' notice of the requirements to work' at end of clause. | Col 23 of Table | |
| 42. | MBA | Sub-2Mar15 | 20.2(e) | Meal allowance Party seeks to rationalise clause – see attachments B and C of submission. | Col 24 of Table | |
| 43. | MBA | Sub-2Mar15 | 20.3 | Compensation for clothes and tools Party seeks to rationalise clause – see attachments B and C of submission. | Col 25 of Table | |
| 44. | MBA | Sub-2Mar15 | 20.3(d) | Compensation for clothes and tools Party seeks to delete/rationalise clause as it does not meet the modern awards objective and should be deleted as part of the 2014 review. | Col 26 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 45. | MBA | Sub-2Mar15 | 21 | Site and general wage related allowances Party seeks to rationalise all allowances and limit number. Party also seeks to renumber clause 21 as clause 21A, titled “Industry and general disability related allowances” and create a new clause 21B “Skills based allowance”. | Col 27 of Table | |
| 46. | MBA | Sub-2Mar15 | 21.1 | Special allowances Party seeks to rationalise allowance and include current clause 21(1) (Special Allowance) in new clause 21A as clause 21A.1 – see attachments B and C of submission. | Col 28 of Table | |
| 47. | MBA | Sub-2Mar15 | 21.2 | Industry allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective, and include current 21(2) (Industry Allowance) in new clause 21A as clause 21A.2. | Col 29 of Table | |
| 48. | MBA | Sub-2Mar15 | 21.3 | Underground allowance Party seeks to delete/rationalise clause and include current clause | Col 30 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| | | | | 21(3) in new clause 21A as clause 21A.3 – see attachments B and C of submission. | | |
| 49. | MBA | Sub-2Mar15 | 21.3(a) | Underground allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 31 of Table | |
| 50. | MBA | Sub-2Mar15 | 21.4 | Multistorey allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective. Party proposes new wording in submission. | Col 32 of Table | |
| 51. | MBA | Sub-2Mar15 | 21.4(d) | Multistorey allowance Party seeks to rationalise clause as it does not meet the modern awards objective – see attachments B and C of submission. | Col 33 of Table | |
| 52. | MBA | Sub-2Mar15 | 21.4(g) | Multistorey allowance—service cores Party seeks to rationalise allowance as it does not meet the modern awards objective – see attachments B and C of submission. | Col 34 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 53. | MBA | Sub-2Mar15 | 21.5 | Laser operation allowance Party seeks to rationalise allowance and move clause to new clause 21B as clause 21B.1. | Col 35 of Table | |
| 54. | MBA | Sub-2Mar15 | 21.6 | Laser safety officer allowance Party seeks to rationalise allowance and move clause to new clause 21B as clause 21B.2 – see attachments B and C of submission. | Col 36 of Table | |
| 55. | MBA | Sub-2Mar15 | 21.7 | Carpenter-diver allowance Party seeks to delete/rationalise allowance and move clause to new clause 21B as 21B.3. | Col 37 of Table | |
| 56. | MBA | Sub-2Mar15 | 21.8 | Refractory bricklaying allowance Party seeks to delete/rationalise allowance and move clause to new clause 21B as clause 21B.4. | Col 38 of Table | |
| 57. | MBA | Sub-2Mar15 | 21.9 | Coffer dam worker Party seeks to delete clause as it does not meet the modern awards objective. | Col 39 of Table | |
| 58. | MBA | Sub-2Mar15 | 21.9(a), 21.9(b) | Coffer dam worker Party seeks to rationalise clauses – see attachments B and C of submission | Col 40-41 of Table | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|---|--|--------------------|-------|
| 59. | MBA | Sub-2Mar15 | 21.10; 21.10(a)(vi); 21.10(a)(viii) | First aid allowance Party seeks to rationalise clauses – see attachments B and C of submission. | Col 42-43 of Table | |
| 60. | MBA | Sub-2Mar15 | 21.11 | Air-conditioning industry and refrigeration industry allowances Party seeks to delete/rationalise clause as it does not meet modern awards objective. Party also seeks to renumber clause as clause 21A.5. | Col 44 of Table | |
| 61. | MBA | Sub-2Mar15 | 21.12 | Electrician's license allowance Party seeks to delete/rationalise clause and renumber clause as clause 21A.6. | Col 45 of Table | |
| 62. | MBA | Sub-2Mar15 | 21.13 | In charge of plant Party seeks to delete/rationalise clause and renumber clause as clause 21B.6. | Col 46 of Table | |
| 63. | MBA | Sub-2Mar15 | 21.13(b) | In charge of plant Party seeks to amend current clause wording to 'an employee who is in charge of plant must be paid as a leading hand in charge of 2 to 5 persons'. See attachments B and C of | Col 47 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| | | | | submission. | | |
| 64. | MBA | Sub-2Mar15 | 22 | Special rates Party seeks to rationalise clause – see attachments B and C of submission. | Col 48 of Table | |
| 65. | CFMEU | Sub-2Mar15 | 22 | Special rates Seeks the insertion of the consolidated rates allowance as initially proposed during the 2012 Award Review. Proposed wording in submission. | Para 8 | |
| 66. | MBA | Sub-2Mar15 | 22.1 | Conditions in respect of special rates Party seeks to renumber clause 22.1 | Col 49 of Table | |
| 67. | MBA | Sub-2Mar15 | 22.1(e); 22.1(d) | Conditions in respect of special rates Party seeks to delete 22.1(d) and 22.1(e) and proposes new wording for 22.1(e) in submission. | Col 50 of Table | |
| 68. | MBA | Sub-2Mar15 | 22.2(a) | Special rates applicable to all sectors—insulation Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 52 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|---|-----------------------|-------|
| 69. | JB | Sub-2Mar15 | 22.2(b) | Special rates applicable to all sectors—hot work Party appears to propose adding a new sub-clause to clause – see submission for proposed wording. | Para 610-620 | |
| 70. | JB | Sub-2Mar15 | 22.2(e) | Special rates applicable to all sectors—cold work Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording. | Para 630 | |
| 71. | MBA | Sub-2Mar15 | 22.2(d); 22.2(d)(i); 22.2(d)(ii) | Special rates applicable to all sectors—confined spaces Party seeks to rationalise clause as it does not meet the modern awards objective. | Col 53-55 of Table | |
| 72. | MBA | Sub-2Mar15 | 22.2(e) | Special rates applicable to all sectors—swing scaffold Party seeks to rationalise/delete clause as it does not meet the modern awards objective. | Col 56 of Table | |
| 73. | MBA | Sub-2Mar15 | 22.2(e)(i); 22.2(e)(ii) | Special rates applicable to all sectors—swing scaffold Party seeks to rationalise clause – see attachments B and C of submission. | Col 57-58 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|---|--------------------|-------|
| 74. | MBA | Sub-2Mar15 | 22.2(f) | Special rates applicable to all sectors—explosive power tools Party seeks to delete/rationalise clause as it does not meet the modern awards objective and it also seeks to move clause to new clause 21B as 21B.7. | Col 59 of Table | |
| 75. | JB | Sub-2Mar15 | 22.2(g) | Special rates applicable to all sectors—wet work Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording. | Para 640 | |
| 76. | CCF | Sub-2Mar15 | 22.2(h) | Special rates applicable to all sectors—dirty work Seeks the insertion of a clear definition for “unusually dirty work”. | Proposed Var 4 | |
| 77. | JB | Sub-2Mar15 | 22.2(h) | Special rates applicable to all sectors—dirty work Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording. | Para 640 | |
| 78. | MBA | Sub-2Mar15 | 22.2(i); 22.2(i)(i); 22.2(i)(ii) | Special rates applicable to all sectors—toxic substances Party seeks to delete/rationalise | Col 60-63 of Table | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| | | | | clause as it does not meet the modern awards objective. | | |
| 79. | MBA | Sub-2Mar15 | 22.2(j) | Special rates applicable to all sectors—fumes Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 64 of Table | |
| 80. | JB | Sub-2Mar15 | 22.2(j) | Special rates applicable to all sectors—fumes Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording. | Para 650 | |
| 81. | MBA | Sub-2Mar15 | 22.2(k) | Special rates applicable to all sectors—asbestos Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 65 of Table | |
| 82. | MBA | Sub-2Mar15 | 22.2(l) | Special rates applicable to all sectors—asbestos eradication Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 66 of Table | |
| 83. | MBA | Sub-2Mar15 | 22.2(m) | Special rates applicable to all sectors—furnace work Party seeks to delete/rationalise | Col 67 of Table | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|---|--|--------------------|-------|
| | | | | clause as it does not meet the modern awards objective. | | |
| 84. | MBA | Sub-2Mar15 | 22.2(n) | Special rates applicable to all sectors—acid work Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 68 of Table | |
| 85. | MBA | Sub-2Mar15 | 22.2(o); 22.2(o)(i); 22.2(o)(ii); 22.2(o)(iii) | Special rates applicable to all sectors—heavy blocks—employees laying other than standard bricks Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 69 of Table | |
| 86. | MBA | Sub-2Mar15 | 22.2(p) | Special rates applicable to all sectors—bitumen Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 70 of Table | |
| 87. | JB | Sub-2Mar15 | 22.2(p) | Special rates applicable to all sectors—bitumen Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording. | Para 650 | |
| 88. | MBA | Sub-2Mar15 | 22.2(q) | Special rates applicable to all sectors—height work | Col 71 of Table | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|---|--------------------|-------|
| | | | | Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | | |
| 89. | MBA | Sub-2Mar15 | 22.2(e); 22.2(e)(i); 22.2(e)(ii) | Special rates applicable to all sectors—suspended perimeter work platform Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 72 of Table | |
| 90. | MBA | Sub-2Mar15 | 22.2(s) | Special rates applicable to all sectors—employee carrying fuels, oils and greases Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 73 of Table | |
| 91. | MBA | Sub-2Mar15 | 22.2(t) | Special rates applicable to all sectors—pile driving Move clause to new clause 21B as clause 21B.8 and rationalise clause – see attachments B and C of submission. | Col 74 of Table | |
| 92. | MBA | Sub-2Mar15 | 22.2(u) | Special rates applicable to all sectors—dual lift allowance Move clause to new clause 21B as clause 21B.9 and rationalise allowance. | Col 75 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|---|--------------------|-------|
| 93. | MBA | Sub-2Mar15 | 22.2(v) | Special rates applicable to all sectors—stonemasons—cutting tools Party seeks to rationalise clause as it does not meet the modern awards objective. | Col 76 of Table | |
| 94. | MBA | Sub-2Mar15 | 22.3(a); 22.3(a)(i); 22.3(a)(ii) | Special rates applicable only to the general building and construction sector—towers allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 77-79 of Table | |
| 95. | MBA | Sub-2Mar15 | 22.3(b) | Special rates applicable only to the general building and construction sector—cleaning down brickwork Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 80 of Table | |
| 96. | MBA | Sub-2Mar15 | 22.3(e) | Special rates applicable only to the general building and construction sector—bagging Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 81 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 97. | MBA | Sub-2Mar15 | 22.3(d) | Special rates applicable only to the general building and construction sector—plaster or composition spray Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 82 of Table | |
| 98. | MBA | Sub-2Mar15 | 22.3(e) | Special rates applicable only to the general building and construction sector—slushing Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 83 of Table | |
| 99. | MBA | Sub-2Mar15 | 22.3(f) | Special rates applicable only to the general building and construction sector—dry polishing of tiles Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 84 of Table | |
| 100. | MBA | Sub-2Mar15 | 22.3(g) | Special rates applicable only to the general building and construction sector—cutting tiles Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 85 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|---|--------------------|-------|
| 101. | MBA | Sub-2Mar15 | 22.3(h) | Special rates applicable only to the general building and construction sector—second-hand timber Party seeks to rationalise clause as it does not meet the modern awards objective – see attachments B and C of submission. | Col 86 of Table | |
| 102. | MBA | Sub-2Mar15 | 22.3(i); 22.3(i)(i); 22.3(i)(ii) | Special rates applicable only to the general building and construction sector—roof repairs Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 87 of Table | |
| 103. | MBA | Sub-2Mar15 | 22.3(j) | Special rates applicable only to the general building and construction sector—computing quantities Move to new clause 21B as clause 21B.10 and rationalise clause – see attachments B and C of submission. | Col 88 of Table | |
| 104. | MBA | Sub-2Mar15 | 22.3(k) | Special rates applicable only to the general building and construction sector— | Col 89 of Table | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|---|---|--------------------|-------|
| | | | | grindstone allowance Party seeks to rationalise clause as it does not meet the modern awards objective – see attachments B and C of submission. | | |
| 105. | MBA | Sub-2Mar15 | 22.3(l); 22.3(l)(i); 22.3(l)(ii). | Special rates applicable only to the general building and construction sector—brewery cylinders—painters Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 90 of Table | |
| 106. | MBA | Sub-2Mar15 | 22.3(m) | Special rates applicable only to the general building and construction sector—certificate allowance Move clause to new 21B as clause 21B.11 and rationalise clause – see attachments B and C of submission. | Col 91 of Table | |
| 107. | MBA | Sub-2Mar15 | 22.3(m)(i); 22.3(m)(ii) | Special rates applicable only to the general building and construction sector—certificate allowance Party seeks to rationalise clause | Col 92-93 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| | | | | as it does not meet the modern awards objective. | | |
| 108. | MBA | Sub-2Mar15 | 22.3(n) | Special rates applicable only to the general building and construction sector—spray application—painters Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 94 of Table | |
| 109. | MBA | Sub-2Mar15 | 22.3(o) | Special rates applicable only to the general building and construction sector—pneumatic tool operation Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 95 of Table | |
| 110. | MBA | Sub-2Mar15 | 22.3(p) | Special rates applicable only to the general building and construction sector—bricklayer operating cutting machine Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 96 of Table | |
| 111. | MBA | Sub-2Mar15 | 22.3(q) | Special rates applicable only to the general building and construction sector—hydraulic | Col 97 of Table | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|--|--------------------|-------|
| | | | | hammer Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | | |
| 112. | MBA | Sub-2Mar15 | 22.3(e) | Special rates applicable only to the general building and construction sector—waste disposal Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 98 of Table | |
| 113. | MBA | Sub-2Mar15 | 22.4(a) | Special rates applicable only to the civil construction sector—pipe enamelling Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 99 of Table | |
| 114. | MBA | Sub-2Mar15 | 22.4(b); 22.4(b)(i); 22.4(b)(ii); 22.4(b)(iii); 22.4(b)(iv); 22.4(b)(v) | Special rates applicable only to the civil construction sector—powdered lime dust Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 100 of Table | |
| 115. | MBA | Sub-2Mar15 | 22.4(e) | Special rates applicable only to the civil construction sector—sand blasting Party seeks to delete/rationalise | Col 101 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| | | | | clause as it does not meet the modern awards objective. | | |
| 116. | MBA | Sub-2Mar15 | 22.4(d) | Special rates applicable only to the civil construction sector—live sewer work Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 102 of Table | |
