

This table reflects the outcomes of the Conference held on 11 September 2017, submissions received before 28 November 2017 and the Conference held on 1 December 2017.

Hair and Beauty Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S3A.	HABA	Sub-13-Oct-16	12.8	Rosters Seeks to delete this clause.	Draft determination Para 1	Parties to continue discussions, see transcript-011217 at PN [34].
S4.	BSA	Sub-2Mar15	19.3	Minimum rates for pre-apprentices No definition of a ‘pre-apprentice’; but there are minimum rates for a pre-apprentice. Party consulting further with members, may pursue a proposal to vary.	Page 10	BSA suggests this is a technical and drafting issue, see sub-29Sep16 para 6. AMOD: This issue will be dealt with later in the plain language re-drafting project.
S6.	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	Item may be dealt with as part of technical and drafting issues in AM2014/271.
S9.	SDA	Sub-2Mar15	29	Notification of rosters Party seeks to amend this clause. Proposes wording in submission.	Point 13	Parties to continue discussions and exchange further proposed
		Sub-3-Oct-16			Paras 11-13	

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						variations, see transcript-011217 at PN [34].
S9A.	HABA	Sub-13-Oct-16	29	Notification of rosters Seeks to delete existing clause 29.2, renumber existing clause 29.3, insert new clauses 29.3 and 29.4, renumber existing clauses 29.4 and 29.5. Proposes wording.	Draft determination Paras 3-6	Parties to continue discussions and exchange further proposed variations, see transcript-011217 at PN [34].
S11.	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. Proposes wording of clause.	Point 15	Parties to continue discussions and exchange further proposed variations, see transcript-011217 at PN [34].
		Sub-3-Oct-16			Paras 14-18	
S13. S14.	HABA	Sub-13-Oct-16	30.3	Rostering principles - 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 the consecutive days off as otherwise provided for in the award.	Paras 2.4 & 2.6	Items S13 and S14 in the summary of proposed variations published 24 February 2016 have been combined into one item, as they relate to the same clause.
		Sub-13-Oct-16		Rostering principles Substitute existing clauses 30.3(b) and (c). Proposed wording in submission.	Draft determination Paras 8-9	Parties to continue discussions and exchange further proposed variations, see transcript-011217 at PN [34].
	SDA	Sub-3-Oct-16 Sub-16-Nov-17	N/A	38 hour week rosters Seeks to insert a new clause to provide	Para 17 Page 1	Parties to continue discussions, see transcript-

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				clarity around the operation of the 38 hour week. Provides draft wording in November 2017 submission.		011217 at PN [34].

List of abbreviations (in alphabetical order)

BSA	Business SA
FWO	Fair Work Ombudsman
HABA	Hair and Beauty Australia Industry Association
HBIA	Hair and Beauty Industry Association
NRA	National Retail Association
SDA	Shop, Distributive and Allied Employees Association