

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Aboriginal Community Controlled Health Services Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	Sub-03Mar15		Terminology The words ‘and Torres Strait Islander’ should be added after the word ‘Aboriginal’ throughout the award (including titles and classifications).	Page 2	
2.	NATSIHWA	Sub-06Mar15		Education and training Award should incentivise ongoing participation in further education.	Para 21	
3.	NATSIHWA	Sub-06Mar15	4	Coverage Scope of award coverage should be extended to all Aboriginal and Torres Strait Islander health workers (beyond Aboriginal community controlled health services).	Paras 7–10	
4.	HSU	Sub-02Mar15	10	Minimum engagement Minimum engagement for all employees should be increased to four hours.	Para 3, 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	HSU	Sub-02Mar15	10.4	Casual employees Casual loading should be paid in addition to other shift allowances and weekend and public holiday rates.	Para 5	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
6.	NATSIHWA	Sub-06Mar15	14	Minimum wages Improvement to minimum wages is sought.	Para 11	
7.	NATSIHWA	Sub-06Mar15	15	Allowances Variation to allowances is sought, in order to bring them in line with allowances afforded to other health professionals.	Para 12	
8.	NATSIHWA	Sub-06Mar15	15	Allowances An 'isolation allowance' sought.	Para 13	
9.	HSU	Sub-02Mar15	15	Allowances 'Sole practitioner', 'climatic and isolation' and 'removal expenses' allowances sought.	Para 11	
10.	HSU	Sub-02Mar15	15.3	Clothing allowance A new entitlement for replacement of damaged clothing is sought.	Para 11	
11.	HSU	Sub-02Mar15	15.4	On call and recall allowances Variations to on call and recall allowances sought.	Para 12	
12.	HSU	Sub-02Mar15	18	Payment of wages Penalty for late payment of wages sought.	Para 10	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
13.	HSU	Sub-02Mar15	22.1	Rostering An allowance for employees who are the subject of a unilateral employer-imposed roster change is sought.	Para 7	
14.	HSU	Sub-02Mar15	22.1	Rostering Increase from seven days to 14 days is sought.	Para 8	
15.	HSU	Sub-02Mar15	22	Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts, is sought.	Para 8	
16.	HSU	Sub-02Mar15	23	Breaks Inclusion of tea-break provisions is sought.	Para 9	
17.	HSU	Sub-02Mar15	25	Shiftwork Shift allowances be payable regardless of the day of the week and casual loading be paid in addition to other penalties (excluding overtime).	Para 14–15	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
18.	NATSIHWA	Sub-06Mar15	30	Ceremonial leave Variation is sought to take into account the broader Aboriginal and Torres Strait Islander concept of family and kinship, and to confirm that ceremonial leave may be used for bereavement related ceremonies and obligations.	Para 14	
19.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Classifications should be revisited with a view to providing a framework for long-term career paths and promotion to senior roles.	Para 16	
20.	HSU	Sub-02Mar15	Schedule B	Classification definitions Variation of classification nomenclature and terminology is sought.	Para 6	
21.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Definitions for senior level roles should include a reference to mentoring and coaching of junior employees.	Para 16	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
22.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Aboriginal knowledge and cultural skills components should be strengthened, including through reference to training courses.	Para 20	
23.	NATSIHWA	Sub-06Mar15	Schedule B.1	Classification definitions Definitions should be supplemented to provide greater guidance on when employees should progress between pay levels.	Para 17	

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Aged Care Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	Aged Care Employers	Sub-02Mar15		Telephone advice payment Insert new clause providing for payment to employees who provide telephone advice outside normal rostered hours.	Page 2	
2.	HSU	Sub-02Mar15		On call and recall Inclusion of new provisions sought.	Para 15	
3.	Aged Care Employers	Sub-02Mar15	10.3	Part-time employees Seek removal of the requirement that any additional hours agreed to between an employer and employee be recorded in writing.	Page 2	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
4.	HSU	Sub-02Mar15	10.4	Casual loading Casual loading to be paid in addition to other shift allowances and weekend and public holiday rate.	Para 5	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