| 117. | MBA | Sub-2Mar15 | 22.4(e) | Special rates applicable only to the civil construction sector—timbering Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 103 of Table | |
| 118. | MBA | Sub-2Mar15 | 22.4(f) | Special rates applicable only to the civil construction sector—special work Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 102 of Table | |
| 119. | MBA | Sub-2Mar15 | 22.4(g) | Special rates applicable only to the civil construction sector—compressed air work Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 103 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|---|---|----------------------|-------|
| 120. | MBA | Sub-2Mar15 | 22.4(h) | Special rates applicable only to the civil construction sector—cutting stone Party seeks to delete/rationalise clause as it does not meet the modern awards objective. | Col 104 of Table | |
| 121. | CFMEU | Sub-2Mar15 | 24 | Living away from home—distant work Seeks to have clause updated to make the entitlements clearer. | Para 9 | |
| 122. | CCF | Sub-2Mar15 | 24.3(a)(i) | Living away from home—distant work Seeks to insert a sub-clause with the separate monetary values for accommodation and each meal. | Proposed Var 5 | |
| 123. | MBA | Sub-2Mar15 | 24.3(a); 24.3(a)(i); 24.3(a)(iii) | Living away from home—distant work—entitlement Party seeks to rationalise clause as it does not meet the modern awards objective – see attachments B and C of submission. | Col 105-110 of Table | |
| 124. | MBA | Sub-2Mar15 | 24.3(a)(ii) | Living away from home—distant work—entitlement Amend clause to clarify meanings of the terms “board” and “lodging” and rationalise | | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|---|----------------------|-------|
| | | | | clause – see attachments B and C of submission. | | |
| 125. | MBA | Sub-2Mar15 | 24.3(b) | Living away from home—distant work—entitlement Party seeks to rationalise clause as it does not meet the modern awards objective. | | |
| 126. | MBA | Sub-2Mar15 | 24.5 | Camping allowance Party seeks to rationalise clause – see attachments B and C of submission. | Col 111 of Table | |
| 127. | MBA | Sub-2Mar15 | 24.7(a); 24.7(a)(i); 24.7(a)(ii); 24.7(iii) | Travelling expenses—forward journey Party seeks to rationalise clause – see attachments B and C of submission. | Col 112 of Table | |
| 128. | MBA | Sub-2Mar15 | 24.7(b); 24.7(b)(i); 24.7(b)(ii) | Travelling expenses—return journey Party seeks to rationalise clause – see attachments B and C of submission. | Col 113-115 of Table | |
| 129. | MBA | Sub-2Mar15 | 24.7(d) | Travelling expenses—daily fare allowances Party proposes new wording for clause – see submission. | Col 116 of Table | |
| 130. | MBA | Sub-2Mar15 | 24.7(e); 24.7(e) (i); 24.7(e) (ii); | Travelling expenses—weekend return home | Col 117-120 of Table | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| | | | 24.7(e) (iii) | Party seeks to rationalise clause – see attachments B and C of submission. | | |
| 131. | HIA | Sub-2Mar15 | 25 | Fares and travel patterns allowance Party asserts that clause does not meet modern award objectives. | Para 3.1.1 | |
| 132. | MBA | Sub-2Mar15 | | Party seeks to rationalise this clause – see attachments B and C of submission. | Col 121 of Table | |
| 133. | MBA | Sub-2Mar15 | 25.2 | Fares and travel patterns allowance—metropolitan radial areas Party proposes to delete the words “other than an employee in the metal and engineering sector”. | Col 122 of Table | |
| 134. | CCF | Sub-2Mar15 | 25.2 | Fares and travel patterns allowance—metropolitan radial areas Seeks to vary award to exclude employees not working on building sites as part of their normal duties. | Proposed Var 6 | |
| 135. | MBA | Sub-2Mar15 | 25.2(a) | Fares and travel patterns allowance—metropolitan radial areas | Col 123 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| | | | | Party proposes to delete '50 kilometres' and replace with '75 kilometres'. | | |
| 136. | MBA | Sub-2Mar15 | 25.2(b) | Fares and travel patterns allowance—metropolitan radial areas Party proposes to delete '50 kilometres' and replace with '75 kilometres'. | Col 124 of Table | |
| 137. | MBA | Sub-2Mar15 | 25.3 | Fares and travel patterns allowance—distant work Party proposes to delete '50 kilometres' and replace with '75 kilometres'. | Col 125 of Table | |
| 138. | MBA | Sub-2Mar15 | 25.4 | Fares and travel patterns allowance—country radial areas Party seeks to rationalise clause – see attachments B and C of submission. | Col 126 of Table | |
| 139. | MBA | Sub-2Mar15 | 25.4(a) | Fares and travel patterns allowance—country radial areas Party proposes to delete '50 kilometres' and replace with '75 kilometres'. | Col 127 of Table | |
| 140. | MBA | Sub-2Mar15 | 25.5; | Fares and travel patterns | Col 128-131 of | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|--|--|--------------------|-------|
| | | | 25.5(a); 25.5(b); 25.5(b)(i); 25.5(b)(ii) | allowance—travelling outside radial areas Party seeks to rationalise clause – see attachments B and C of submission. | Table | |
| 141. | MBA | Sub-2Mar15 | 25.7 | Fares and travel patterns allowance—travelling between radial areas Party seeks to rationalise clause – see attachments B and C of submission. | Col 132 of Table | |
| 142. | MBA | Sub-2Mar15 | 25.8(b) | Fares and travel patterns allowance—provision of transport Party proposes to delete clause or in the alternative add the words ‘and for no other private use’ at the end of the clause | Col 133 of Table | |
| 143. | CCF | Sub-2Mar15 | 25.8(b) | Fares and travel patterns allowance—provision of transport Seeks to vary clause to exclude employees who are issued with a company vehicle free of charge by the employer from receiving travel allowance. | Proposed Var 7 | |
| 144. | MBA | Sub-2Mar15 | 25.9; | Fares and travel patterns | Col 134-136 of | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| | | | 25.9(a); 25.9(b) | allowance—transfer during working hours Party seeks to rationalise clause – see attachments B and C of submission. | Table | |
| 145. | MBA | Sub-2Mar15 | 25.12(a) | Fares and travel patterns allowance—apprentices Seeks to amend clause as there is no differentiation between junior and adult apprentices. | Col 137 of Table | |
| 146. | MBA | Sub-2Mar15 | 25.12(b)(iv) | Fares and travel patterns allowance—apprentices Seeks to insert new clause to align trainee entitlements with apprentice entitlements | Col 138 of Table | |
| 147. | AIG | Sub-2Mar15 | 28 & Sch C | National training wage Party proposes that the interaction between clause and schedule be clarified. | Page 6 | |
| 148. | MBA | Sub-2Mar15 | 28 | National training wage Proposes to delete clause 28 as it is illogical to not have national training wage apply to all trainees within Australia. | Col 141 of Table | |
| 149. | FWO | Sub-2Mar15 | 28.1, 28.3, C5.1 and C5.2 | National training wage Unclear whether clause 28.1 has any application to part-time and | Point 6 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|--|
| | | | | school-based trainees. Unclear how to apply progression structures in clause 28.2 and 28.2 as award does not define 'stage' or 'skill level'. | | |
| 150. | CFMEU | Sub-2Mar15 | 28.2 | National training wage Seeks to vary clause to provide for competency based wage progression through the stages similar to that provided for 3 year apprenticeships. | Para 10 | |
| 151. | HIA | Sub-2Mar15 | 31.3 | Payment of wages Party asserts that clause does not meet modern award objectives. | Para 4.1.1 | |
| 152. | CCF | Sub-2Mar15 | 31.3 | Payment of wages Seeks to vary clause so employees can agree on the timing of payment. | Proposed Var 3 | |
| 153. | MBA | Sub-2Mar15 | 31.3 | Payment of wages Proposes to delete and substitute clause. Proposed wording in submission | Col 142 of Table | |
| 154. | MBA | Sub-2Mar15 | 31.5 | Payment of wages Proposes to delete clause as waiting time is anomalous – see submission in Timber Industry Award, attachment D. | Col 143 of Table | See also decision re Timber [2015] FWCFB 2856 [86]–[129] |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 155. | HIA | Sub-2Mar15 | 33.1 | Ordinary hours of work Party asserts that clause does not meet modern awards objective. | Para 5.1.1 | |
| 156. | MBA | Sub-2Mar15 | 33.1(a)(ii) | Ordinary hours of work— agreement on alternate RDOs Proposes to delete words “nominated industry rostered day off” and replace with “prescribed rostered days off as per clause 33.1(a)(i). | Col 144 of Table | |
| 157. | MBA | Sub-2Mar15 | 33.1(a)(iii) | Ordinary hours of work— agreement on banking RDOs Proposes to delete current clause and replace with alternative wording as it reflects industry practise. Proposed wording in submission. | Col 145 of Table | |
| 158. | MBA | Sub-2Mar15 | 33.1(a)(vi) | Ordinary hours of work— agreement on banking RDOs Proposes to delete current clause and replace with alternative wording as it adds clarity. Proposed wording in submission. | Col 146 of Table | |
| 159. | MBA | Sub-2Mar15 | 33.1(d) | Ordinary hours of work—work in compressed air Party seeks to delete/rationalise clause as it does not meet the | Col 147 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| | | | | modern awards objective. | | |
| 160. | MBA | Sub-2Mar15 | 33.1(e) (iii) | Ordinary hours of work— hours—underground work Proposes to delete and replace with clause 38. | Col 148 of Table | |
| 161. | MBA | Sub-2Mar15 | 34 | Shiftwork Proposes to amend clause to clarify ordinary hours – see attachment E and F in submission. | Col 149 of Table | |
| 162. | MBA | Sub-2Mar15 | 34.1 | Shiftwork—general building and construction and metal and engineering construction sectors Seeks to amend clause and insert wording to avoid confusion between shift work and work outside the spread of hours. Proposed wording in submission. | Col 150 of Table | |
| 163. | MBA | Sub-2Mar15 | 34.1(a) | Shiftwork— general building and construction and metal and engineering construction sectors —definitions Seeks to delete clause and insert new clause. Proposed wording in submission. | Col 151 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 164. | MBA | Sub-2Mar15 | 34.1(b) | Shiftwork— general building and construction and metal and engineering construction sectors Seeks to delete clause and insert new clause. Proposed wording in submission. | Col 152 of Table | |
| 165. | MBA | Sub-2Mar15 | 34.2 | Shiftwork—civil construction sector—roster Seeks to clarify ordinary hours – see attachment E and F in submission. | Col 153 of Table | |
| 166. | JB | Sub-2Mar15 | 34.2 | Shiftwork—civil construction sector—roster Party appears to propose adding a new sub-clauses to recognise traffic controllers – see submission for proposed wording | Para 660 | |
| 167. | MBA | Sub-2Mar15 | 35.4 | Meal breaks—working with toxic materials Seeks to delete clause as it is anomalous. | Col 154 of Table | |
| 168. | MBA | Sub-2Mar15 | 36.7 | Overtime Party asserts that this is a replication of clause 15.3(e). | Col 155 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|---|
| 169. | CCF | Sub-2Mar15 | 38 | Annual leave Seeks to vary award to permit employees to cash accrued Annual Leave in accordance with the terms in section 93 of the <i>Fair Work Act 2009</i> . | Proposed Var 9 | See decision in AM2014/47 – Full Bench Decision – [2015] FWCFB 5771 |
| 170. | MBA | Sub-2Mar15 | 38.1(a) | Annual leave—leave entitlement Seeks to amend clause and insert new wording. Proposed wording in submission. | Col 156 of Table | |
| 171 | HIA | Sub-2Mar15 | 38.2 | Annual leave loading Party asserts that clause does not meet modern award objective. | Para 7.1.1 | |
| 172. | CCF | Sub-2Mar15 | 38.2(a) | Payment of annual leave Seeks to vary clause so that employers and employees can agree for annual leave to be paid with the normal payroll cycle. | Proposed Var 8 | See decision in AM2014/47 – Full Bench Decision – [2015] FWCFB 3406 |
| 173. | MBA | Sub-2Mar15 | 42.3 | Lift industry—conditions of employment Seek to amend clause and insert new wording. Proposed wording in submission | Col 157 of Table | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------|-------|----------------------------|------------------------------|--|--------------------|------------------------------------|
| 173A. | AMWU | Sub-2Feb15 | 43.2 | Forepersons and supervisors Seek to make changes to rates of pay for supervisors/forepersons | Paras 4–5 | Submission not previously included |
| 173B. | AMWU | Sub-2Feb15 | B.1.13 | Work in a technical field Party seeks to review the changes to this definition made as a result of PR538792 | | Submission not previously included |
| 174. | JB | Sub-2Mar15 | B.2.3 | Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording. | Para 750 | |
| 175. | JB | Sub-2Mar15 | B.2.4 | Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording. | Para 750 | |
| 176. | JB | Sub-2Mar15 | B.2.5 | Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording. | Para 750 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 177. | JB | Sub-2Mar15 | B.2.6 | Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording. | Para 760 | |
| 178. | MBA | Sub-2Mar15 | B.2.7 | Classification schedule Schedule and clause 43 needs to be clearer about the confinement of the On-Site Award to only certain forepersons and that generally they are not covered by the On-Site Award. | Col 158 of Table | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Hydrocarbons Field Geologists Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Joinery and Building Trades Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|---|
| 1. | HIA | sub-12/11/15 | 30 – Overtime | Seeks to insert the model TOIL clause. | Page 1-2 | |
| 2. | MBA | sub-12/11/15 | 30 – Overtime | Supports the insertion of the model TOIL clause. | Para 3.1-3.6 | |
| 3. | AIG | sub-12/11/15 | 32 – Annual leave | Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements. | Para 5-12 | Claim affects a number of awards |
| 4. | MBA | sub-02/03/15 | 3 | Definitions Amend definition of joinery work to clarify coverage. | Page 6 | |
| 5. | MBA | sub-02/03/15 | 17.4(e) | Redundancy Propose insertion of subclause where if employer employs 5 or less, provision of clause 17.2(a) and (b) don't apply. | Page 9 | |
| 6. | MBA | sub-02/03/15 | 23.3 | Employer and Employee Duties Delete this clause | Page 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|------------|------------------------------|------------------------------|---|--------------------|-------|
| 7. | MBA | sub-02/03/15 | 24.2(b) | Meal Allowance Delete 1.5 hours and insert 2 hours. | Page 9 | |
| 8. | CFMEU C& G | sub-02/03/15 | 24.5(a) | Living away from home for a distant job Varied to include more comprehensive living away from home clause. | Para 12 | |
| 9. | MBA | sub-02/03/15 | 24.5(a)(ii) | Living away from home for a distant job Amend clause to clarify meanings of the terms “board” and “lodging”. | Page 9 | |
| 10. | MBA | sub-02/03/15 | 26.1 | Payment of Wages Amend clause to permit fortnightly wage payments. | Page 9 | |
| 11. | MBA | sub-02/03/15 | 26.3 | Payment of Wages Delete. | Page 9 | |
| 12. | AiGroup | sub-02/03/15 | 28 | Hours of Work Proposes more flexible and less costly hours of work and shift work provisions. | Page 6 | |
| 13. | MBA | sub-02/03/15 | 28.3(a) | Shiftworkers Delete definition of shifts contained in sub clauses (a), (b), (c) and (d) and insert new shift definitions. | Page 10 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 14. | MBA | sub-02/03/15 | 28.3(d)(i) | Shift rates Delete clause and insert clause with revised penalty rates | Page 10 | |
| 15. | MBA | sub-02/03/15 | 31.1(b) | Alternative Working Arrangement Delete '60%' and replace with 'a majority' of employees. | Page 10 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Mobile Crane Hiring Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|-----------------------------|------------------------------|--|--------------------|-------|
| 1. | CFMEU C&G | Sub-02Mar15 | 14.3(e) | Accommodation and overnight allowance should include more comprehensive 'living away from home' provisions, similar to the clause in the Building and Constructions General On-site Award 2010 . | Para 11 | |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Plumbing and Fire Sprinklers Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|--|------------------------------|--|--------------------|--|
