

SUMMARY OF SUBMISSIONS – TECHNICAL AND DRAFTING

This table is a summary of submissions on technical and drafting issues lodged for this award on or before 5.00pm on 22 February 2017.

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	SDA	Sub-21/12/16	1.2	Title and commencement Words ‘as varied’ are in error. Variations do not have retrospective application to 2010.	Page 3-Row 1	This issue will be determined by the Award Stage–Group 3 Full Bench and applied generally.
	ABI & NSWBC	Sub-18/01/17		‘As varied’ should be removed. Refers to previous submissions.	Para 2.2	
	AIG & HABA	Sub-18/01/17		Should read: ‘This modern award commenced operation on 1 January 2010. The award has been varied since that date.’	Para 55	
	AIG & HABA	ReplySub-22/02/17		Agrees with SDA’s submission.	Para 64	
2	BusSA	Sub-18/01/17	2	Definitions—hair and beauty industry Current award wording should be retained: ‘and/or’ between subclauses (a) and (b).	Para 4.1	
	AIG & HABA	ReplySub-22/02/17		Does not oppose BusSA’s submission.	Para 65	
	AWU	ReplySub-24/02/17		Agrees with BusSA’s submission.	Para 4	
3	AWU	Sub-20/01/17	2	Definitions—hair and beauty industry Simpler to only include definition in Coverage clause, similar to other EDs.	Para 3	
	AIG & HABA	ReplySub-22/02/17		Does not consider any change necessary.	Para 67	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4	BusSA	Sub-18/01/17	2	Definitions—hair and beauty industry Overuse of semicolon throughout definition. Proposes amendments.	Para 4.2	
	AWU	Sub-20/01/17		Review punctuation. Semi colons used where commas seem more appropriate.	Para 4	
5	AWU	Sub-20/01/17	2(b)	Definitions—hair and beauty industry Words ‘but not limited to’ should be reinserted.	Para 5	
	AIG & HABA	ReplySub-22/02/17		Does not consider it necessary, but does not oppose AWU’s submission.	Para 68	
	SDA	Replysub-01/03/17		Supports AWU’s submission.	Para 5	
6	AWU	Sub-20/01/17	4.3, 4.4	Coverage Reference should also be made to cl.4.2.	Para 6	
	AIG & HABA	ReplySub-22/02/17		Does not consider AWU’s proposed amendment necessary.	Paras 69-70	
	BusSA	ReplySub-22/02/17		Does not consider AWU’s proposal necessary, does not oppose it.	Para 4.16	
7	ABI & NSWBC	Sub-18/01/17	5	Effect of variations made by the Fair Work Commission Clause should be moved under cl.1—Title and Commencement.	Para 2.1	Provision is contained as a discrete clause in all Group 4 EDs in accordance with plain language principles [2016] FWC 2924 , see para [4].
8	AWU	Sub-20/01/17	7.2	Facilitative provisions Reference to cl.13.2 should be 13.2(b)(ii).	Para 7	
	AIG & HABA	ReplySub-22/02/17		Does not oppose AWU’s submission.	Para 71	

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	BusSA	ReplySub-22/02/17		Agrees with AWU's submission.	Para 4.3	
9	AIG & HABA	Sub-18/01/17	7.2	Facilitative provisions Reference to cl.15.1 should be 15.1(b).	Para 191	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 4.2	
	AWU	ReplySub-24/02/17		Agrees with AIG's submission.	Para 5	
10	AIG & HABA	Sub-18/01/17	7.2	Facilitative provisions Reference to cl.24.4 should be deleted.	Paras 192-193	
	AWU	ReplySub-24/02/17		Disagrees with AIG's submission.	Para 6	
11	AIG & HABA	Sub-18/01/17	7.2	Facilitative provisions Reference to cl.24.6 should be deleted.	Paras 194-195	
	AWU	ReplySub-24/02/17		Disagrees with AIG's submission.	Para 7	
12	AWU	Sub-20/01/17	9	Full-time employees Word 'ordinary' should be inserted between '38' and 'hours'.	Para 8	
	AIG & HABA	ReplySub-22/02/17		Does not oppose AWU's submission.	Para 72	
	SDA	Replysub-01/03/17		Does not oppose AWU's submission.	Para 6	
13	AWU	Sub-20/01/17	10.1(a)	Part-time employees Insert 'ordinary' between '38' and 'hours'.	Para 9	
	AIG & HABA	ReplySub-22/02/17		Does not oppose AWU's submission.	Para 73	
	SDA	Replysub-		Does not oppose AWU's submission.	Para 6	

