

This table is a summary of proposed variations lodged for this award – updated 14 March 2017.

*Aboriginal Community Controlled Health Services Award 2010*

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S1.	UV	<a href="#">Sub-03Mar15</a>		<b>Terminology</b> The words ‘and Torres Strait Islander’ should be added after the word ‘Aboriginal’ throughout the award (including titles and classifications).	Page 2	
S2.	NATSIHWA	<a href="#">Sub-06Mar15</a>		<b>Education and training</b> Award should incentivise ongoing participation in further education.	Para 21	
S2A.	NATSIHWA	<a href="#">Sub-1Jul16</a>	1	<b>Title</b> Amended to “Aboriginal and Torres Strait Islander Community Controlled Health Services Award [Year]”	Para 14	Moved from technical and drafting. See <a href="#">Transcript 8/02/17</a> [PN99-100]. AFEI reserved position and seek to make comments at a later date. See <a href="#">Transcript 8/02/17</a> [PN112]. Confirmed in <a href="#">report</a> .
	UV	<a href="#">Sub-6Oct16</a>		Supports submission	Pg 2	
	NATISHWA	<a href="#">Sub-09Mar17</a>		Updated claim: Amended to “Aboriginal and/or Torres Strait Islander Health Services Award”	Pg 1	

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S2B.	HSU	<a href="#">Sub-30Jun16</a>	2	<b>Definitions</b> 'Aboriginal person' and definition to be changed to ATSI	Para 44-45	
	NATSIHWA	<a href="#">Sub-25Jul16</a>		Supports HSU proposal. <del>Proposes to insert 'ATSI' into definitions to distinguish Torres Strait Islanders.</del>  Proposes changes to definition section by: <ul style="list-style-type: none"> <li>replacing 'aboriginal health worker' with 'Aboriginal and/or Torres Strait Islander Health Worker'</li> <li>Inserting new definitions for Advanced Health Worker – Care, Advanced Health Worker – Practice, Community Controlled Health Services Employees, Coordinator Care, Generalist Health Worker, Health Practitioner, Health Worker Trainee, Senior Health Care Worker – Care, Senior Health Practitioner and Senior Health Worker – Care.</li> </ul>	Para 5	Moved from technical and drafting. See <a href="#">Transcript 8/02/17</a> [PN158].  See NATSIHWA position in amended <a href="#">draft determination</a> in clause 1.  AFEI reserve position and right to comment at a later date. See <a href="#">Transcript 8/02/17</a> [PN160].
S2C.	HSU	<a href="#">Sub-30Jun16</a>	2	Change 'Aboriginal health worker' to ATSI community health worker' also seeks additional definition of ATSI health practitioner	Para 46-48	
	UV	<a href="#">Sub-30Jun16</a>		Propose new definition to 'ATSI Community Health Care Practitioner'	Para 4-10	
	NATSIHWA	<a href="#">Sub-25Jul16</a>		<i>In response to question raised by</i>	Pg 2-3	Proposed a new

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				<i>Commission</i> Supports amendment to incorporate Torres Strait Islander health workers Does not support HSU sub, proposes to alter 'ATSI community health worker' definition, but supports wording of 'ATSI health practitioner' revised definition		definition of Aboriginal Health Worker in <a href="#">draft determination</a> dated 1/12/2016, see <a href="#">Transcript-06Dec16</a> [PN481-498]  Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN158].
	ABI & NSWBC	<a href="#">Sub-01Jul16</a>		Proposes alternate wording	Pg 5	
	UV	<a href="#">Sub-25Jul16</a>		Does not support proposal	Para 8	
S2D.	UV	<a href="#">Sub-30Jun16</a>	2	<i>In response to question raised by Commission</i> Seeks removal of 'Note' under Aboriginal health worker	Pg 3	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN183].  See NATSIHWA position in amended <a href="#">draft determination</a> in clause 1.
	NATSIHWA	<a href="#">Sub-25Jul16</a>	2	Supports proposal	Para 3	