| 1. | An individual | Sub – 12 November 2014 | | Award does not take into account small business and has a heavy financial impact on small business. Unrealistic demands in Award is damaging industry and placing financial strain on employers. | Page 1, 7-8 | |
| 2. | An individual | Sub – 12 November 2015 | 18 | Industry specific redundancy scheme Seeks to remove the entitlement for employees to resign and receive a redundancy payout. | Page 1 | |
| 3. | MPG | Sub – 2 March 2015 | 15.11 | Apprenticeship- Common issue clause in relation to apprentice excess travel costs for attendance at block release. | Para 5(iii) | This has been determined by the Full Bench in [2014] FWCFB 9156. |
| 4. | MPMCA | Sub – 2 March 2015 | 15.11 | Objects to ACTU proposed common issue clause in relation to excess travel costs for attendance at block release training. Concerned introduction may create a precedent for the rest of the awards not affected at this | Item A., Para 2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------------|------------------------------|--|--------------------|-------|
| | | | | stage. | | |
| 5. | MPG | Sub – 2 March 2015 | 15.11 | Apprenticeship – Training fees and textbooks – Seeks amendment of definitions of “prescribed fees” and “prescribed textbooks”. | Para 5(i) | |
| 6. | MPG | Sub – 2 March 2015 | 15.11 | Exclude electronic devices from the definition of “prescribed fees” and “prescribed textbooks”- see above submission. | Para 5(ii) | |
| 7. | MPMCA | Sub – 2 March 2015 | 15.11 | Apprentice Conditions Issues – review conditions that apply to apprentices under Award and define the terms “prescribed fees” and “prescribed textbooks”. Absence of parameters in relation to the terms will lead to significant fee increases unless a cap on level of reimbursement is included in Award. | Item A., Para 1 | |
| 8. | MPG | Sub – 2 March 2015 | 15.11(a) | Seeks interpretation of “unsatisfactory progress” and inclusion of a definition. | Para 5(iv) | |
| 9. | MPMCA | Sub – 2 March 2015 | 15.11(a) | Clause is ambiguous, unclear and open to a range of interpretations. Seek clarity on term | Item A., Para 3 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|--|------------------------------|--|--------------------|-------|
| | | | | “unsatisfactory progress” and suggests a definition be included. | | |
| 10. | MPG | Sub – 2 March 2015 | 18 | Industry specific redundancy scheme – deletion of the clause or variation to expressly exclude employees receiving redundancy pay where they resign. | Para 1 | |
| 11. | MPMCA | Sub – 2 March 2015 | 18 | Clause unduly restricts employment prospects – seeks variation to expressly exclude employees receiving redundancy pay where they resign. | Item B | |
| 12. | FPAA | Sub – 2 March 2015 | 18.2 | Industry specific redundancy scheme – Definition – Support MPMCA – more clearly identify the circumstances surrounding a redundancy situation. | Para 2 | |
| 13. | An individual | Sub – 12 November 2014 | 18 | The requirement to pay redundancy when employees resign has a major impact on small businesses. Clause provides incentive for staff to resign and work somewhere else, or to start own business. Clause is being abused. Needs to be reviewed and small business taken into account. | Page 2-7 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|--|------------------------------|--|--------------------|--|
| 14. | An individual | Sub – 12 November 2014 | 18 | Special consideration needs to be given to provision allowing staff that have left employer being able to seek redundancy payment up to six years after resigning. Payments crippling business. | Page 7 | |
| 15. | HBG | Sub – 13 November 2014 | 18 | Requires review and amendment. Employees who voluntarily leave employment are able to seek redundancy payments. Not financially viable for small businesses. Will lead to further job cuts and to employees being open to abuse employers. | Page 1 | |
| 16. | MPG | Sub – 2 March 2015 | 18.6 | Industry specific redundancy scheme – Transfer of business – support AFEI regarding constraint of operation of s.91 of the Fair Work Act 2009 (FW Act). | Para 6 | This was determined by the Full Bench in [2015] FWCFB 3023 at [30] – [39]. |
| 17. | MPMCA | Sub – 2 March 2015 | 18.6 | Clause purports to constrain s.91 of FW Act – should be deleted as it is inconsistent with the NES. | | |
| 18. | MPG | Sub – 2 March 2015 | 20 | Minimum wages – insert provisions providing for payment of Junior Rates to employees in | Para 2 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|--|------------------------------|---|--------------------|-------|
| | | | | the Plumbing and Mechanical Services Worker/ Sprinkler Fitting Worker Level 1(a) – 1(d). | | |
| 19. | An individual | Sub – 12 November 2014 | 28.5 | Superannuation – Absence from work – requiring employers pay superannuation for employees on Work Cover (in addition to long service leave payments under South Australian legislation) is financially unsustainable for small businesses. | Page 1 | |
| 20. | MPG | Sub – 2 March 2015 | 32 | Penalty rates – amend to simplify obligations payable under clause. | Para 3 | |
| 21. | MPG | Sub – 2 March 2015 | 33 | Overtime – insert a provision confirming “Each days (sic) overtime stands alone”. | Para 4 | |
| 22. | FPAA | Sub – 2 March 2015 | Schedule B.3 | Classification Definitions – Classification structure definitions – review non-trade definitions – level 1(d). | Para 1 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Surveying Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Amusement, Events and Recreation Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|------------|--------------------------------|------------------------------|---|------------------------|-------|
| 1. | PGA | Sub-28/09/15 | 4 | Coverage Seeks to vary clause to include Professional Golfers. | Page 1-5 | |
| 2. | AFEI | Sub-05/03/15 | 10.4(e) | Types of employment-casual Proposes to vary award to reduce casual minimum engagement | Page 3 | |
| 3. | Skate Intl | Sub-02/05/14 | 10.4(e) | Types of employment-casual Amend clause to read: “A casual employee will be engaged for a minimum period of two hours work or “one session” | Page 2 Paragraph 3 | |
| 4. | FWO | Corro-02/03/15 | 23.3 | Overtime and penalty rates Inconsistency as to correct penalty rate for Sundays with rate prescribed in clause 23.1 | Page 11 Paragraph 2 | |
| 5. | Skate Intl | Sub-02/05/14 | 23.3 | Overtime and penalty rates Proposes Sundays and public holidays be paid at normal award wage without penalties | Page 1 Paragraph 3 | |
| 5A. | AWU | Sub-10/12/15 | 24 | Annual leave loading Seeks insertion of annual leave loading provision | Paras 3–13 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------|------------------------------|------------------------------|--|--------------------|-------|
| 6. | ABI and ors | Sub-17/02/15 | B.9 | Schedule B – Classification Structure Proposes to Delete clause and replace text in new B.9 | Paras 1, 2 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Book Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Broadcasting and Recorded Entertainment Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------|------------------------------|------------------------------|--|--------------------|--|
| 1. | MEAA | Sub-02/03/15 | 4.1 | Coverage Proposes to amend definition to refer to ‘cinemas’ and amend title of the Award to ‘Broadcasting, Recorded Entertainment and Cinemas Award’. | Paragraph 6 | |
| 2. | SPA | Sub-02/03/15 | 10.5(b) | Casual loading Proposes to reduce casual leave loading from 25%. Rate is not in line with the benefits afforded to contract or full time employees. | Issue 3 | |
| 3. | BCC and ors | Sub-21/01/15 | 14.2(d) | Classifications and minimum wages–Common salary structure–Grade 4 Insert additional classification of team leader to be designated ‘Cinema Worker Level 3, with the higher classifications being redesignated ‘Cinema Worker Level 4’ to Cinema Worker Level 7’, respectively. | Page 4 Issue 3 | Referred to separately constituted Full Bench for determination – AM2016/4 |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 4. | CPSU | Sub-04/02/15 | 14.2(d) | Classifications and minimum wages–Common salary structure–Grade 4 Insert additional classification of Trainee Captioner/Audio Describer. | Paragraph 2 | |
| 5. | CPSU | Sub-04/02/15 | 14.2(e) | Classifications and minimum wages–Common salary structure–Grade 5 Insert additional classification of Trainee Subtitler/Subtitling Editor. | Paragraph 3 | |
| 6. | CPSU | Sub-04/02/15 | 14.2(h) | Classifications and minimum wages–Common salary structure–Grade 8 Insert additional classification of Captioner/Audio Describer | Paragraph 4 | |
| 7. | CPSU | Sub-04/02/15 | 14.2(k) | Classifications and minimum wages–Common salary structure–Grade 11 Insert additional classification of Multi-skilled Captioner/Audio Describer | Paragraph 5 | |
| 8. | CPSU | Sub-04/02/15 | 14.2(n) | Classifications and minimum wages–Common salary structure–Grade 14 Insert additional classification of | Paragraph 6 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|------------------------------|------------------------------|---|--------------------|--|
| | | | | Advanced Multi-skilled Captioner/Audio Describer | | |
| 9. | CPSU | Sub-04/02/15 | 14.2(o) | Classifications and minimum wages–Common salary structure–Grade 15 Insert additional classifications of Subtitler/Subtitling Editor and Captioner/Audio Describer Shift Leader or Trainer | Paragraphs 7, 8 | |
| 10. | BCC and ors | Sub-21/01/15 | 14.4(a) | Junior employees Insert a new paragraph (aa): 'Provided that a junior employee in a cinemas shall be paid the percentage in clause 14.4(a) of the adult minimum wage for the appropriate classification' | Page 4 Issue 2 | Previously raised by MEAA in 2012 Review and considered in [2012 FWA 8761] at [30]. Referred to a separately constituted Full Bench for determination. |
| 11. | Seven and ors | Sub-02/03/15 | 15.2 | Payment of wages Amend to provision to provide for wages to be paid monthly. | Issue 2 | |
| 12. | Seven and ors | Sub-02/03/15 | 21 | Higher duties Amend clause to provide more flexibility for employees to work higher duties. | Issue 3 | |
| 13. | Seven and ors | Sub-02/03/15 | 23 | Annual leave - cashing out Amend award to provide for cash out of annual leave. | Issue 1 | See decision in AM2014/47 - Full Bench Decision - [2015] FWCFB 5771 |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|-------------------------------|
| 14. | SPA | Sub-02/03/15 | 23.7(b) | Annual leave loading Loading should only be payable after an employee had completed 12 months' service - not as pro rata. | Issue 3 | |
| 15. | BusSA | Sub-02/03/15 | 26.3(b) | Public holidays - special provisions for employees in cinemas Current wording is confusing. Party seeks to simplify language or include a definition. | Page 8 | |
| 16. | CPSU | Sub-04/02/15 | 27 | Ordinary hours of work and rostering Insert the following above clause 27: 'This Part 6 applies to those employees classified as Captioners/Audio Describers and Subtitlers/Subtitling Editors contained in Schedule B' | Paragraph 9 | Proposed wording is provided. |
| 17. | FWO | Corro-02/03/15 | 27.3 | Ordinary hours of work and rostering Unclear whether a 'rostered day off' has the same or different meaning to an 'accrued day off' as references in clauses 27.6, 39.6, 52.2 and K.1 of Schedule K | Page 13 Issue 3 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|------------------------------|------------------------------|--|--------------------|-------------------------------|
| 18. | Seven and ors | Sub-02/03/15 | 27.6 | Ordinary hours of work and rostering - rostering Amend clause to provide greater flexibility in relation to rostering arrangements and roster changes. | Issue 4 | |
| 19. | CPSU | Sub-04/02/15 | 28 | Meal breaks Insert new clause 28.6. | Paragraph 10 | Proposed wording is provided. |
| 20. | CPSU | Sub-04/02/15 | 30 | Shift and weekend penalties Insert new clause 30.9. | Paragraph 11 | Proposed wording is provided. |
| 21. | BusSA | Sub-02/03/15 | 36.2 | Rosters - technical staff Party has raised concerns with clause and is consulting further with its members | Page 8 | |
| 22. | BusSA | Sub-02/03/15 | 41.4 | Penalty rates - announcers and broadcaster/journalists - shift penalties Interchange of the terms 'penalty' and 'allowances' may lead to confusion. | Page 8 | |
| 23. | BusSA | Sub-02/03/15 | 42.1(d) | Penalty rates - technical staff - shift penalties Interchange of the terms 'penalty' and 'allowances' may lead to confusion. | Page 8 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------|------------------------------|------------------------------|---|---------------------|---|
| 24. | BCC and ors | Sub-21/01/15 | 54.3(a) | Types of employment-part-time Insert the words ‘within the terms of this clause and clause 55.1(c)’ after ‘continuous employment’. | Page 3 Issue 1 | Referred to a separately constituted Full Bench for determination - AM2016/4. |
| 25. | BCC and ors | Sub-21/01/15 | 55.1(c) | Ordinary hours of work and rostering Amend second sentence to read: ‘The agreement about <i>the number of</i> ordinary hours to be worked will be in writing...’ | Page 3 Issue 1 | Referred to a separately constituted Full Bench for determination AM2016/4. |
| 26. | MEAA | Sub-02/03/15 | 59 | Special definitions - artist Amend part 10 to include dancers within the definition of artist. Also amend definition by deleting words ‘ the production of the film’. | Paragraphs 5, 10 | |
| 27. | MEAA | Sub-02/03/15 | 59 | Special definitions - performance Amend definition of ‘performance’ for consistency in relation to employees in film and non film settings. | Paragraph 12 | |
| 28. | SPA | Sub-02/03/15 | 62.11 | Release allowances payable to performers - feature films only Provision for the purchase of ‘additional allowances’ should be removed. | Issue 1 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 29. | MEAA | Sub-02/03/15 | 73.1(a) | Hours of work Amend clause to clarify 'days of up to 10 hours each' includes 7.6 ordinary hours and 2.4 hours of schedule overtime, calculated in accordance with clause 76.4. | Paragraph 22 | |
| 30. | MEAA | Sub-02/03/15 | 74.2 | Breaks between shifts Amend term 'single time additional' to 'double time'. | Paragraph 16 | |
| 31. | SPA | Sub-02/03/15 | 74.2 | Break between shifts Penalty should apply to affected hours and not entire shift. Party also proposes inserting clause to address case of 2 consecutive days off (54 clear hours between finish of work prior to days off and start of work following days off). | Issue 2 | |
| 32. | SPA | Sub-02/03/15 | 75.1 | Meal breaks Delay meal break to commence up to 6 hours from the start of the work period or last break. | Issue 2 | |
| 33. | MEAA | Sub-02/03/15 | 76.2 | Overtime Insert definition of 'unscheduled overtime'. | Paragraph 18 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------|------------------------------|------------------------------|---|--------------------|--|
| 34. | MEAA | Sub-02/03/15 | 76.3 | Overtime Amend clause to clarify 'days of up to 10 hours each' includes 7.6 ordinary hours and 2.4 hours of schedule overtime, calculated in accordance with clause 76.4. | Paragraph 22 | |
| 35. | SPA | Sub-02/03/15 | 77.1 | Calculations of penalties and provision of rosters Revert to pre-reform entitlement with no penalty payable after 6am. | Issue 2 | |
| 36. | CPSU | Sub-04/02/15 | B.1 | Schedule B - Television Broadcasting - Classifications Insert new clause B.1.23.. | Paragraph 11 | Proposed wording is provided. |
| 37. | CPSU | Sub-04/02/15 | B.1.1 | Schedule B- Television Broadcasting - Definitions Insert new clauses B.1.1(e), B.1.1(f), B.1.1(g) and B.1.1(h). | Paragraph 12 | Proposed wording is provided. |
| 38. | BCC and ors | Sub-21/01/15 | E.1.3 | Schedule E-Cinema Worker Level 3 Insert new E.1.3 clause and redesignate E.1.3 to E.1.7 to E.1.4 to E.1.8 , respectively. | Page 5 Issue 3 | Referred to a separately constituted Full Bench for determination. |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 39 | MEAA | Sub-02/03/15 | F.1 | Schedule F - Actors - Classifications Insert classification descriptors for dancers at clauses F.1.4 and F.1.5. Also seeks to amend provisions as reference to 'number of lines of dialogue' is not applicable to mime or dance. | Paragraphs 6, 7 | |

