

6 December 2018

IN THE FAIR WORK COMMISSION

Matter No.: AM2014/203 Graphic Arts, Printing and Publishing Award 2010 (“the Award”)

Submissions of: The Printing Industries Association of Australia (“PIAA”)

Re: 4 Yearly Review of Modern Awards

Background

1. Since 1882, the PIAA (and its previous state-based non-federated bodies and iterations) has been the steward of the Printing, Graphic Arts and Packaging Industries’ position of the Award (and its various iterations).
2. This has continued to the present day and we continue to take feedback from our Members regarding what they would like to see with the Award.
3. The PIAA presently has 526 financial members (the majority of whom are print and packaging businesses as enshrined in its Constitution) across Australia, representing 15,911 employees.
4. The vast bulk of these employees within the printing industry and among our membership are covered under the Award or, at least, apply the Award and its terms and its minimum conditions in forming employment contracts and enterprise agreements.
5. The PIAA, if it is inclined, will provide submissions which reflect this views of its members to the Commission with respect to the Award.
6. The Australian Industry Group (“AIG”) is a proud organisation with a lot of good to say across a number of matters.
7. Traditionally and philosophically, the PIAA will align itself to most of the positions that the AIG takes whether it be at the Fair Work Commission on the Award or other awards, in matters advocating for reform to industrial relations (whatever that may be) and in other public policy matters which concern business interests.
8. In this matter, however, the PIAA has supported the Australian Workers’ and Manufacturing Union’s (“AMWU”) position with respect to varying certain competencies listed under Schedule C of the Award.
9. On 14 November 2018 the AMWU withdrew its application for the variation of certain

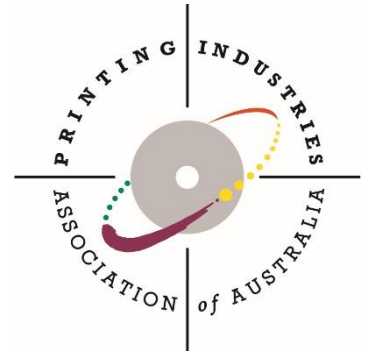
Printing Industries Association of Australia

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competencies listed under Schedule C of the Award and sought that the hearing listed in December regarding the above matter be vacated.

10. On 16 November 2018, the AIG sought to press its claim for its proposed variation in its submissions and the Commission has decided to hear the AIG's proposed amendment to Schedule C and has listed the matter for hearing on 10 December 2018.
11. The AIG's position is that Schedule C be removed from the Award as it is "outdated, problematic and unused."

PIAA's Position

12. The PIAA has had time to read and discuss the AMWU's submissions with respect to the AIG's claim.
13. In light of feedback from its industry based members, it shares the view that Schedule C provides a purpose in the Award.
14. Certainly, in the case of disputes, its members and the AMWU have worked through competencies to determine correct classification levels as provided for under the Award.
15. It concedes, however, as it did when it originally supported the AMWU's submission to vary Schedule C that there are units of competency which appear that are no longer relevant, double ups or inconsistent with the new training packaging.
16. It was for these reasons that the PIAA decided to support the AMWU's proposal to vary and modernise the Award, whilst given the undertakings that wages would not be materially impacted; that competencies would only be continued to be used in the cases of disputes; and that the total amount of competency units would be lower under the AMWU's submission than they otherwise currently are; and that the new competencies would reflect the new industry training package.
17. As the AMWU has withdrawn their proposal to vary the Award, this does not diminish from the utility of the competencies as found in Schedule C under the Award.

Conclusion

18. The PIAA supports the AWMU's submissions as reflective of the Industry's position on the retaining of Schedule C under the Graphic Arts Award.

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