5.	HSU	Sub-02Mar15	15	Allowances Inclusion of the following: phone allowance, on call/recall allowances, reimbursement of costs associated with first aid certificate renewal.	Para 14	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	UV	Sub-03Mar15	15.2	Allowances Variation to clothing and equipment allowance is sought to clarify number of uniforms to be provided.	Page 2	
7.	HSU	Sub-02Mar15	15.2	Allowances Variation is sought to the clothing and equipment allowance.	Para 14	
8.	HSU	Sub-02Mar15	17	Payment of wages Penalty for late payment of wages is sought.	Para 13	
9.	Aged Care Employers	Sub-02Mar15	22.6	Rosters Allow for a roster to be changed at any time where the employer and employee(s) agree and/or where there is an unexpected absence.	Page 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
10.	HSU	Sub-02Mar15	22.6	Rostering An allowance for employees who are the subject of a unilateral employer-imposed roster change is sought.	Para 7	
11.	HSU	Sub-02Mar15	22.7, 22.8, 22.9	Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts, sought.	Para 9	
12.	HSU	Sub-02Mar15	22.7	Minimum engagements Minimum engagement should be four hours for all employees.	Para 3	
13.	HSU	Sub-02Mar15	22.8	Broken shift Delete provision or, in the alternative, provide for an allowance and overtime to be paid, and for the minimum engagement to apply to each part of the shift.	Paras 10–11	
14.	HSU	Sub-02Mar15	22.9	Sleepovers Variation to applicable sleepover rate is sought.	Para 12	
15.	Anonymous	Sub-20Oct14	22.9	Sleepovers Amendment to sleepover provisions sought.	Pages 1–2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
16.	UV	Sub-03Mar15	22.9	Sleepovers Substantial variation to clause is sought.	Pages 2–4	Proposed wording provided.
17.	HSU	Sub-02Mar15	23, 26	Weekend work Payment of shift allowances and casual loading for weekend work is sought.	Para 16–17	
18.	HSU	Sub-02Mar15	25	Overtime Employees should be paid overtime when they work beyond their rostered hours, in excess of the daily maximum of 10 hours or on an average weekly hours basis.	Para 19	
19.	HSU	Sub-02Mar15	32	Ceremonial leave Clause should be expanded to include ‘Torres Strait Islanders’.	Para 20	
20.	HSU	Sub-02Mar15	Schedule B	Classification Definitions Variation of classification nomenclature and terminology is sought.	Para 6	
21.	UV	Sub-03Mar15	Schedule B.4	Classification definitions Replace “is required to hold a relevant Certificate III” with “holds a relevant Certificate III”.	Pages 4-5	

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Children's Services Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	UV	Sub-13Nov15	15	Allowances Seek to include two allowances to reflect the change in legislation which have created new roles. A weekly allowance for an employee appointed as an educational leader and an hourly allowance for a responsible person physically present at a child care centre.	Page 1	
2	G8E	Sub-12Nov15	14	Minimum wages Seeks to insert clause from <i>Educational Services (Teachers) Award 2010</i> at 14.2.	Page 1	
3	An individual	Sub-11Nov15	Schedule B	Classifications Seeks to insert new classifications of Educational Leader as a result of the Education and Care Services National Regulations. Seek to insert qualifications for approved anaphylaxis management training.	Para 1-2	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4			15	Allowances Seeks to insert allowances so the Responsible Person can be appropriately remunerated for additional responsibilities and duties.	Para 3	
5	OSHC	Sub-19Nov15	Schedule B	Classifications Education and Care Services National Regulations are not new and would impose a significant cost per year, if introduced as a new classification.	Page 1-2	
6	UV	Sub-3Mar15	4.1(d)	Coverage Seeks to vary clause to include Clerk Private Sector Award 2010.	Page 2	
7	AFEI	Sub-5Mar15	10.4	Part-time employment Seeks to vary clause so part-time employees may work up to 10 hours per day before overtime applies.	Point 1	
8	BSA	Sub-2Mar15	10.4(e) and 10.5(e)	Casual employment Seeks to clarify wording of clauses as they could cause confusion about the applicable pay requirements in relation to 23.4(e)	Page 9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
9	BSA	Sub-2Mar15	10.5(b)	Casual employment Clause currently only allows for casuals to be engaged if they are required for emergencies or relief purposes – party consulting further with members and may pursue a variation.	Page 8	Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