NOTE: Issues in this award (Nos 3, 10 and 24 re cinemas) have been the subject of conferences before SDP Hamberger

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016**.

Journalists Published Media Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-----------|------------------------------|------------------------------|--|--------------------|---|
| 1. | News Corp | sub-02/03/15 | New clause | Cash out of annual leave Subject to pending FWC decision, propose insertion of clause which allows for cash out of annual leave. | Page 1 | See decision in AM2014/47 - Full Bench Decision - [2015] FWCFB 5771 |
| 2. | MEAA | sub-02/03/15 | 3.1 | Definitions Amended definition of ‘editorial employees’ to ensure it is relevant by including “editors, multimedia editors or producers, social media editors or producers and art directors”. | Para 4—5 | |
| 3. | MEAA | sub-02/03/15 | 4.9 | Coverage Propose to make the circumstances where an employee is exempt from Award coverage conditional by increasing threshold of exempt employees. | Para 7—9 | |
| 4. | MEAA | sub-02/03/15 | 4.10(a) | Exclusions- Editorial Delete clause 4.10(a) and clause 4.11 to reduce the exclusions of certain award provisions for editorial employees. | Para 10—12 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 5. | MEAA | sub-02/03/15 | 4.13 | Exclusions- Specialist publications Delete clause 4.13 and 23. | Para 13—15 | |
| 6. | MEAA | sub-02/03/15 | 21.1 | Shiftwork penalties Amend clause to remove the words ‘or part thereof’ and replace with ‘of the shift’ to remove any ambiguity. | Para 24—26 | |
| 7. | MEAA | sub-02/03/15 | 21.2(b) | Weekend penalties Remove the words ‘regional daily newspaper or a country non-daily newspaper’ and replace with ‘any other employer’. | Para 27—29 | |
| 8. | MEAA | sub-02/03/15 | 21.4 | Weekend penalties- editorial employees Amend clause to remove the words ‘this subclause does not apply to employees employed in a country non-daily newspaper’. | Para 30—32 | |
| 9. | MEAA | sub-02/03/15 | 22.3(d) | Overtime Remove the words ‘subject to the forfeiture for inadequate notice as provided for under clause 11.2’ as this is inconsistent with clause 11.2. | Para 34—37 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 10. | MEAA | sub-02/03/15 | 24.2 | Additional Annual Leave Amend clause so more employees accrue additional leave. | Para 39—41 | |
| 11. | MEAA | sub-02/03/15 | 24.5 | Annual Leave loading Clause should be simplified to provide greater clarity. | Para 42—44 | |
| 12. | MEAA | sub-02/03/15 | 27.3(a) | Annual Leave in lieu of Public Holidays Correct cross reference in clause to subclause 24.3. | Para 45—47 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Live Performance Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|-------|
| 1. | MEAA | sub-02/03/15 | 3.1 | Definition Insert proposed definition of ‘musician’ which will amend definition of ‘performer’ Amend definition of performance. | Para 4—9 | |
| 2. | AEIA | sub-02/03/15 | 10 | Types of Employment Considering application to delete this clause in its entirety as it has no application to parts 4-7 of Award. | Para 3 | |
| 3. | AEIA | sub-02/03/15 | 11.4(c) | Special Notice Delete sub-clause | Para 4 | |
| 4. | MEAA | sub-02/03/15 | 13.4 | Rates of Pay Amend sub-clause to highlight cross reference to clause 30 which has musicians’ rates of pay. | Para 10—12 | |
| 5. | MEAA | sub-02/03/15 | 14.5(a), (d) and (e) | Travel Allowance Seek monetary amount of the weekly allowances be increased to seven times the daily rate where employees are required to be present for the week. | Para 16—18 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|--|
| 6. | AEIA | sub-02/03/15 | 14.5(f)(ii) | Travel Allowance - eligibility Propose to amend clause. | Para 5 | |
| 7. | AEIA | sub-02/03/15 | 24.6(a) | Casuals- performance Considering a proposal to amend clause to provide for a 1 hour break after 4pm with the agreement of the case. | Para 7 | |
| 8. | AEIA | sub-02/03/15 | 26.1 | Ordinary Hours Delete clause as it duplicates clause 25.5(a). | Para 6 | |
| 9. | AEIA | sub-02/03/15 | 27.2 | Breaks Considering a proposal to amend clause to provide for a 1 hour break after 4pm with the agreement of the case. | Para 8 | |
| 10. | AEIA | sub-02/03/15 | 27.6 | Breaks between performances Vary clause to provide for appropriate breaks between performances of up to one hour. | Para 9 | |
| 11. | AEIA | sub-02/03/15 | 28.2 | Overtime for casuals Propose to amend clause to ensure appropriate overtime payments for a casual performer engaged to perform in a performance of up to one hour are clear without ambiguity. | Para 10 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 12. | AEIA | sub-02/03/15 | 28.5(c)(ii) | Work on Sundays Amend clause to ensure consistency with first paragraph of clause 28.5. | Para 11 | |
| 13. | AEIA | sub-02/03/15 | 31.7 | Upkeep allowance Amend clause to remove technical problem to provide allowances to be paid on a per call basis. | Para 12 | |
| 14. | AEIA | sub-02/03/15 | 47.3(a) | Travelling home Delete clause as it duplicates clause 14.3. | Para 13 | |
| 15. | AEIA | sub-02/03/15 | 47.4(c) | Travel on Sunday Propose to vary to provide for payment for travelling on a Sunday and/or a rostered day off. | Para 14 | |
| 16. | AEIA | sub-02/03/15 | 47.6 | Provisions for Crewing Services Employees Amend clause to clarify the hours of work, overtime and penalty provisions for the crewing services sector of industry. | Para 15 | |
| 17. | AEIA | sub-02/03/15 | Schedule B | Headings Propose to amend Schedule by deleting certain words in heading of B.5.1, B.6.1, B.8.2 to reflect Lewin C Decision of 02/03/11. | Para 16 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Racing Clubs Events Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------------|---|---|--|--------------------|---|
| 1. | NSWBC & ABI | Submission - 08/12/14 | n/a | Request for VC for hearing | Page 1 | |
| 2. | BSA | Submission - 02/03/15 | n/a | No variations to pursue at this time, however, reserve right to participate in proceedings | Page 10 | |
| 3. | FWO | Submission - 02/03/15 | Interaction clause 29 with 13.2, 13.5, 14.2, 14.3, 19 | Casual employment ‘relevant minimum wage’ Seeks clarification as to appropriate rate to be paid to casual employees for overtime. Casual employees not excluded from cl 29 except between 11 pm and 7 am. Unclear how to identify ‘the relevant minimum wage’ as that may be to clause 19 rate, clause 19 rate + 25%, or the loaded hourly rates set out at clause 14.3 for ‘casual employees - liquor employees’. | Para 26 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 4. | AFEI | Submission - 05/03/15 | n/a | Notified significant interest in award. | Page 1 | |