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		01/03/17				
14	AWU	Sub-20/01/17	10.2(e)	Part-time employees Word 'consecutive' should be inserted between 'three' and 'hours'.	Para 10	
	AIG & HABA	ReplySub-22/02/17		Does not oppose AWU's submission.	Para 74	
	BusSA	ReplySub-22/02/17		AWU's proposal is not necessary.	Para 4.17	
15	SDA	Sub-21/12/16	10.7	Part-time employees Term 'minimum hourly rate' is inconsistent. Where term is used, reference should be to 'the appropriate minimum hourly rate' or proper classification.	Page 6-Row 3, Page 2-Para 3	
	AIG & HABA	ReplySub-22/02/17		Does not agree with SDA's submission regarding 'minimum hourly rate'.	Paras 59-60	
16	AIG & HABA	Sub-18/01/17	10.9(c)	Rosters Delete clause. Otherwise amend to insert word 'regular' before 'roster'.	Paras 196-200	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submissions.	Para 4.5	
	AWU	ReplySub-24/02/17		Does not oppose 'regular' being inserted. Does oppose AIG's submission to delete clause.	Para 8	
	SDA	Replysub-01/03/17		Satisfied with current wording and opposes insertion of "regular" before "roster"	Para 2	

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17	AWU	Sub-20/01/17	10.10	Award entitlements ED wording is misleading. Proposes amended clause wording.	Para 11	
	AIG & HABA	ReplySub-22/02/17		AWU's proposed change is not necessary.	Para 75	
	SDA	Replysub-01/03/17		Supports clarification suggested by the AWU.	Para 7	
18	AIG & HABA	Sub-18/01/17	11	Casual employment Cl.13.3 from the current award has not been included in ED. Should be reinserted.	Paras 201-203	
	AWU	ReplySub-24/02/17		Agrees with AIG's submission.	Para 9	
19	AIG & HABA	Sub-18/01/17	11.1	Casual employment Words 'and paid' should be deleted.	Paras 204-205	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 4.7	
	AWU	ReplySub-24/02/17		Agrees with AIG, current award wording is preferable.	Para 10	
	SDA	Replysub-01/03/17		Has no objection to the addition of these words.	Para 3	
20	AWU	Sub-20/01/17	11.2	Casual employment Insert word 'ordinary' between 'all' and 'hours'.	Paras 12-17	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
21	SDA	Sub-21/12/16	11.2(b)	Casual employment Delete 'minimum'. Where term is used, reference should be made to 'the appropriate minimum hourly rate' or proper classification.	Page 9-Row 1, Page 2-Para 3	
	AIG & HABA	ReplySub-22/02/17		Opposed to SDA's submission.	Para 77	
22	SDA	Sub-21/12/16	11.3	Casual employment Should be renumbered as 11.2 following for logical flow.	Page 8-Row 1	
	AIG & HABA	ReplySub-22/02/17		Does not consider renumbering necessary but does not oppose it.	Para 78	
23	SDA	Sub-21/12/16	11.4	Casual employment Errs in reference to cl.23 as it does not incorporate the protections contained in current award cl.13.3 referring to cl.28.2.	Page 7-Row 2	
	AIG & HABA	ReplySub-22/02/17		Does not agree with SDA's submission.	Para 76	
	SDA	Replysub-01/03/17		Supports AWU's submission and refers to own previous submissions.	Para 8	
24	AWU	Sub-20/01/17	11.5(a), 11.5(g)	Casual employment Delete specified clauses.	Paras 12-17	
	BusSA	ReplySub-22/02/17		Disagrees with AWU's submissions. Would be a substantive change.	Paras 4.6, 4.18	
25	SDA	Sub-21/12/16	11.5(b)	Casual employment Reference to cl.14 is in error. Should specify cl.14.1 only, as cl.14.2 does apply to casuals.	Page 8-Row 1	