10	CCSA	Sub-2Mar15	10.5(d)	Casual employment Seeks to vary clause to reduce administrative complexity in the many small-to-medium enterprises – proposed wording in submission.	Page 3	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
11	CCSA	Sub-2Mar15	10.5(e) and 23.2(a)	Casual employment Seeks to remove casual loading when overtime rates are payable to casual employees.	Page 3	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
12	ACSAE	Sub-2Feb15	14	Minimum wages Party seeks the insertion of junior rates into award.	Para 3	
13	CCSA	Sub-2Mar15	14.1	Minimum wages Seeks an additional pay level for the classification of Support Worker Level 3 as a Level 3.2 and Level 3.3.	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
14	UV	Sub-3Mar15	15	Allowances Seeks to insert new clause/allowance for training as there is no provision currently in the award for training.	Page 5	
15	CCSA	Sub-2Mar15	15	Allowances Seeks introduction of allowances for a Nominated Supervisor, Educational Leader and Certified Supervisor.	Page 4	
16	UV	Sub-3Mar15	15	Allowances Seeks the inclusion of a 'Programming and Administrative' tasks allowance for Children Service Employees that are required to perform additional programming and administrative duties in addition to their rostered hours.	Page 2	
17	CCSA	Sub-2Mar15	15.1	Allowances—broken shift allowance Seeks to clarify what constitutes a broken shift.	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
18	BSA	Sub-2Mar15	15.2(b)	Allowances—clothing and equipment allowance Seeks to vary clause to include a maximum allowance per week – suggests similar wording to the General Retail Industry and Pharmacy Award 2010.	Page 9	
19	UV	Sub-3Mar15	15.2(b)	Allowances—clothing and equipment allowance Seeks to insert a note below clause – suggested wording in submission.	Page 3	
20	UV	Sub-3Mar15	15.2(e)	Allowances—clothing and equipment allowance Seeks to add the words ‘hat, sun protection (including sunscreen lotions)’ before the word ‘goggles’.	Page 3	
21	CCSA	Sub-2Mar15	18.1(e)	Higher duties Party proposes deleting this clause.	Page 5	
22	CCSA	Sub-2Mar15	18.1(e)	Higher duties Party proposes deleting this clause.	Page 5	
23	UV	Sub-3Mar15		Seeks to delete clause or delete the phrase ‘(including in-service training)’.	Page 3	

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ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
24	CCSA	Sub-2Mar15	20.5(b)	Superannuation—absence from work Seeks to delete clause as it create administrative complexity which works against the modern awards objective. It also contradicts the Superannuation Guarantee provisions.		
25	ABL	Sub-2Mar15	21 and 10	Ordinary hours of work and rostering Seeks to vary clause to provide employers with greater flexibility to change rosters other than with 7 days' notice.	Para 7	
26	ABL	Sub-2Mar15	21	Ordinary hours of work and rostering Seeks to vary clause to allow ordinary hours to be worked before 6.00 am or after 6.30 pm.	Para 7	
27	BSA	Sub-2Mar15	21.2	Ordinary hours of work and rostering Seeks to a variation of clause to remove ambiguity regarding broken shifts and ordinary hours.	Page 9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
29	UV	Sub-3Mar15	21.5	Ordinary hours of work and rostering—non-contact time Seeks to vary clause by extending non-contact time to 8 hours per week.	Page 3	
30	UV	Sub-3Mar15	24.4(e)	Annual leave—taking annual leave Seeks to reduce maximum amount of leave without pay for a Christmas close down of 4 weeks to 2 weeks.	Page 4-5	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Educational Services (Teachers) Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	UV	Submission-11/11/2015	20	Allowances Seeks to include two allowances to reflect change in legislation which have created new roles. A weekly allowance for employee appointed as educational leader and an hourly allowance for responsible person physically present at a child care centre.	Page 1	
2	An individual	Submission-11/11/2015	Schedule B	Classifications Seeks to insert new classifications of Educational Leader as a result of the Education and Care Services National Regulations. Seeks to insert qualifications for approved anaphylaxis management training.	Para 1-2	
3			15	Allowances Seeks to insert allowances so the Responsible Person can be appropriately remunerated for additional responsibilities and duties.	Para 3	

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ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4	AFEI	Submission – 02/03/15	General comment	Expressed interest in award but made no specific submissions.		