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Travelling Shows Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|---|--------------------|-------|
| 1. | SG | Sub-02Mar15 | 23 | Penalty rates Party submits that the terms and conditions of the award already take into account the nature of the industry and that the Modern Awards Objectives (including s. 134(1)(da)) are met by the current award. | Pages 2–5 | |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Car Parking Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| 1. | FWO | Sub-2Mar15 | 21.1(b), 23.2, 23.4(a) | Ordinary hours of work and rostering Unclear what circumstances an employee should be considered a shiftworker as it is not defined in the Award. | Point 8 | |
| 2. | FWO | Sub-2Mar15 | 25.6(b) | Annual leave—payment and loading Unclear whether the additional loading is compared on a daily basis with each day of annual leave being assessed separately or as a whole over the entire period of annual leave. | Point 9 | Referred to a separately constituted Full Bench for determination. |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Cemetery Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Food, Beverage and Tobacco Manufacturing Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| 1. | UV | Sub-3Mar15 | 4 | Coverage Clause does not provide coverage for security officers and cleaners with sufficient clarity. Seeks to vary clause to clarify coverage of cleaners and security officers. | Page 1 | |
| 2. | UV | Sub-3Mar15 | 8 | Facilitative provisions Clause may be too broad and unnecessary in the context of the award flexibility provisions at clause 7. Provision undermines the award flexibility scheme provided by the <i>FW Act 2009</i> . | Page 1 | |
| 3. | UV | Sub-3Mar15 | 26.3(e) | Allowances—hot places Provides payment for an allowance for work in the shade in places where temperature is raised by artificial means. Party submits that temperature should be determined by agreement between supervisor and employee. | Page 1 | |
| 4. | AIG | Sub-2Mar15 | 28.3 | Payment of wages on termination Clause should enable employers who pay by electronic funds | Page 5 | Issue affects multiple awards – see Correspondence from |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| | | | | transfer to pay termination monies in accordance with the employer's pay cycle. | | AIG 25 Nov 2014 Referred to a separately constituted Full Bench for determination. |
| 5. | BSA | Sub-2Mar15 | 28.3 | Payment of wages on termination Party consulting further and may pursue a proposal to vary clause. | Page 9 | |
| 6. | FWO | Sub-2Mar15 | 30.2(e) | Ordinary hours of work and rostering Unclear whether this means it can be increased by one hour at one end, at both ends or shifted at both ends of the spread by up to one hour. | Point 13 | |
| 7. | FWO | Sub-2Mar15 | 30.2(d) | Unclear whether this applies to only employees who are "getting the plant in a state of readiness" or in other circumstances where employees perform work prior to but continuous with the spread of ordinary hours. | Point 14 | |
| 8. | UV | Sub-3Mar15 | 31 | Shiftworker Seek to vary award so that a shiftworker is defined as a 7 day shiftworker who is regularly rostered to work on weekends and public holidays. | Page 2 | See also clause 34.3 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| 9. | UV | Sub-3Mar15 | 32.2 & 32.5 | Meal breaks Confusion about the operation of these clauses regularly leads employers to refuse payment of the meal break penalty when legally obliged to do so. | Page 2 | |
| 10. | UV | Sub-3Mar15 | 33 | Overtime Seeks to vary clause so that first 2 hours worked in excess of ordinary hours will be paid at time and a half and double time thereafter. | Page 2 | |
| 11. | AIG | Sub-2Mar15 | 34.5 | Annual leave loading Proposes an amendment to ensure that employers are not obliged to pay for shift loadings twice when shiftworkers take annual leave. | Page 5 | <i>This issue affects number of awards and has be referred to a separately constituted Full Bench for determination</i> |
| 12. | AMWU | Sub-2Mar15 | various | <i>The AMWU “intends to propose changes to shift allowances, the span of hours definition, training leave, overtime for casual and part time employees and allowances”</i> | Para 6 | <i>No further details of the changes sought have been lodged</i> |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Funeral Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 1. | BSA | Sub-2Mar15 | 14.1 | Minimum wages No junior employees in modern award, where they had been included in previous awards. Party consulting further with members and may pursue a variation to this clause. | Page 9 | |
| 2. | BSA | Sub-2Mar15 | 21.2 | Spread of ordinary hours of work Party is consulting further with members regarding spread of ordinary hours and may pursue a variation. | Page 9 | |
| 3. | BSA | Sub-2Mar15 | 22.1 | Shiftwork Party is consulting further with members regarding spread of ordinary hours and may pursue a variation. | Page 9 | |
| 4. | BSA | Sub-2Mar15 | 24.2 & 22 | Overtime and penalty rates Interaction of these clauses is ambiguous as to when overtime and shiftwork penalties apply. Party consulting further with members and may pursue a | Page 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|------------------|----------------------------|------------------------------|--|--------------------|---|
| | | | | variation to this clause. | | |
| 5. | QFDA & FDANSW | Sub-3Mar15 | 10.5 | Casual employees Party agrees with the submissions made by AIG and requests the clause be amended in accordance with terms set out by AIG, only to the extent that they refer to the minimum engagement for casual employees. Propose to vary clause to provide minimum engagement of 3 hours. | Point 10 | Party refers to submission made by AIG in AM2014/196 & AM2014/197 – Submission – 11 November 2014 <i>Refer to Casual Full Bench AM2014/197</i> |
| 6. | QFDA & FDANSW | Sub-3Mar15 | 25 | Annual leave No term in award dealing with a requirement to take annual leave or enabling an employee to cash out their annual leave entitlement. Party seeks a determination that clause be amended. Suggested wording in submission. | Point 7 | Being dealt with by Annual leave Full Bench in AM2014/47 |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Pest Control Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-------------------------------|------------------------------|--|--------------------|-------|
| 1. | FWO | Corro-02Mar15 | 23 | It may be unclear under what circumstances an employee should be considered a shiftworker, as the term is undefined. | Table 2, para 24 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Professional Employees Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------------|--|------------------------------|--|--------------------|--|
| 1. | AAMRI & APESMA | Sub – 12 November 2015 | 4 | Coverage Seeks to vary clause to include MRI research employees. | Para 4-11 | Being dealt with in AM2015/6 |
| 2. | APESMA | Sub – 26 February 2015 | 2.2 | Commencement and transitional Has concerns some employers using clause to absorb all Award entitlements through annualised salaries. Acknowledges will be dealt with as a common issue but will, if necessary, seek relevant amendments to ensure clause is only applicable to overaward payments and cannot be used to absorb other Award entitlements. | Para 3 | General drafting issue to be dealt with across all awards See FB decision [2014] FWCFB 9412 |
| 3. | APESMA | Sub – 26 February 2015 | 4 | Coverage and classifications Seeks to have Engineering Technologists covered under Award. | Para 2 | |
| 4. | APESMA | Sub – 26 February 2015 | 11.8 | Types of employment – Professional Development Seeks to explore amendment to provide for reimbursement of costs of obtaining and | Para 1 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|--------|--|------------------------------|--|--------------------|-------|
| | | | | maintaining professional registration where registration is a specific requirement of the job. | | |
| 5. | APESMA | Sub – 26 February 2015 | 18.2 | <p>Ordinary hours of work and rostering – Employers will compensate for:</p> <p>Concerns regarding the lack of transparency which can exist regarding compensation for certain working arrangements. Would like to explore variation to clause to provide for the right for employee to request information on the specific compensation which applies.</p> | Para 4 | |

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Water Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|--|--------------------|-------|
| 1. | MIL | Sub-25Feb15 | | Coverage of irrigation infrastructure operator (IIO) Party submits that if IIOs are to be covered by this award, a number of changes would be required, but that these would not impact on any parties already covered by the award. | Pages 2–5 | |
| 2. | UV | Sub-03Mar15 | 4 | Coverage Seeking amendment to clarify that an employer “in the water industry” does not mean the employer operates exclusively in the water industry. | Page 1 | |
| 3. | UV | Sub-03Mar15 | 19.5(a)(iv) | Normal starting point allowance Variation sought to ensure that where a “region (is) specified by the employer” the associated allowance is still adequate compensation. | Pages 1–2 | |
| 4. | UV | Sub-03Mar15 | 22.1 | Higher duties Variation sought to provide that all hours worked at higher duties | Page 2 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------|------------------------------|---|--------------------|-------|
| | | | | are paid at the higher minimum wage, and that that rate be paid for the entire shift where higher duties are performed for two hours or more. | | |

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Dry Cleaning and Laundry Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 1. | UV | Sub-4Mar15 | 15.3 | Allowances—protective clothing allowance Seeks to clarify wording ‘fair wear and tear excepted’ as it is vague. | Page 1 | |
| 2. | UV | Sub-4Mar15 | 15.5(b) | Allowances—uniform allowances Seeks to replace current allowance with a laundry allowance of a defined amount. | Page 1 | |
| 3. | UV | Sub-4Mar15 | 18 | Higher duties Seeks to vary clause so that an employee is paid the higher minimum wage for the entire shift after performing higher duties for 2 hours. | Page 1 | |
| 4. | UV | Sub-4Mar15 | 22 | Overtime Seeks to vary clause so that the first 2 hours worked in excess of ordinary hours is paid at time and a half and double time thereafter. | Page 1-2 | |