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	AWU	Sub-20/01/17		Reference should be confined to cl.14.1.	Para 18	
	AIG & HABA	ReplySub-22/02/17		Does not oppose SDA's and AWU's submissions.	Para 79	
	BusSA	ReplySub-22/02/17		Agrees with SDA's and AWU's submissions.	Para 4.8	
	SDA	Replysub-01/03/17		Supports AWU's submission and refers to own previous submissions.	Para 9	
26	AWU	Sub-20/01/17	13.1(a)	Ordinary hours 'over a four week roster period' should be inserted between 'week' and 'and may be worked'.	Para 19	
	AIG & HABA	ReplySub-22/02/17		Opposes change proposed by AWU.	Paras 80-81	
27	SDA	Sub-21/12/16	13.2	Maximum hours on a day Retain term 'by mutual agreement'. This is the provision in current award cl.28.3.	Page 9-Row 3	
	AIG & HABA	ReplySub-22/02/17		SDA's proposed amendment is not necessary.	Para 82	
	BusSA	ReplySub-22/02/17		Agrees with SDA's submissions.	Para 4.9	
28	SDA	Sub-21/12/16	14.1(f)	Notification of rosters Insert 'also' to read: '...the employer must also comply with consultation requirements...'	Page 10-Row 2	
	AIG & HABA	Sub-18/01/17		Clause should be deleted. Otherwise word 'regular' should be inserted before 'roster'.	Paras 206-210	
	AIG & HABA	ReplySub-22/02/17		Opposes amendment proposed by SDA. Refers to previous submissions.	Para 83	

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	BusSA	ReplySub-22/02/17		Agrees with AIG's submissions.	Para 4.5	
	SDA	Replysub-01/03/17		Satisfied with current wording of ED and opposes insertion of "regular" before 'roster' per AIG's submission.	Para 4	
29	AIG & HABA	Sub-18/01/17	15.1(a)	Unpaid meal breaks—all employees ED drafting is a substantive change. Should be amended to: '...meal break of 45 to 60 minutes after five hours of work.'	Paras 211-212	
	AWU	ReplySub-24/02/17		Does not oppose change proposed by AIG.	Para 12	
30	SDA	Sub-21/12/16	15.3(a)	Paid rest breaks—part-time and casual employees Opposes ED changes. Changes the legal meaning.	Page 11-Row 3 Page 12-Row 1	
	AIG & HABA	Sub-18/01/17		Words 'rest break' should be deleted.	Para 213	
	AWU	Sub-20/01/17		Clause should read: '...must receive one rest break of 10 minutes during the period of work'.	Para 20	
	AIG & HABA	ReplySub-22/02/17		Does not oppose retention of current award clause 32.2(a) to resolve SDA's concern and matter raised by AWU.	Para 84	
	AWU	ReplySub-24/02/17		Agrees with proposal to remove duplication. Term 'rest break' preferable to 'rest period'. Provides suggested wording.	Para 13	

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31	SDA	Sub-21/12/16	15.4	Breaks between shifts Opposes ED change replacing 'break' with 'period'. Retain term 'break' per cl.32.4 of current award.	Page 12-Row 2	
	AWU	Sub-20/01/17		Lacks common award provision that an employee will not lose pay for ordinary hours falling within 12 hour break.	Para 21	
	AIG & HABA	ReplySub-22/02/17		Does not oppose change proposed by SDA.	Para 85	
	BusSA	ReplySub-22/02/17		Disagrees with AWU's submission. Would be a substantive change.	Paras 4.10, 4.19	
32	SDA	Sub-21/12/16	16.1	Minimum wages Opposes change. Remove additional term 'adult'. Use of term 'minimum' is inappropriate. Reference needs to be made to appropriate classification.	Page 13-Row 1	
	AIG & HABA	Sub-18/01/17		Insert 'full-time employee' under 'minimum weekly wage' in table.	Paras 214-216	
	AIG & HABA	ReplySub-22/02/17		Does not agree with SDA's submission regarding terms.	Paras 87-88	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission. Disagrees with SDA's submissions.	Para 4.11 Paras 4.12, 4.20	
	AWU	ReplySub-24/02/17		Opposes AIG's suggested change.	Para 14	