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S2E.	UV	<a href="#">Sub-30Jun16</a>		Seeks addition of 'ATSI Primary Healthcare Practitioner' into definitions	Para 10	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN184].  See NATSIHWA position in amended <a href="#">draft determination</a> in clause 1.
	NATSIHWA	<a href="#">Sub-1July16</a>		Does not support proposal	Para 8	
S2F.	NATSIHWA	<a href="#">Sub-01Jul16</a>	2	Seeks definitions for Aboriginal and Torres Strait Islander Health Practitioner and Aboriginal and Torres Strait Islander Health Assistant	Para 9-14	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN184].  See NATSIHWA position in amended <a href="#">draft determination</a> in clause 1.
	UV	<a href="#">Sub-30Jun16</a>		Seeks definitions for ATSI Community Health Worker and ATSI Primary Health Care Practitioner	Para 4-7	
S3.	NATSIHWA	<a href="#">Sub-06Mar15</a>	4	<b>Coverage</b> 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	
S4.	HSU	<a href="#">Sub-02Mar15</a>	10	<b>Minimum engagement</b> Minimum engagement for all employees should be increased to four hours.	Para 3, 8	

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S5.	HSU	<a href="#">Sub-02Mar15</a>	10.4	<b>Casual employees</b> 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 <a href="#">AM2014/196</a> and <a href="#">AM2014/197</a>
S5A.	HSU	<a href="#">Sub-30Jun16</a>	12.2	<b>Classifications</b> Suggests redrafting of clause	Para 57	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN249].
	NATSIHWA	<a href="#">Sub-25Jul16</a>		supports proposal	Para 3	
S6.	NATSIHWA	<a href="#">Sub-06Mar15</a>	14	<b>Minimum wages</b> Improvement to minimum wages is sought.	Para 11	
	NATSIHWA	<a href="#">Sub-09Mar17</a>		Following consultation a proposed minimum wages structure enclosed in submission	Pg 3	
S7.	NATSIHWA	<a href="#">Sub-06Mar15</a>	15	<b>Allowances</b> Variation to allowances is sought, in order to bring them in line with allowances afforded to other health professionals.	Para 12	
	NATSIHWA	<a href="#">Sub-09Mar17</a>		Inclusion of the following allowances are sought: <ul style="list-style-type: none"> <li>- Occasional interpreting allowance</li> <li>- Damaged clothing allowance</li> <li>- Blood check allowance</li> <li>- Telephone allowance</li> <li>- Nauseous work allowance</li> <li>- Heat allowance</li> <li>- Medication administration allowance</li> </ul>	Pg 2	

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S8.	NATSIHWA	<a href="#">Sub-06Mar15</a>	15	<b>Allowances</b> An 'isolation allowance' sought.	Para 13	
S9.	HSU	<a href="#">Sub-02Mar15</a>	15	<b>Allowances</b> 'Sole practitioner', 'climatic and isolation' and 'removal expenses' allowances sought.	Para 11	
S9A.	HSU	<a href="#">Sub-30Jun16</a>	15.2	<b>Meal breaks</b> – <i>response to question raised by Commission</i> Proposes alteration to clause to reflect determination of unpaid meal break timing	Para 52-54	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN375].
	NATSIHWA	<a href="#">Sub-01Jul16</a>		Does not support any amendments	Para 15-19	
	AFEI	<a href="#">Sub-05Aug16</a>		Agrees with NATSIHWA. Opposes HSU submission	Para 46	
S10.	HSU	<a href="#">Sub-02Mar15</a>	15.3	<b>Clothing allowance</b> A new entitlement for replacement of damaged clothing is sought.	Para 11	
S11.	HSU	<a href="#">Sub-02Mar15</a>	15.4	<b>On call and recall allowances</b> Variations to on call and recall allowances sought.	Para 12	
S11A.	HSU	<a href="#">Sub-30Jun16</a>	16.1	<b>Minimum Wages – classifications</b> – <i>response to question raised by Commission</i> agrees with question, no stated provisions for progression through levels within a grade	Para 55	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN391].