See [Schedule 1](#) for a list of abbreviations

| | | | | | | |
|----|---------------|----------------------------|--------------------|--|-------------------|---|
| 5. | UV | Sub-4Mar15 | 22.5(a) | Saturday work Seek to vary clause to provide for all ordinary time performed on a Saturday to be at the rate of time and a half. | Page 2 | WITHDRAWN – see TN397 (Mention 14/12/15) |
| 6. | UV | Sub-4Mar15 | 23.1 | Shiftworker definition Proposes a single definition of shift worker to be used in all situations. | Page 2 | |

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Fast Food Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|---|
| 1. | AIG | Sub-2Mar15 | 4 | Coverage Seeks a May seek variation to coverage to avoid potential overlap with other awards. | Page 6 | |
| 2. | NRA | Sub-2Mar15 | 8.1 | Consultation Vary clause to reflect historical award provisions. | Point 4 | |
| 3. | SDA | Sub-2Mar15 | 11 | Full-time employees Seeks to include requirement for agreement in writing 'at time of engagement on a regular pattern of work and requirements for variation of pattern of work'. | Point 4 | |
| 4. | SDA | Sub-2Mar15 | 11 | Full-time employees Seeks to include minimum shift of 4 hours for full-time employees. Currently no minimum shift entitlement for full-time employees | Point 5 | |
| 5. | NRA | Sub-2Mar15 | 12 | Part-time employees Vary clause to introduce flexibility in rostering part-time employees. | Point 4 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|--|
| 6. | AIG | Sub-2Mar15 | 13 | Casual employment Proposes that the minimum engagement period for casual employees be changed to 2 hours instead of 3 hours. | Page 6 | Being dealt with by Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 7. | NRA | Sub-2Mar15 | 13.4 | Casual employment Reduce minimum shift engagement for casual employees from 3 hours to 2 hours. | Point 4 | Being dealt with by Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 8. | SDA | Sub-2Mar15 | 19 | Allowances Seeks to insert new clause which will provide all fast food employees working at airports an allowance of \$6.52 or with parking at the employer's expense. | Point 19 | |
| 9. | NRA | Sub-2Mar15 | 19.2(b) | Allowances—special clothing Vary clause to confirm its applicability to the dry cleaning of garments. | Point 4 | |
| 10. | SDA | Sub-2Mar15 | 22 | Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period. | Point 6 | |
| 11. | SDA | Sub-2Mar15 | 22 | Payment of wages Seeks to vary clause to require | Point 8 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|--|
| | | | | the employer to notify the employee in writing as to which day is the pay day and provide 4 weeks' written notice if they wish to change the pay day. | | |
| 12. | SDA | Sub-2Mar15 | 25 | Hours of work Award currently contains rostering provisions in the overtime clause which are not referred to in the hours of work clause. Party submits alternative wording in submission. | Point 12 | |
| 13. | SDA | Sub-2Mar15 | 25 | Hours of work Seeks to insert a maximum roster period of four weeks into Award. | Point 14 | |
| 14. | SDA | Sub-2Mar15 | 25 | Hours of work Seeks to insert a new provision which would ensure employees under 18 years of age are not permitted to work in a fast food establishment after 10pm on any night. | Point 28 | |
| 15. | RCI | Sub-4Dec14 | 25.5 | Penalty rates Party seeks the removal of late night penalties. | Point 6 | Being dealt with in AM2014/305 – Penalty rates |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|--|
| 16. | AIG | Sub-2Mar15 | 25.5(a)(ii) | Hours of work Party notes the ambiguity in the application of the evening penalty and proposes end time of 5 am. | Page 7 | Being dealt with in AM2014/305 – Penalty rates |
| 17. | BSA | Sub-2Mar15 | 25.5(a)(ii) | Hours of work Current clause does not indicate when the 15% penalty rate ceases to apply. | Page 9 | |
| 18. | FWO | Sub-2Mar15 | | Current clause does not indicate when the 15% penalty rate ceases to apply. | Point 11 | |
| 19. | AIG | Sub-2Mar15 | 25.5(b) | Hours of work Reference to “span of hours” is unnecessary and confused – it should be deleted. | Page 7 | |
| 20. | FWO | Sub-2Mar15 | 25.5(e) & 26 | Hours of work Unclear how clauses 25.5(e) and 26 interact. | Point 12 | |
| 21. | R&CL | Sub-4Dec14 | 26 | Overtime Party seeks to reduce the over-time rate for full-time, part-time and casual employees. Party has provided proposed percentages in submission. | Point 7 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|--|
| 22. | SDA | Sub-2Mar15 | 26.5 | Overtime Seeks to insert wording to ensure that there is no ambiguity as to the payment of overtime for all permanent and casual employees performing work outside ordinary hours. | Point 15 | Being dealt with by Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 23. | AIG | Sub-2Mar15 | 27.1 | Breaks Proposes greater flexibility should exist to allow for the applicable 10 minute break to be taken as a 2 x 5 minute rest break. | Page 7 | |
| 24. | SDA | Sub-2Mar15 | 29 | Annual leave Seeks to insert Blood and Bone Marrow Donor Leave. Proposed wording in submission. | Point 20 | |
| 25. | SDA | Sub-2Mar15 | 29 | Personal/carer's leave and compassionate leave Party seeks to vary compassionate leave clause. Proposed wording in submission. | Point 16 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 26. | SDA | Sub-2Mar15 | 30 | Public holidays Seeks to have a provision which would allow an employee who works public holidays to elect to be paid 150% and receive an equivalent day or time off in lieu of the penalty rate. | Point 17 | |
| 27. | SDA | Sub-2Mar15 | Schedule B | Classifications Seeks to insert wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner. | Point 18 | |