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33	SDA	Sub-21/12/16	16.2	Supported wage system Opposes insertion of description of relevant employees.	Page 13-Row 2	
	AIG & HABA	ReplySub-22/02/17		Does not oppose amendment to the clause such that it only states 'Schedule C – Supported Wage System'.	Para 89	
34	SDA	Sub-21/12/16	17	Junior rates Opposes insertion of references to 'minimum' and 'adult'.	Page 13-Row 4 Page 14-Row 1 Page 2-Para 3	
	AIG & HABA	ReplySub-22/02/17		Does not agree with SDA's submission regarding terms.	Paras 87-88, 90	
35	AWU	Sub-20/01/17	18.4(a)	Adult apprentices Reference is only needed to 80% of the Level 3 rate.	Para 22	
	AIG & HABA	ReplySub-22/02/17		Opposes AWU's proposed amendment.	Para 91	
36	AIG & HABA	Sub-18/01/17	18.4(d)	Adult apprentices 'Where clause 18.4(c) applies, for...' should be inserted at the start of subclause.	Paras 217-219	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submissions.	Para 4.13	
	AWU	ReplySub-24/02/17		Does not oppose AIG's proposed changes, or merging subclauses (c) and (d).	Para 15	
37	AIG & HABA	Sub-18/01/17	18.5(g)	Apprentice conditions of employment Replace 'and' with 'and/or'.	Paras 220-222	
	AWU	ReplySub-24/02/17		Disagrees with AIG.	Para 16	

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38	SDA	Sub-21/12/16	18.6, 18.7	School-based apprentices Hairdressing trainees and graduates <i>In response to question raised by Commission</i> Agrees to insertion. Provides draft definitions.	Page 14-Row 2 Page 15-Row 1	
	BusSA	Sub-18/01/17		Beauty therapy graduates No definition of the terms 'trainee' and 'graduate' required.	Para 4.3	Bus SA referenced cl 18.8 (Beauty therapy graduates) in sub.
	AIG & HABA	ReplySub- 22/02/17		Not aware of any difficulties arising from absence of definitions. Considers SDA should establish proper basis for limitations in 'hairdressing trainee' proposed definition.	Paras 92-95	
	SDA	Replysub- 01/03/17		Disagrees with Business SA. Definitions are necessary. Proposes wording.	Para 11	
39	BusSA	Sub-18/01/17	19	Payment of wages ED drafting not as clear as current award. Retain current award cl.25 wording. Otherwise, provides alternative wording.	Para 4.4	
	AIG & HABA	ReplySub- 22/02/17		Agrees with BusSA's submissions.	Para 96	
40	AIG & HABA	Sub-18/01/17	20.2(a)	Manager's allowance Replace 'per week' with 'for that week'.	Paras 223-225	
	BusSA	ReplySub- 22/02/17		Agrees with AIG's submissions.	Para 4.14	
	AWU	ReplySub- 24/02/17		Agrees with AIG.	Para 17	

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41	AIG & HABA	Sub-18/01/17	20.2(c)	Broken Hill allowance Reinsert the term 'the exigencies of'.	Paras 226-229	
42	SDA	Sub-21/12/16	20.3(a)(i)	Meal allowances ED clause reads with difficulty. Proposes re-wording.	Page 16-Row 5	
	AWU	Sub-20/01/17		ED clause reads with difficulty. Proposes re-wording.	Para 23	
	AIG & HABA	ReplySub-22/02/17		Does not oppose SDA's proposed amendments.	Para 97	
	BusSA	ReplySub-22/02/17		Does not oppose proposals of AWU and SDA. Preference for AWU's wording with slight change. Provides wording.	Paras 4.15, 4.21	
43	SDA	Sub-21/12/16	20.3(b)	Transport allowance Retain word 'requests' rather than 'asks.'	Page 17-Row 2	
	AIG & HABA	ReplySub-22/02/17		Does not oppose variation proposed by SDA.	Para 98	
44	AIG & HABA	Sub-18/01/17	20.3(f)(ii)	Travelling time reimbursement '...to and from such pick up point' should be replaced with 'from such pick up point and return thereto'.	Paras 230-232	
	BusSA	Sub-18/01/17		Legal effect of clause has been altered in ED. Current award cl.21.5(b) wording should be retained. Otherwise provides alternate wording.	Para 4.5	
	AIG & HABA	ReplySub-22/02/17		Agrees with BusSA's submissions. Refers to its previous submissions.	Para 99	