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S11B.	UV	<a href="#">Sub-30Jun16</a>	16	Progression is time-based	Para 11	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN391].
S11C.	HSU	<a href="#">Sub- 30Jun16</a>	17.3(b)(v)	<b>Travelling, transport and fares allowance</b> use of term minimum hourly rate - does not believe changes from [2014] FWCFB 9412 have been applied appropriately to this clause	Para 16	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17</a> [PN445].
	UV	<a href="#">Sub-30Jun16</a>		Insert words “and level” after “employee classification” to clarify meaning	Para 14	
	AFEI	<a href="#">Sub-05Aug16</a>		Does not believe change is necessary but does not oppose UV proposal	Para 48	
S12.	HSU	<a href="#">Sub-02Mar15</a>	18	<b>Payment of wages</b> Penalty for late payment of wages sought.	Para 10	Referred to Payment of Wages Full Bench in <a href="#">AM2016/8</a>
S13.	HSU	<a href="#">Sub-02Mar15</a>	22.1	<b>Rostering</b> An allowance for employees who are the subject of a unilateral employer-imposed roster change sought.	Para 7	
S14.	HSU	<a href="#">Sub-02Mar15</a>	22.1	<b>Rostering</b> Increase from seven days to 14 days sought.	Para 8	
S15.	HSU	<a href="#">Sub-02Mar15</a>	22	<b>Rostering</b> Minimum four hour engagement, including provisions for sleepovers and broken shifts sought.	Para 8	

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S16.	HSU	<a href="#">Sub-02Mar15</a>	23	<b>Breaks</b> Inclusion of tea-break provisions sought.	Para 9	
S17.	HSU	<a href="#">Sub-02Mar15</a>	25	<b>Shiftwork</b> 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	
S17A.	NATSIHWA	<a href="#">Sub-01July16</a>	26	<b>Ceremonial leave</b> Proposes amendment to clause	Para 28-30	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17 [PN517]</a> , confirmed in <a href="#">report</a> .
	UV	<a href="#">Sub-25Jul16</a>		NATSIHWA proposal clarify entitlement	Para 10	
S18.	NATSIHWA	<a href="#">Sub-06Mar15</a>	30	<b>Ceremonial leave</b> 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	
S18A.	UV	<a href="#">Sub-30June16</a>	Sched A	<b>Classifications</b> Amendment to clause to reflect nomenclature	Para 15	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17 [PN520-526]</a> .
S18B.	NATSIHWA	<a href="#">Sub-25Jul16</a>	Sched A	<del><b>Classifications – aboriginal health worker</b></del> Proposes to keep common use of ‘Aboriginal health worker’	Para 7	Moved from technical and drafting summary. See <a href="#">Transcript 8/02/17 [PN528]</a> .



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S19.	NATSIHWA	<a href="#">Sub-06Mar15</a>	Schedule B	<del><b>Classification definitions</b></del> Classifications should be revisited with a view to providing a framework for long-term career paths and promotion to senior roles.	Para 16	
	NATSIHWA	<a href="#">Sub-09Mar17</a>		<b>Classifications structure</b> See NATSIHWA position in amended draft determination 1/12/16 pgs 9-21. Proposed to amalgamate claims: S18B, S19, S21, S22 and S23.	Pg 2	
S20.	HSU	<a href="#">Sub-02Mar15</a>	Schedule B	<b>Classification definitions</b> Variation of classification nomenclature and terminology is sought.	Para 6	
S21.	NATSIHWA	<a href="#">Sub-06Mar15</a>	Schedule B	<del><b>Classification definitions</b></del> Definitions for senior level roles should include a reference to mentoring and coaching of junior employees.	Para 16	
S22.	NATSIHWA	<a href="#">Sub-06Mar15</a>	Schedule B	<del><b>Classification definitions</b></del> Aboriginal knowledge and cultural skills components should be strengthened, including through reference to training courses.	Para 20	
S23.	NATSIHWA	<a href="#">Sub-06Mar15</a>	Schedule B.1	<del><b>Classification definitions</b></del> Definitions should be supplemented to provide greater guidance on when employees should progress between pay levels.	Para 17	

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S24.	NATSIHWA	<a href="#">Sub-09Mar17</a>	New clause/Sched ule	<b>Progression and recognition of previous service</b> Inclusion of 'progression' clause. Further inclusion of 'recognition of previous service' clause to be modelled off cl. 13.3 <i>Social, Community, Home Care and Disability Services Award 2010</i> and 'evidence of qualifications' clause to be modelled off cl 13.2 <i>Education Services (Teachers) Award 2010</i> .	Pg 2	

#### List of abbreviations

HSU	Health Services Union
NATSIHWA	National Aboriginal and Torres Strait Islanders Health Worker Association
UV	United Voice