

From: Ruchi Bhatt [mailto:Ruchi.Bhatt@aigroup.com.au]
Sent: Friday, 10 May 2019 8:31 AM
To: SUMMERS, Ingrid
Cc: Chambers - Ross J; Brent Ferguson
Subject: RE: AM2018/26 - SCHADS Award - updated draft survey

Dear Ingrid,

Thank you for your email.

The Australian Industry Group (**Ai Group**) provides the following comments in relation to the updated version of the draft survey.

Firstly, the following sentence has been struck out:

This survey should only be completed by you if you are currently covered by the SCHADS Award and you do not have an enterprise agreement in place.

Whilst we respectfully agree that the second element of the above sentence should be deleted, in our view, the survey instrument should continue to make clear that an employer should complete the survey only if they are currently covered by the Award. Save for this statement, there is no other survey question that eliminates respondents who are not currently covered by the Award.

Accordingly, we suggest that the following be reinserted:

This survey should only be completed by you if your enterprise is currently covered by the SCHADS Award (including where an enterprise agreement applies).

Secondly, the following additional question has been proposed by the Commission:

XX. Are any of your employees currently covered by an enterprise agreement?

Yes No

In our view, for the purposes of this survey, it is relevant whether an enterprise agreement applies to the employer's employees who are covered by the SCHADS Award. It is not relevant that an enterprise agreement applies to employees covered by another award.

Accordingly, we respectfully suggest that the question be replaced with the following:

XX. Does an enterprise agreement apply to employees currently covered by the SCHADS Award?

Thirdly, we suggest that the reference to "enterprise agreement" be replaced with "enterprise agreement(s)" in the following question. We consider that some large employers in the sector may be covered by more than one enterprise agreement applying to their SCHADS Award employees.

Finally, the remaining survey questions are drafted to relate to employees who are covered by the SCHADS Award. Whilst we understand that this includes employees to whom an enterprise agreement applies, we are concerned that this technicality may not be apparent to survey respondents.

We suggest that for the purposes of making clear to survey respondents that when answering the remaining questions, they should take into account all employees covered by the Award,

including those to whom an enterprise agreement applies, the following sentence be added immediately above question 2:

The remaining questions in this survey relate to employees covered by the SCHADS Award, including such employees who are covered by an enterprise agreement.

As for a contact person for administering the survey, I will be the contact person for Ai Group.

Yours sincerely,

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