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45	SDA	Sub-21/12/16	20.3(f)(iii)	Travelling time reimbursement 'Minimum' should be deleted. Reference should be to 'hourly rate' or 'employee's appropriate hourly rate'.	Page 18-Row 2 Page 2-Para 3	
	AIG & HABA	ReplySub-22/02/17		Opposes deletion proposed by SDA. Refers to other submissions regarding 'minimum hourly rate'.	Paras 100-101	
46	AIG & HABA	Sub-18/01/17	20.3(h)(ii)	Transport of employee reimbursement Replace 'and' in the second line with 'and/or'.	Paras 233-234	
	AWU	ReplySub-24/02/17		Agrees with AIG.	Para 19	
47	SDA	Sub-21/12/16	22.2	Overtime rates Replace 'minimum hourly rate' with appropriate hourly rate for respective employee.	Page 19-Row 4 Page 2-Para 3	
	AIG & HABA	ReplySub-22/02/17		Does not consider change proposed by SDA necessary. Refers to previous submissions regarding 'minimum hourly rate'.	Para 102	
48	SDA	Sub-21/12/16	22.2	Overtime rates <i>In response to question raised by Commission</i> Responds in the affirmative. Overtime applies to all hours outside of the ordinary hours in cl.13.1.	Page 19-Row 4	
	BusSA	Sub-18/01/17		Overtime is not payable for work on Monday-Saturday outside ordinary hours.	Para 4.6	

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	AWU	Sub-20/01/17		Yes, all time worked outside ordinary hours is overtime.	Para 24	
	AIG & HABA	ReplySub-22/02/17		Does not agree with position of SDA and AWU. Any such change would be a substantive change.	Paras 103-104	
	AWU	ReplySub-24/02/17		Disagrees with any opposition to entitlement to overtime. Suggests clause be re-drafted, provides wording.	Para 20	
	SDA	Replysub-01/03/17		Disagrees with BusSA. Overtime applies to all hours outside of the ordinary hours in cl.13.1, whilst relevant penalties apply to all hours within the span as at cl.23.	Para 12	
49	AWU	Sub-20/01/17	22.2	Overtime rates Confine clause to full-time and part-time employees.	Paras 12-17	
50	AWU	Sub-20/01/17	22.3	Overtime Insert new clause: Overtime rates—casual employees. Provides draft wording.	Paras 12-17	
51	AWU	Sub-20/01/17	22.4	Time off instead of payment Not updated to reflect changes from 14 December 2016.	Para 25	ED published on 16 November 2016
52	SDA	Sub-21/12/16	23.1	Saturday work Opposes insertion of term 'minimum hourly rate'. Term 'loading' to be retained.	Page 20-Row 2 Page 2-Para 3	
	AIG & HABA	ReplySub-22/02/17		Does not consider change proposed by SDA necessary. Refers to previous submissions regarding 'minimum hourly rate'.	Para 105	

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53	SDA	Sub-21/12/16	23.1	Saturday work <i>In response to question raised by Commission</i> Correct rate of pay for full-time or part-time employee on Saturday outside ordinary hours is the relevant overtime rate	Page 20-Row 2	
	AWU	Sub-20/01/17		Full-time and part-time employees receive the overtime rates in cl.22.2 when they work outside the Saturday ordinary hours.	Para 26	
	AIG & HABA	ReplySub-22/02/17		Opposes submissions of SDA and AWU.	Paras 103-104, 106	
54	SDA	Sub-21/12/16	23.1(b)	Saturday work Opposes clause insertion.	Page 20-Row 2	
	AWU	Sub-20/01/17		Clause should be deleted.	Paras 12-17	
55	SDA	Sub-21/12/16	23.2	Sunday work Opposes insertion of 'minimum hourly rate'. Retain the term 'loading'.	Page 21-Row 2 Page 2-Para 3	
	AIG & HABA	ReplySub-22/02/17		Does not consider change proposed by SDA necessary. Refers to previous submissions regarding 'minimum hourly rate'.	Para 109	
56	AIG & HABA	Sub-18/01/17	27.3(a)	Public holidays Insert 'the' after 'on'. Insert 'the' after 'by'.	Paras 235-236	
	BusSA	Sub-18/01/17		ED clause is incomplete and vague. Proposes alternative wording.	Para 4.7	
	AWU	Sub-20/01/17		Clause should read: 'on the day elected by the employee'.	Para 27	