5	ISV	Submission – 02/03/15	3	Definitions Definitions for four year trained teachers do not accurately represent the qualifications that are accepted and accredited by the State and Territory teacher registration or accreditation authorities.	Page 2, Para 1	
6	IEU	Submission – 02/03/15	3	Definitions – teachers employed as directors Variation of definition of teacher in clause three to ensure coverage of teachers employed as directors previously covered by Children’s Services Award.	Para 1	
7	CCSA	Submission – 02/03/15	4	Coverage – early childhood teachers Remove coverage of early childhood teachers as award is focused on requirements of schools and their employees and does not cover unique needs of children’s service or early childhood education. CCSA would prefer an industry	Pages 6 – 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				award that covered the entire children's services and early childhood education industry, including ECTs, Children's Services employees and support workers.		
8	CCSA	Submission – 02/03/15	10.1(d) & 10.6	Types of employment Seeks removal of fixed term employment at clauses 10.1(d) and 10.6 for early childhood teachers. The needs of children's services and early childhood education industry can be adequately met by full-time, part-time or casual employment either permanently or on contract.	Page 7	
9	ACA Anors	Submission – 02/03/15	10.4	Roster flexibility Proposed variation to provide employers with greater flexibility to change rosters which may require amendment.	Page 1, para 1	
10	CCSA	Submission – 02/03/15	10.4(e)	Part-time employment – ECTs Propose part-time arrangements for ECTs should match that of all other employees in the children's services and early childhood education industry.	Page 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				10.4(e) would then become redundant and could be deleted.		
11	CCSA	Submission – 02/03/15	10.5	Casual employment – ECTs Descriptions of casual employees for ECTs should be aligned with those in the children’s services award to recognise the common environment and conditions.	Page 7	
12	CCSA	Submission – 02/03/15	11.4	Notice of termination Propose amending clause to require notice be in writing in accordance with s.117(1) of Act.	Page 7	
13	ISV	Submission – 02/03/15	13	Classifications For purpose of recognising experience gained whilst the person holds teaching qualifications recognised by relevant state and territory registration or accreditation authority.	Page 2, para 2	
14	FWO	Submission – 02/03/15	10.4(b), 13.4 and 14	Part-time salary scale, pro-rata payment ‘Years of service’ is not defined for purpose of salary progression in clause 14. It is unclear whether the progression each calendar year		

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				should be pro-rated each year or whether this should be done on a calendar year.		
15	IEU	Submission – 02/03/15	14.5(b)(i)	Teachers working a quarter day Proposed variation to ensure employees are only paid the quarter day rate when employed for less than 2 hours and the half day rate when employed for less than 3.8 hours.	Para 3	
16	CCSA	Submission – 02/03/15	15	Allowances Proposes introduction of allowances for ‘nominated supervisor’ (if also not director), ‘educational leader’ and ‘certified supervisor placed in day-to-day charge to reflect current legislative requirements.	Page 8	
17	CCSA	Submission – 02/03/15	19	Hours of work – ECTs Seeks variation to clause to permit engagement of early childhood teachers for between 41 – 48 weeks per year to reflect reality of industry. Propose this could be achieved by inserting a clause applicable to	Page 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				ECTs that reflects clause 24.4(a) of the <i>Children's Services Award 2010</i> .		
