



# DRAFT REPORT

*Fair Work Act 2009*

s.156 - 4 yearly review of modern awards

## **4 yearly review of modern awards**

(AM2014/250)

### **ABORIGINAL COMMUNITY CONTROLLED HEALTH SERVICES AWARD 2010 [MA000115]**

COMMISSIONER CIRKOVIC

MELBOURNE, 21 JUNE 2017

*4 yearly review of modern award – Aboriginal Community Controlled Health Services Award 2010.*

[1] On 8 February, 28 March and 28 April 2017 conferences were held to discuss the Summary of Submissions – Technical and Drafting (the summary) in relation to the review of the *Aboriginal Community Controlled Health Services Award 2010*.

[2] The following items in the summary were discussed at the conference. The tracked changes reflect the position of the parties following the conference of 28 April 2017:

- Item 1: Moved to substantive issues (item S2A) and is dealt with in section [3] of this report.
- Item 2: Agreed, as per HSU proposal.
- Item 3: Withdrawn by United Voice.
- Item 4: Agreed, as per HSU proposal.
- Item 5: Moved to substantive issues (item S2B) and is dealt with in section [3] of this report.
- Item 6: Moved to substantive issues (item s2C) and is dealt with in section [3] of this report.
- Item 7: Moved to substantive issues (item S2D) and is dealt with in section [3] of this report.
- Item 8: Moved to substantive issues (item S2E) and is dealt with in section [3] of this report.
- Item 9: Moved to substantive issues (item S2F) and is dealt with in section [3] of this report.
- Item 10: Agreed, as per HSU, no opposition to removal of the definition of ‘appropriate certificate’.
- Item 11: Withdrawn by HSU, as per correspondence dated 4 May 2017.
- Item 12: Substantive issue, referred to Payment of Wages Common Issue AM2016/8.
- Item 13: HSU submit the Exposure Draft (ED) amendment to clause 13.2 ‘ordinary hours of work’ changes the award entitlement and propose the wording be altered. NATSIHWA agree with HSU and also propose the words ‘can be worked in any one

day without the payment of overtime' be added to the end of the sentence. AFEI to provide proposed alternative wording to parties.

- Item 14: Agreed, as per HSU proposal.
- Item 15: Agreed, as per HSU proposal.
- Item 16: Agreed, as per HSU proposal.
- Item 17: Moved to substantive issues (item S9A) and is dealt with in section [3] of this report.
- Item 18: Moved to substantive issues (item S11A) and is dealt with in section [3] of this report.
- Item 19: Moved to substantive issues (item S11B) and is dealt with in section [3] of this report.
- Item 20: Agreed between the parties that clause 17.2.4 be deleted from the ED.
- Item 21: Agreed, as per HSU proposal.
- Item 22: Agreed, as per HSU proposal.
- Item 23: Agreed, as per HSU proposal.
- Item 24: Moved to substantive issues (item S11C) and is dealt with in section [3] of this report.
- Item 25: Agreed, as per HSU proposal.
- Item 26: Resolved as per item 14.
- Item 27: Agreed, as per HSU proposal.
- Item 28: Agreed, as per HSU proposal.
- Item 29: Resolved, agreement by all parties that clause 19.6 remains as it is.
- Item 30: Agreed, as per HSU proposal.
- Item 31: Moved to substantive issues (item S17A) and is dealt with in section [3] of this report.
- Item 32: To be amended once substantive issues are decided.
- Item 33: Moved to substantive issues (item S18A) and is dealt with in section [3] of this report.

[3] Substantive issues were discussed at conferences on Tuesday 28 March 2017 and Thursday 1 June 2017:

- Item 1: ~~NATSIHWA initially proposed the title be amended to 'Aboriginal and Torres Strait Islander Health Services Award [Year]' as part of its proposal that the coverage of the award be extended to Aboriginal and Torres Strait Islander health workers in community controlled health centres and private practice. NATSIHWA submit this is a substantive issue. All parties agree there is a problem with definitions. NATSIHWA proposed that wherever the word 'Aboriginal' appears throughout the award, 'and/or Torres Strait Islander' should be added. AFEI does not have a position on this issue. ABI & the New South Wales Business Chamber (ABI & NSWBC) submits the definition of 'Aboriginal' be changed to include 'a Torres Strait Islander person' but advised it is not pressing an objection to NATSIHWA's proposal. United Voice is not pressing an objection to NATSIHWA's proposal. Agreed, as per NATSIHWA's proposal.~~
- Item 2 and Item 5A: ~~NATSIHWA is pressing its proposed changes in its draft determination. To be discussed at the next conference. AFEI to seek further instruction and consider prior to the next conference.~~
- Item 2A: ~~NATSIHWA noted the name of the award is currently under consultation. It is too early to determine this issue because other issues may impact it. No contrary views were expressed by other parties. Parties to obtain further instruction and discuss further prior to the next conference.~~