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	AIG & HABA	ReplySub- 22/02/17		Does not oppose amendments proposed by BusSA and AWU.	Para 110	
	AWU	ReplySub- 24/02/17		Prefers its proposed wording of previous submission to that suggested by BusSA.	Para 21	
57	SDA	Sub-21/12/16	27.4	Public holidays Opposes insertion of 'minimum hourly rate'. Term 'loading' to be retained.	Page 23-Row 1 Page 2-Para 3	
	AIG & HABA	ReplySub- 22/02/17		Does not consider change proposed by SDA necessary. Refers to previous submissions regarding 'minimum hourly rate'.	Para 111	
58	SDA	Sub-21/12/16	27.4	Public holidays Opposes change in cl.27.4 to 200%. Current award cl.35.3 provides for 250%.	Page 23-Row 1	
	BusSA	Sub-18/01/17		ED incorrectly states public holiday rate. Current award states 250%.	Para 4.8	
	AWU	Sub-20/01/17		Correct rate is 250%, not 200%.	Para 28	
	AIG & HABA	ReplySub- 22/02/17		Does not oppose submissions of SDA, BusSA and AWU.	Para 112	
	SDA	Replysub- 01/03/17		Supports AWU's submission. Refers to own submissions.	Para 10	
59	AWU	Sub-20/01/17	35	Employee leaving during redundancy notice period Clause should also reference the redundancy entitlements in cl.34 and 36.	Para 29	
	AIG & HABA	ReplySub- 22/02/17		Submission should be referred to the Full Bench dealing with plain language redrafting of standard clauses AM2016/15.	Para 113	

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60	AIG & HABA	Sub-18/01/17	Sched A	Summary of hourly rates of pay Note should be amended. Provides proposed wording.	Paras 42-51	
61	AWU	Sub-20/01/17	Sched A	Summary of hourly rates of pay Insert table with casual overtime rates.	Para 31	
	AIG & HABA	ReplySub-22/02/17		Consideration of this issue should be deferred until Full Bench decisions are issued in the casual and part-time employment matter.	Paras 115-116	
62	AIG & HABA	Sub-18/01/17	Sched A.1.1, A.1.2, A.2.1	Full-time and part-time adult employees other than shiftworkers—ordinary and penalty rates Words ‘other than shiftworkers’ in heading should be deleted.	Paras 237-239	
	AWU	Sub-20/01/17	Sched A	Summary of hourly rates of pay References to ‘other than shiftworkers’ are irrelevant.	Para 30	
	AIG & HABA	ReplySub-22/02/17		Agrees with AWU. Refers to previous submissions.	Para 114	
63	AIG & HABA	Sub-18/01/17	Sched A.2.1, A.4.1	Casual adult employees other than shiftworkers—ordinary and penalty rates Words ‘ordinary hours’ in last column should be replaced with ‘spread of hours’.	Paras 241, 246	
	AWU	ReplySub-24/02/17		Does not agree with AIG’s proposal.	Para 22	

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64	AIG & HABA	Sub-18/01/17	Sched A.3	Junior rates Reference to '21 years of age' should be replaced with '18 years of age'.	Para 242	
	SDA	Repliesub-01/03/17		Agrees with AIG & HABA's submission.	Para 13	
65	AIG & HABA	Sub-18/01/17	Sched A.3.1, A.4.1	Full-time and part-time junior employees—ordinary and penalty rates Words 'junior hourly rate' in second column should be deleted.	Paras 243-244	
	AWU	ReplySub-24/02/17		Agrees with AIG.	Para 23	
66	AIG & HABA	Sub-18/01/17	Sched A.5.3, A.5.5, A.5.7	Hairdressing and beauty therapy apprentices commencing an apprenticeship on or after 1 January 2014—ordinary and penalty rates Words 'apprentice hourly rate' in the second column should be deleted.	Paras 247, 250, 251	
	AWU	ReplySub-24/02/17		Agrees with AIG.	Paras 25, 27	
67	AIG & HABA	Sub-18/01/17	Sched A.5.3, A.5.4	Hairdressing and beauty therapy apprentices commencing an apprenticeship on or after 1 January 2014—ordinary and penalty rates Rates payable to a 3 rd year hairdressing apprentice are different to the rates paid to a 3 rd year beauty therapy apprentice.	Paras 248-249	
	AWU	ReplySub-24/02/17		Agrees with AIG.	Para 26	

List of abbreviations (in alphabetical order)

ABI & NSWBC	Australian Business Industrial and NSW Business Chamber
AIG & HABA	Australian Industry Group & the Hair and Beauty Australia Industry Association
AWU	The Australian Workers' Union
BusSA	Business SA
ED	Exposure draft
SDA	Shop, Distributive and Allied Employees' Association