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

General Retail Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| 1. | TWU | Sub-2Mar15 | 4 & 16 | Coverage and classifications Party proposes variations to clauses as there is an overlap between the two awards. | Page 1 | |
| 2. | NRA | Sub-2Mar15 | 8.1 | Consultation regarding major workplace change Vary clause to reflect historical award provisions. | Point 5 | |
| 3. | NRA | Sub-2Mar15 | 12 | Part-time employees Vary clause to introduce flexibility in rostering part-time employees. | Point 5 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 4. | SDA | Sub-2Mar15 | 11 | Full-time employees Seeks to vary clause to include the requirement for 'agreement in writing at the time of engagement' on a regular pattern of work. | Point 4 | |
| 5. | SDA | Sub-2Mar15 | 11 | Full-time employees Seeks to vary clause to include a minimum shift of 4 hours for full-time employees. | Point 5 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| 6. | SDA | Sub-2Mar15 | 13.4 | Casual employees Seeks deletion of minimum 1.5 hour shift for secondary students. | Point 6 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 7. | SDA | Sub-2Mar15 | 18 | Junior rates Seeks to vary clause to provide for the payment of junior rates to Level 1 employees only. | Point 7 | |
| 8. | SDA | Sub-2Mar15 | 20 | Allowances—airport employees allowance Seeks to insert new clause which will provide all retail employees working at airports with an allowance of \$6.52 per day or shift or with parking at the employer's expense. | Point 22 | |
| 9. | NRA | Sub-2Mar15 | 20.2(b) | Special clothing allowance Vary clause to confirm its applicability to the dry cleaning of garments. | Point 5 | |
| 10. | SDA | Sub-2Mar15 | 23 | Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period. | Point 9 | Referred to a separately constituted Full Bench for determination |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|---|
| 11. | SDA | Sub-2Mar15 | 27 | Hours of work Seeks to simplify clause by proposing 10pm for the finish time on Monday to Friday. | Point 13 | |
| 12. | SDA | Sub-2Mar15 | 28 | 38 hour week rosters Seeks to clarify the applicability of rostering provisions to all employees by rearranging current provisions. Proposed wording in submission. | Point 15 | |
| 13. | NRA | Sub-2Mar15 | 28 | 38 hour week Vary clause to address ambiguity and uncertainty around its application. | Point 5 | |
| 14. | SDA | Sub-2Mar15 | 29 | Overtime and penalties Seeks to insert wording to ensure there is no ambiguity as to the payment of overtime for all permanent and casual employees. Provide casual with overtime rates for work in excess of 38 hours per week. | Point 16 (a) & (b) | Being dealt with in Casual Full Bench AM2014/197 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|--|
| 15. | FWO | Sub-2Mar15 | 29.1(a) & 29.2 | Overtime and penalties Clauses unclear if exclusion of casual employees in 29.1 affects whether casual employee can work overtime hours, and if overtime hours may be worked, whether overtime rates in clause 29.2 apply (or if these hours should be otherwise paid at ordinary time rates of pay). | Point 17 | |
| 16. | SDA | Sub-2Mar15 | 29.2(a)(i) | Overtime and penalties Vary clause to provide payment of double time after 2 hours worked. | Point 16 (e) | |
| 17. | SDA | Sub-2Mar15 | 29.4 | Overtime and penalties Seeks full casual loading for such employees at all times which incur penalty rates. | Point 17 | Being dealt with in Casual Full Bench AM2014/197 |
| 18. | FWO | Sub-2Mar15 | 30 | Shiftwork Unclear of meaning of term “specifically employed as shiftworkers” – whether it is sufficient that employee is rostered to work shiftwork hours or whether employee must be expressly told they have been employed as a shiftworker. | Point 19 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 19. | FWO | Sub-2Mar15 | 31.2(b) | Breaks between work periods Unclear as to the appropriate calculation method of this penalty in instances where the employee would be entitled to additional payments. | Point 20 | |
| 20. | SDA | Sub-2Mar15 | 32 | Annual leave—blood and bone marrow donor leave Seeks to include a Blood and Bone Marrow Donor leave clause. | Point 23 | |
| 21. | FWO | Sub-2Mar15 | 32.3(b) | Annual leave loading Unclear whether the two entitlements are to be compared on a daily basis with each of annual leave being assessed separately or as a whole over the entire period of annual leave. | Point 21 | |
| 22. | SDA | Sub-2Mar15 | 33 | Personal/carer's leave and compassionate leave Seeks to vary clause to include terms 'foster parent' and 'step parent'; increase leave entitlement to 3 days; insert wording which clearly states casual are to be re-engaged following such leave; include | Point 19 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| | | | | additional leave of absence for eligible interstate and/or overseas deaths; and provide that paid compassionate leave includes any applicable penalty rates. | | |
| 23. | SDA | Sub-2Mar15 | 34 | Public holidays Seeks to vary clause so work on a public holiday is to be at the election of the employee and the insertion of a provision which would allow an employee who works on a public holiday to elect to be paid time and a half and receive equivalent day or time off in lieu. | Point 20 | |
| 24. | SDA | Sub-2Mar15 | Schedule B | Classifications Seeks to insert into the Classification structure for all employees (Retail Employee Level 1 – 8) wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner, as this is not part of retail duties and functions. | Point 21 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Hair and Beauty Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|--|
| 1. | NRA | Sub-2Mar15 | 8.1 | Consultation regarding major workplace change Seeks to vary clause to reflect historical award provisions. | Point 6 | |
| 2. | SDA | Sub-2Mar15 | 11 | Full-time employees Seeks to vary clause to include ‘the requirement for agreement in writing at the time of engagement on a regular pattern of work’. | Point 4 | |
| 3. | NRA | Sub-2Mar15 | 12 | Part-time employees Seeks to vary clause to introduce flexibility in rostering part-time employees. | Point 6 | Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197 |
| 4. | BSA | Sub-2Mar15 | 19.3 | Minimum rates for pre-apprentices No definition of a ‘pre-apprentice’; however there are minimum rates for a pre-apprentice. Party consulting further with members and may pursue a proposal to vary clause. | Page 10 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 5. | HABA | Sub-2Mar15 | 19.5 | Apprentice conditions of employment Seeks variations to the apprentice structure as it relates to pay generally, entry level pay and adult apprentices. | Para 2.9 | |
| 6. | FWO | Sub-2Mar15 | 19.6, 19.7 & Schedule D | Apprentices and trainees No definitions for “trainee” and “graduate” – unclear how clause 19.6 interacts with the trainee provisions separately set out under Schedule D and how to identify which employees should be regarded as a “graduate” under clauses 19.6 and 19.7. | Point 22 | |
| 7. | SDA | Sub-2Mar15 | 21 | Allowances—airport employees allowance Seeks to insert new clause which will provide all retail employees working at airports with an allowance of \$6.52 per day or shift or with parking at the employer’s expense. | Point 22 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|---|
| 8. | SDA | Sub-2Mar15 | 25 | Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period. | Point 6 | Referred to a separately constituted Full Bench for determination. |
| 9. | SDA | Sub-2Mar15 | 29 | Notification of rosters Party seeks to amend this clause. Their proposed wording in submission. | Point 13 | |
| 10. | SDA | Sub-2Mar15 | 29.4 | Casual rate for evening and weekend work Seeks to vary clause so the full casual loading for casual employees working weekends as it is currently absorbed by the weekend rates. | Point 17 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 11. | SDA | Sub-2Mar15 | 30 | Rostering principles Seeks to insert a provision for employees regularly working Sundays, to ensure that those employees are entitled to have three consecutive days off each four weeks which includes a Saturday or Sunday. | Point 15 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|---|--------------------|-------|
| 12. | NRA | Sub-2Mar15 | 30 | Rostering principles Seeks to vary clause to address ambiguity and uncertainty around its application. | Point 6 | |
| 13. | HABA | Sub-2Mar15 | 30 | Rostering principles Seeks a variation allowing an employer and an employee to mutually agree to substitute the days they are rostered off. | Para 2.4 | |
| 14. | HABA | Sub-2Mar15 | 30.3 | Consecutive days off Seeks to vary provision to allow employers and employees to mutually agree to a pattern of work in which the employee is not provided with two consecutive days each week or three consecutive days off in a two week period. | Para 2.6 | |
| 15. | SDA | Sub-2Mar15 | 31 | Overtime Seeks to insert wording to ensure there is no ambiguity as to the payment of overtime for all permanent and casual employees performing work beyond ordinary hours. Seeks to also vary clause so double time is paid after 2 hours worked. | Point 16 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 16. | SDA | Sub-2Mar15 | 33 | Annual leave—blood and bone marrow donor leave Seeks to include a Blood and Bone Marrow Donor leave clause. | Point 23 | |
| 17. | SDA | Sub-2Mar15 | 34 | Personal/carer's leave and compassionate leave Seeks to vary clause to include terms 'foster parent' and 'step parent', increase leave entitlement to 3 days, insert wording which clearly states casual are to be re-engaged following such leave, include additional leave of absence for eligible interstate and/or overseas deaths, and provide that paid compassionate leave includes any applicable penalty rates. | Point 19 | |
| 18. | SDA | Sub-2Mar15 | 35 | Public holidays Seeks to vary clause so work on a public holiday is to be at the election of the employee and the insertion of a provision which would allow an employee who works on a public holiday to elect to be paid time and a half and receive equivalent day or time off in lieu. | Point 20 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| 19. | SDA | Sub-2Mar15 | Schedule B | <p>Classifications Seeks to insert into the Classification structure for all employees (Retail Employee Level 1 – 8) wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner, as this is not part of retail duties and functions.</p> | Point 21 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Hospitality Industry (General) Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|---|
| 1. | UV | sub-13/11/15 | 27.1 | Annualised salaries Seeks to vary clause so it is clear that a reconciliation can take place between wages that would have been paid under weekly pay for work and actual amount paid under an annualised salary arrangement when the arrangement ends before a year and employee remains employed. | Page 2 | Referred to a separately constituted Full Bench |
| 2. | AHA | sub-12/11/15 | 3 | Definitions Seeks to vary clause by expanding the definition of “ordinary hourly rate” to encompass all classifications. | Para 16 | |
| 3. | AHA | sub-12/11/15 | 20.2 | Minimum wages Seeks to vary clause to include minimum hourly wage for Managerial Staff. | Para 16 | |
| 4. | AHA | sub-12/11/15 | 20.3 | Minimum wages Seeks to vary clause to include minimum hourly wages for all levels within the Casino Gaming classifications. | Para 16 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|--|
| 5. | AHA | sub-12/11/15 | 20.4 | Minimum wages Seeks to vary clause to include references to the “standard hourly rate”. | Para 16 | |
| 6. | AHA | sub-12/11/15 | 32.1 | Penalty rates Seeks to remove reference to “minimum wage rate” and replace with “minimum hourly rate” or “ordinary hourly rate”. | Para 16 | See also Full Bench decision – drafting and technical issues – ordinary hourly rate of pay |
| 7. | AHA | sub-12/11/15 | 33.3 | Overtime Seeks to remove references to “normal rate of pay” and replace with “ordinary hourly rate”. | Para 16 | |
| 8. | AHA | sub-12/11/15 | 27.2(e) | Salaries absorption Seeks to vary clause so that an employer and employee can extend the 28 day timeframe by agreement. | Para 19-22 | |
| 9. | AHA | sub-12/11/15 | 32.2(a) | Public holidays Seeks to vary clause to clarify that the minimum four payments for permanent employees and two hours for casual employees refers to the hours worked during a shift, not only to the hours worked on the day that is a public holiday. | Para 24-27 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|--|---|--------------------|-------|
| 10. | AHA | sub-12/11/15 | 32.2(b) | Public holidays Seeks to vary clause so that an employee and employer can agree to take the one day instead of the public holiday outside the 28 day timeframe. | | |
| 11. | AHA | sub-12/11/15 | New clause – Abandonment of Employment | Seeks to insert an abandonment of employment clause. | | |
| 12. | AHA | sub-02/03/15 | XX | Multi-hire arrangements Seeks to introduce clause allowing permanent employees to work casual shifts via multi-hire arrangements. | Page 3 | |
| 13. | RCI | sub-02/03/15 | 1 | Title Amend title of Award to Hotels, Accommodation and Casinos Award. | Para 5 | |
| 14. | AHA | sub-02/03/15 | 3 | Definitions Insertion of a new/amended definition for ‘catering employee’, a motel employee; and ‘accrued rostered day off’ and ‘liquor service employee’. | Page 3 | |
| 15. | RCI | sub-02/03/15 | 4 | Coverage Insert “caterers covered by the Restaurant, (e) and Catering | Para 6 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|---|
| | | | | Industry Award”. | | |
| | | | | Delete word “caterers” from clause 4.2. | Para 7 | |
| 16. | UV | sub-02/03/15 | 13 | Casual Amend clause so that casual employees have a 4 hours minimum engagement. | Page 2 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| 17. | AHA | sub-02/03/15 | 13.3 | Payment for casuals Amend clause to provide consistency with clause 26— payment of wages. | Page 3 | |
| 18. | AHA | sub-02/03/15 | 14 | Apprentices Introduce competency based pay scale. | Page 3 | |
| 19. | AHA | sub-02/03/15 | 14 and Schedule F | Apprentices and Trainees Introduce exclusion for an apprentice or trainee undertaking nationally recognised training being subject to the liquor service employee definition. | Page 3 | |
| 20. | AHA | sub-02/03/15 | 15 | Juniors Amended junior rates structures to reflect single junior rates structure. | Page 3 | |
| 21. | AHA | sub-02/03/15 | 20.2 | Minimum wages | Page 3 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|---|
| | | | | Introduce base rates of pay for part time and casual employees within the Managerial staff (Hotels) classification. | | |
| 22. | AHA | sub-02/03/15 | 21.1(b) | Clothing, Equipment and Tools Allowance Provision of a security bond for cost of identified employer property provided to the employee as part of their employment. | Page 3 | |
| | UV | sub-02/03/15 | | Tool allowance needs to be increases to align with other awards equivalent allowance rate. | Page 2 | |
| 23. | AHA | sub-02/03/15 | 21.3 | Allowances Amend to clarify the compensation and duration of work. | Page 3 | |
| 23A. | AHA | sub-09/12/15 | 26 | Payment of wages Amend Payment of wages to allow for averaging salaries (see item 26) | Pages 1–3 | |
| 24. | UV | sub-02/03/15 | 27 | Annualised Salaries Insert clause where salary arrangements must pass a ‘better off overall test’, outline employees’ ordinary hours and | Page 2 | Referred to a separately constituted Full Bench |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| | | | | employees under these arrangements cannot be asked to work unreasonable hours in excess of their agreed ordinary hours. | | |
| 25. | UV | sub-02/03/15 | 27.1(e) | Clause should be expanded to add a provision to clarify that employees have a right to access and make copies of any daily records. | Page 3 | |
| 26. | AHA | sub-02/03/15 | 29.1 | Full-time employees Amend the averaging arrangements to take into account industry and work environment/ location specific needs. | Page 3 | |
| | AHA | sub-09/12/15 | | | Page 1-3 | |
| 27. | UV | sub-02/03/15 | 30 | Rostering Amend so casuals are provided a roster. | Page 2 | |
| 28. | AHA | sub-02/03/15 | 31 | Breaks Amend to clarify the concept of shift length versus work performed for the purposes of attracting additional paid breaks. | Page 3 | |
| 29. | AAA | sub-04/12/14 | 32 | Penalty Rates Seeks a reduction in penalty rates for Sunday work and late night penalties. | Para 8 and 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|---|--------------------|---|
| | RCI | sub-04/12/14 | | Seeks a reduction in penalty rates for Sunday work and late night penalties. | Para 6 and 7 | |
| 30. | AHA | sub-02/03/15 | 32.3 | Other penalties Amend to clarify the way in which penalty is paid for part hour worked. | Page 3 | |
| | FWO | corro-02/03/15 | | Concerns raised over the calculation of evening and night penalties where an employee performs work for part of hours, and whether the penalties are payable in units of whole hours only or whether the penalties are payable on a pro rata basis for part hours worked. | Item 23 | |
| 31. | AHA | sub-02/03/15 | 33 | Overtime Introduce time in lieu arrangements where overtime is performed. | Page 3 | Dealt with in AM2014/300 – Award flexibility |
| 32. | UV | sub-02/03/15 | 33 | Casuals-Overtime Amend clause so that casual employees are entitled to overtime when they work in excess of their rostered hours. | Page 2 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|---|
| 33. | AHA | sub-02/03/15 | 33.3 | Overtime rates Amend to reflect term 'ordinary rate of pay' defined at clause 3. | Page 3 | |
| 34. | AHA | sub-02/03/15 | 34 | Cashing Out Subject to a decision on the Annual Leave Common Issue, the AHA proposes the insertion of a clause to allow employees to request cash out of accrued annual leave. | Page 1 | Dealt with in AM2014/47 – Annual leave |
| 35. | AHA | sub-02/03/15 | 38 | Deductions Sought provision to make deductions in circumstances of employee negligence. | Page 3 | |
| 36. | AHA | sub-02/03/15 | 39.2 | Deduction for accommodation Restructure table to accurately reflect the types of accommodation provided and appropriate deduction amounts. | Page 3 | |
| 37. | AHA | sub-02/03/15 | Schedule D | Classifications Amend to insert the relevant wage level in brackets after each classification. | Page 3 | |
| | AHA | sub-02/03/15 | | Clarify the duties of Front Office Grade 12 and a Clerical Grade 3 employee can undertake. | Page 3 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Mannequins and Models Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|-------------------------|-------|----------|------------------------------|------------------|--------------------|-------|
| NO SUBMISSIONS RECEIVED | | | | | | |

This table is a summary of proposed variations lodged for this award – **updated 24 February 2016.**