- Item 2B: ~~NATSIHWA's proposed changes to the definitions section are supported by the HSU and United Voice. AFEI reserves its rights to make further comments. Agreed, as per NATSIHWA's proposal.~~
- Item 2C: This item is a subset of item 1. No objections to NATSIHWA's proposal.
- Item 2D: No opposition to United Voice's proposal.
- Item 2E: Resolved as per item 2B.
- Item 2F: ~~United Voice withdraws any opposition to NATSIHWA's proposal. AFEI and ABI & NSWBC reserve their positions. Resolved as per item 2B.~~
- Item 3: ~~United Voice and the HSU do not object to NATSIHWA's proposal. AFEI and ABI & NSWBC reserve their positions. Action: AFEI and ABI & NSWBC to consider their positions and if needed, provide submissions to [amod@fwe.gov.au](mailto:amod@fwe.gov.au) for other parties to comment accordingly before the next conference. AFEI to seek further instruction and consider prior to the next conference.~~
- Item 4: Referred to Part time and Casuals Full Bench AM2014/196 and AM2014/197.
- ~~Item 5: The HSU is pressing its claim only relating to the weekend and public holiday rates, not the shift allowances. United Voice submits casual loading is differentiated from penalty rates and this has been decided in prior 4 yearly review decisions. AFEI submits that is not the way the award operates at the moment. United Voice has provided a submission outlining its position and supporting authorities. To be discussed at the next conference. Parties to obtain further instruction and discuss further prior to the next conference.~~
- ~~Item 5A: Similar issue to item 2B, dealing with definitions. To be dealt with in the same manner as item 2B.~~
- Item 6: ~~NATSIHWA has proposed a new grading wage structure. United Voice and the HSU support the proposal. AFEI and ABI & NSWBC to provide a submission on their positions. Matter to be discussed at the next conference. Parties to discuss further prior to the next conference.~~
- Item 7: ~~NATSIHWA has proposed variations to allowances. United Voice and the HSU support the proposal. AFEI and ABI & NSWBC reserve their positions. Action: AFEI and ABI & NSWBC to provide comments within 2 weeks. AFEI, ABI & NSWBC to seek further instruction and parties to discuss further prior to the next conference.~~
- ~~Items 8 and 9: To be determined with item 7. Parties to obtain further instruction and discuss further prior to the next conference.~~
- Item 9A: HSU is no longer pressing its claim.
- Item 10: ~~To be determined with items 7, 8 and 9. Parties to obtain further instruction and discuss further prior to the next conference.~~
- Item 11: ~~AFEI does not support any change. HSU provided submissions since the conference outlining its proposals. Submits clause 15.4(c) should be varied to provide for a ten hour break instead of six and proposes insertion of an allowance for telephone or remote attendance. To be discussed at the next conference. Parties to obtain further instruction and discuss further prior to the next conference.~~
- Item 11A: ~~NATSIHWA proposes provisions for progression to be time based and recognition or previous service. United Voice supports the proposal. Agreed, as per NATSIHWA's proposal.~~
- Item 11B: ~~NATSIHWA and United Voice submit progression should be time based. United Voice supports the proposal. AFEI and ABI & NSWBC to provide their positions within 14 days. Withdrawn by United Voice.~~
- Item 11C: Agreed, per UV proposal.
- Item 12: Referred to the Payment of Wages Full Bench AM2016/8.
- Item 13: Withdrawn by HSU.

- Item 14: ~~HSU is pressing its claim. United Voice supports the proposal and NATSIWHA does not oppose. AFEI opposes. Action: AFEI to provide submission as to its objection within 14 days. Parties to discuss further prior to the next conference.~~
- Item 15: ~~HSU is pressing its claim for four hour minimum engagement for broken shifts but not for the sleepover provisions. United Voice supports the claim. Action: NATSIWHA, AFEI and ABI & NSWBC to provide their positions within 14 days. Parties to discuss further prior to the next conference.~~
- ~~Item 16: HSU pressing its claim. United Voice and NATSIWHA support the claim. Action: AFEI and ABI & NSWBC to provide their positions within 14 days. Parties to discuss further prior to the next conference.~~
- Item 17: Withdrawn by HSU.
- Items 17A and 18: ~~NATSIHWA submits these items are the same and presses its claims. HSU and United Voice support the claims. AFEI and ABI & NSWBC reserve their positions. Parties to discuss further prior to the next conference.~~
- Items 18A, 19 and 20: ~~To be dealt with in the same manner as item 2B as they relate to classifications and definitions. Resolved as per item 2B.~~
- Item 24: Resolved as per item 11A.

[4] This matter is listed for further conference at **2:00pm Tuesday 4 July 2017**. This conference will be held to discuss substantive issues. Any comments on the accuracy of the draft record are to be filed by no later than **close of business Wednesday, 28 June 2017**.

COMMISSIONER

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