



Shop, Distributive and Allied Employees' Association

**THE UNION FOR WORKERS IN  
RETAIL. FAST FOOD. WAREHOUSING.**

**Fair Work Commission**

**AM 2014/93**

**Award Review 2014**

**Vehicle Manufacturing, Repair Services and  
Retail Award 2010**

**SDA Further Submission**

**Exposure Draft issued April 2016**

6<sup>th</sup> July 2016

1. The Motor Trades Employer Organisations made a written submission on the 21<sup>st</sup> June 2016 which at paragraphs 54 – 59 made comments regarding the Exposure Draft issued in April 2016 by the Fair Work Commission. The SDA makes the following further short submission in relation to that submission
2. The Exposure Draft issued in April 2016 by the Fair Work Commission will again be referred to as ED (April 2016) in this submission.
3. The SDA made a written submission on 11 May 2016 that dealt with concerns of the ED (April 2016) for casual rates for driveway attendants, roadhouse attendants and console operators and made subsequent oral submissions. The SDA continues to rely on those submissions and will not repeat those here.
4. The ED (April 2016) at clause 23.2 provided for casual rates for driveway attendants, roadhouse attendants and console operators.
5. Clause 23.2(a) states:

*(a) An adult employed on a casual basis principally to perform the following duties will be paid:*

	<b>Monday to Friday</b>	<b>Saturdays, Sundays and public holidays</b>
	<b>% of ordinary hourly rate</b>	
Duties of a driveway attendant	131.75%	170%
Duties of a roadhouse attendant required to cook takeaway foods	131.75%	170%
Duties of a console operator, or roadhouse attendant if engaged to primarily cook other than takeaway meals	130.35%	167%

6. This is a new presentation of these rates by using %.
7. The Motor Trades Employer Organisation submission raises concerns over the percentages being shown and they claim this will lead to errors by employers in calculating the correct rates.
8. The Motor Trades Employer Organisation however fails to acknowledge the existence of the wage tables at Schedule B.4.1, B.4.2 and B.4.3 in the ED (April 2016)
9. They also fail to note there is a highlighted box at the end of clause 23.2 directing persons to the Schedule B. The word 'summary' in this box is probably the wrong term as Schedule B is actually all the rates.
10. These wage tables in Schedule B are the reflection and calculation of the applicable rates. This means employers and employees do not need to calculate rates, they merely need to open up to the correct wage table.
11. There are concerns which the SDA has raised over the percentages in the table (as per earlier submission 11 May) but if these are corrected then there should be no issue with having a percentage table and later a wage schedule table showing each and every wage rate.