Registered and Licensed Clubs Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---|------------------------------|---|--------------------|-------|
| 1. | CAI | Submission – 16/11/15 | 4 | Coverage Seeks to vary the existing definition of Club to remove ambiguity around those that are covered by the RCLA award. | Page 1-2 | |
| 2. | CAI | Submission – 16/11/15 | 26.7 & 28.5 | Ordinary hours of work and rostering and overtime Seeks remove clause 26.7 and expand 28.5 which will remove the inconsistent interaction. | Page 2-3 | |
| 3. | CAI | Submission – 16/11/15 | 10.5 & 29.1 | Casual employees and penalty rates Seeks to vary clause so it is clear that the maintenance and horticultural employees can be engaged as casuals. | Page 3-4 | |
| 4. | CAI | Submission – 16/11/15 | 3 | Definitions Seeks to vary existing shift worker definition to provide greater clarity around annual leave entitlement but does not have a finalised position. | Page 4 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---|------------------------------|---|--------------------|-------|
| 5. | CAI | Submission – 16/11/15 | 3 | Definitions Seeks to vary Club Manager definition to reflect all employees engaged in work within the classifications of clause C.11. | Page 4 | |
| 6. | CAI | Submission – 16/11/15 | 24.4 | Meal breaks Seeks to vary clause so provision should apply to clubs who employ fewer than 15 employees. | Page 5 | |
| 7. | CAI | Submission – 16/11/15 | 17.3 | Club employees Seeks to vary clause so that 20% and 50% exemption should be extended to all employees. Seeks to also vary clause so employees who receive 50% above the award rate should be excluded from leaving loading. | Page 5 | |
| 8. | CAI | Submission – 16/11/15 | Schedule C | Classification definitions Seeks to vary clause so that maintenance and horticultural references be amended to reflect “grades” not “levels”. | Page 6 | |
| 9. | CAI | Submission – 16/11/15 | Schedule C | Classification definitions Seeks the inclusion of level 2 and potentially 2 employees who engage as tender boat drivers or deckhands. | Page 6 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|---|------------------------------|--|--------------------|---|
| | | | | Seeks to vary clerical classifications. Seeks to expand the classifications and special arrangements for work performed by fitness/swim instructors. | | |
| 10. | UV | Submission – 13/11/15 | 17 | Minimum wages Seeks to vary clause to include a provision for reconciliation. | Page 2 | |
| 11. | CAI | Submission – 30/07/14 Submission – 06/08/14 Submission 10/01/14 Submission – 30/01/15 Submission 10/11/14 Submission – 02/12/15 Submission – 19/12/14 | 10.4(a) & (b) | Continuation of State-based part-time provisions respectively Current 10.b(b) & (c) continued to VIC and NSW State-based provisions which continue to 31 December 2013. Sought to convene a conference to consider solution or program for dealing with issue prior to 31 December 2014. Subsequent submissions relate to determining issue and seek interim provisions be made. | Pages 1 – 2 | Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561] |
| 12. | UV | Submission – 13/01/14 Submission – 11/01/14 | 10.4(a) & (b) | Continuation of State-based part-time provisions respectively Transitional provision should not | Pages 1 – 2 | Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561] |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------------|---------------------------------------|---|---|--------------------|-------|
| | | Submission – 10/12/14 | | be maintained past 31 December 2014. Opposed continuation of transitional part-time provisions | | |
| 13. | NSWBC & ABI | Submission – 08/12/14 | General comment | Video-link request for Sydney | Page 1 | |
| 14. | BSA | Submission – 02/03/15 | General comment | Expressed general interest in award No specific variations sought but reserved position to do so in future. | Pages 4, 10 | |
| 15. | UV | Submission – 02/03/15 | General comments relating to three awards | Overtime/rosters/minimum engagement Overtime provisions may not be meeting the modern awards objective as casual employees not eligible for overtime payment. Not consistent with principle of equal pay for equal work. Casual employees not entitled to a roster or 2 hour minimum engagement. Seek changes to clauses above. Award specific submissions will follow. | Pages 1-3 | |

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Restaurant Industry Award 2010

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|--|--------------------|---|
| 1. | UV | sub-13/11/2015 | 28 | Annualised salary arrangements Seeks to vary clause so it is clear that a reconciliation can take place between the wages that would have been paid under weekly pay for the work and the actual amount paid under an annualised salary arrangement when the arrangement ends before a year and the employee remains employed. | | Referred to a separately constituted Full Bench |
| 2. | RCI | sub-02/03/15 | XX | Deductions for Accommodation and Meals Seek to include a new clause for deductions to be made for employers providing accommodation and meals to employees. | Para 15 | |
| 3. | RCI | sub-02/03/15 | 1 | Title Seek to change the title of the Award to the Restaurant, Café | Para 5 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|--|--------------------|--|
| | | | | and Catering Industry Award to compliment the proposed new coverage clause. | | |
| 4. | RCI | sub-02/03/15 | 3 | Definitions Insert new definition of Restaurant and related businesses in line with new coverage clause. - Delete definition of appropriate level of training. | Para 6 | |
| 5. | RCI | sub-02/03/15 | 4 | Coverage Seek to vary the coverage of the award through the inclusion of 'stand-alone caterers' and the deletion of clause 4.8 (a). | Para 7 | |
| 6. | UV | sub-02/03/15 | 13, | Casual Employees Seek variations to ensure casual employees receive overtime when they work in excess of their rostered hours, have a right to a roster and a 4 hour minimum engagement. | Page 2 and 3 | <i>Refer to Casual Full Bench AM2014/197</i> |
| 7. | RCI | sub-02/03/15 | 15 | Junior employees Seek the removal of the requirement to pay junior employees at the full adult rate | Para 8 | |

See [Schedule 1](#) for a list of abbreviations

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|--|--------------------|-------|
| | | | | (see clause 20.1) for liquor service. | | |
| | FWO | corro-02/03/15 | | Inquiries have been received regarding the definition of “liquor service employee”. | Item 30 | |
| 8. | RCI | sub-02/03/15 | 20 and Schedule B | Classification structure and wage levels Seek to reduce the classification structure to four levels and amend the classification structure definitions accordingly. | Para 9 | |
| 9. | RCI | sub-02/03/15 | 27 | Payment of wages Seek to delete the prohibition of payment of wages on a Friday, Saturday or Sunday. | Para 10 | |
| 10.. | RCI | sub-02/03/15 | 28 | Annualised Salaries Seek an alteration to clause 28.1(a) to expressly state annualised salaries include absorption of the annual leave loading prescribed in clause 35.2(b). | Para 11 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|------------------------------|------------------------------|---|--------------------|-------|
| 11. | RCI | sub-02/03/15 | 31 | Hours of work Seek change of Clause 31.2 (d) in order to provide relief to operators by varying the minimum break between shifts to 8 hours. | Para 12 | |
| 12. | BSA | sub-02/03/15 | 31.2 | Minimum Employment Period Clause should be varied to clarify that the minimum of six hours work applies only to full time employees. | Page 10 | |
| 13. | RCI | sub-02/03/15 | 32 | Meal Breaks Seek to vary the meal breaks provision specifically to vary terminology to allow for greater flexibility on the taking of breaks in the workplace and seek the deletion of sub clause 32.3 and 32.4 of the Award. | Para 13 | |
| 14. | RCI | sub-02/03/15 | 33 | Overtime Seek the removal of the terminology 'rostered day off' or 'RDO' from clauses 27.3, 31.6(b), 33.2(d), 38.2 and F.1 (d). | Para 14 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|--------------------------------|------------------------------|--|--------------------|-------|
| 15. | FWO | corro-02/03/15 | 38.2 | <p>Rostered Day Off Inquiries received regarding the meaning of the term ‘rostered day off’ as this is not a defined term. Given it is undefined, this has implications when the term is used in clauses 27.3 (payment of wages), 33.2(d) (overtime rates) and item F.1(d) of Schedule F (part-day public holidays).</p> | Page 10 | |

Schedule 1 – List of abbreviations (in alphabetical order)

| | |
|---------------------|--|
| AAA | Accommodation Association of Australia |
| AAMRI | Association of Australian Medical Research Institutes |
| ABI and ors | Australian Business Industrial, New South Wales Business Chamber and the Pet Porpoise Pool Pty Ltd |
| ABI&NSWBC | Australian Business Industrial and the New South Wales Business Chamber Ltd. |
| ABL | Australian Business Lawyers |
| ACA Anors | Australian Childcare Alliance, Australian Business Industrial and New South Wales Business Chamber Ltd |
| ACE | Aged Care Employers |
| ACSAE | Australian Community Services Employers Association, Union of Employers |
| AEIA | Australian Entertainment Industry Association trading as Live Performance Australia |
| AFAP | Australian Federation of Air Pilots |
| AFEI | Australian Federation of Employers and Industries |
| Aged Care Employers | Aged and Community Services NSW & ACT, Leading Age Services Australia NSWACT, Aged and Community Services Australia, Leading Age Services Australia, Leading Age Services Australia VIC, Aged and Community Services Western Australia, Aged and Community Services SA & NT, Leading Age Services Australia – QLD, Leading Age Services Australia – SA, Leading Age Services Australia – TAS, Leading Age Services Australia – WA, Aged & Community Services Tasmania, Aged and Community Services Australia (Victoria), Aged and Community Services Australia (QLD) |
| AHA | Australian Hotels Association |
| AHEIA | Australian Higher Education Industrial Association |
| AIG | Australian Industry Group |
| AIMPE | Australian Institute of Marine and Power Engineers |
| ALAEA | Australian Licenced Aircraft Engineers Association |
| AMWU | “Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU) |
| APESMA | Association of Professional Engineers, Scientists and Managers, Australia |
| APSA | Australian Property Services Association |
| ASU | Australian Municipal, Administrative, Clerical and Services Union |

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|-------------|--|
| AWU | The Australian Workers' Union |
| BCC and ors | Birch Carroll & Coyle Limited, Greater Union Organisation Pty Ltd, Hoyts Corporations Pty Ltd and Village Roadshow Limited |
| BSA | Business SA |
| CAI | Clubs Australia Industrial |
| CCF | Civil Contractors Federation |
| CCSA | Community Connections Solutions Australia |
| CEPU (ETU) | Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allies Services Union |
| CFMEU | Construction, Forestry, Mining and Energy Union, Mining and Energy Division |
| CPSU | The Community and Public Sector Union |
| DSS | Department of Social Services |
| FA | Fitness Australia |
| FPAA | Fire Protection Association Australia |
| FWO | Fair Work Ombudsmen |
| G8E | G8 Education |
| GA | Gymnastics Australia |
| HABA | Hair & Beauty Australia Industry Association |
| HBG | Hall and Baum Group |
| HIA | Housing Industry Association Limited |
| HSU | Health Services Union |
| iCCC | iCabin Crew Connect |
| IEU | Independent Education Union of Australia |
| ISV | Independent Schools Victoria |
| JA | Jobs Australia |
| JB | John Broomhead (Individual) |
| MBA | Master Builders' Association |
| MEA | Master Electricians Australia |
| MEAA | Media, Entertainment and Arts Alliance |
| MIL | Murray Irrigation Ltd |

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| Mitolo and others | Mitolo Group Pty Ltd; Potatoes SA; Hortex Alliance Incorporated; AusVeg SA; Horticultural Coalition of South Australia admin; Apple & Pear Growers Association of SA Inc. |
| MPG | Master Plumbers Group |
| MPMCA | The Master Plumbers and Mechanical Contractors Association of NSW |
| NATSIHWA | National Aboriginal and Torres Strait Islanders Health Worker Association |
| NDS | National Disability Service |
| NECA | National Electrical and Communications Association |
| News Corp | News Corp, Bauer Media Ltd, Pacific Magazines Pty Ltd and GNM Australia Pty Ltd |
| News Corp and others | News Corp, Bauer Media Ltd, Pacific Magazines Pty Ltd, GNM Australia Pty Ltd, Seven Network (Operations) Limited and its related entities, Network Ten Pty Ltd and its related entities, Prime Media Group and its related entities operating in the broadcasting and publishing media industries |
| NFF | National Farmers Federation |
| NRA | National Retail Association |
| NSWBC & ABI | New South Wales Business Chamber and Australian Business Industrial |
| NTEU | National Tertiary Education Industry Union |
| OSHC | OSH Club |
| PGA | Professional Golfers Association |
| QFDA & FDANSW | Queensland Funeral Directors Association Limited & Funeral Directors Association of New South Wales Limited |
| RCI | Restaurant and Catering Industrial |
| REEF | Real Estate Employers' Federation |
| RRESSA | Registered Real Estate Salespersons Association of SA |
| Russell Kennedy and ors | Russell Kennedy, Norton Rose Fulbright, Arnold Bloch Leibler, Hall & Wilcox, Clayton Utz, Thomson Geer, Corrs Chambers Westgarth, Maddocks, DLA Piper, Allen & Overy, Piper Alderman, Dibbs Barker, Ashurst, Herbert Smith Freehills, Allens, Gilbert & Tobin, Lander & Rogers, King & Wood Mallesons, Davies Collison Cave, Gadens |
| SA & ASCTA | Swim Australia & Australian Swimming Coaches and Teachers Association |
| SAWIA | South Australian Wine Industry Association |
| SDA | Shop, Distributive & Allied Employees' Association |
| Seven and ors | Seven Network (Operations) Limited, Network Ten Pty Ltd, Nine Network Pty Limited and Prime Media Group |
| SG | Showmen's Guild |

| | |
|--------------|--|
| Skate Intl | Skate International Pty Ltd |
| SPA | Screen Producers Australia |
| TA | Tennis Australia |
| TWU | Transport Workers' Union of Australia |
| Universities | University of Melbourne, Monash University, University of Sydney, University of New South Wales, Australian National University, Adelaide University, and University of Western Australia. |
| USU | New South Wales Local Government, Clerical, Administrative, Energy, Airlines And Utilities Union, also known as United Services Union |
| UV | United Voice |
| VAPS & GSV | Victorian Association of Public Schools and Girls Sport Victoria |