18	IEU	Submission – 02/03/15	19.4	Maximum days for distance education teachers Proposed varying award to cap the number of days teachers in distance education can be required to teach to 205.	Para 2	
19	ISV	Submission – 02/03/15	20	Breaks Seek to ensure meal break commences no later than five hours after the employee commenced work on the day.	Page 2, para 3	
20	CCSA	Submission – 02/03/15	22	Pro-rata salary inclusive of annual leave Propose removal of formula for ECTs.	Page 8	
21	ACA Anors	Submission – 02/03/15	Schedule B	Variations to HOW Propose variation to allow ordinary hours to be worked before 6 am or after 6.30 pm	Page 1, para 2	

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Electrical, Electronic and Communications Contracting Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AIG	Sub-12/11/15	28	Annual leave Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements.	Para 5-12	Claim affects a number of awards, referred to separately constituted Full Bench
2.	NECA	Sub-12/11/15	24.13(b)	Shift allowances Seeks to remove penalty rate that allows an employee that works on an afternoon or night shift which does not continue for at least five successive afternoons or nights.	Para 5	
3.	AIG	Submission – 02/03/15	General comment	Expressed particular interest in this award.	Para 3	
4.	BSA	Submission – 02/03/15	General comment	Expressed interest in award and reserve right to respond to submissions of other parties.	Page 9	
5.	AFEI	Submission – 05/03/15	General comment	Expressed particular interest in this award.	Pages 1 – 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	MEA	Submission – 02/03/15	12.2	Apprentices – State Laws Clause creates inconsistent wages outcomes and is inconsistent with modern awards objective (s.134(g)). Seek removal of clause.	Para 2.b	
7.	MEA	Submission – 02/03/15	16.4(a)(iii) and (b)(iii)	Apprentice minimum wages Seeks clarification as to whether there was an omission in relation to payment of allowance in clause 17.2(f) to an apprentice.	Para 2.f	
8.	CEPU (ETU)	Submission – 02/03/15	17.2(e)	Allowances – licence allowance Seek variation to allowance so it applies to the ‘same cohort of employees’.	Page 1	CEPU to clarify interaction with AM2015/9
9.	MEA	Submission – 02/03/15	17.5(d)	Allowances – start/finish on job Seek inclusion similar to clause 32.4(e) of <i>Manufacturing award</i> regarding maximum travel time payment per 24 hours. Also see inclusion of clause similar to clause 24.7(e) of <i>Building and Construction award</i> regarding manner travel time calculated.	Paras 2.c and 2.d	
10.	NECA	Submission – 02/03/15	17.5(d)(iii)	Allowances – fares allowance Seek removal of clause as nature of industry has changed since allowance introduced. Majority of employers provide free transport where employees start/finish work on a job site.	Para 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
11.	MEA	Submission – 02/03/15	24.9	Rest break Seek to move to clause 27 to align clause with other break provisions.	Para 2.e	
12.	NECA	Submission – 02/03/15	25.4	Inclement weather – lost time pay Seek to cap payment to ordinary hours lost due to inclement weather.	Para 5	
13.	NECA	Submission – 02/03/15	27.4	Overtime and rest breaks Seek to introduce minimum period for working on call outs in order to receive rest break. Instead of the on call rest break, NECA seek to introduce a 10 hour break after working overtime instead of 8 hours (as clause 24.16 currently provides for).	Para 1	
14.	NECA	Submission – 02/03/15	28.4	Rostered days off NECA seeks to amend clause to allow for accumulation of RDOs.	Para 3	
15.	NECA	Submission – 02/03/15	28.3	Annual leave loading NECA intends to pursue removal of 17.5% annual leave loading provisions.	Para 4	

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Social, Community, Home Care and Disability Services Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AFEI	sub-12/11/15	31	Annual leave Seeks to vary clause to allow an employer to direct an employee to take annual leave during a partial or whole close down of employer enterprise.	Page 1	
2.	UV	sub-12/11/15	20	Seeks to vary clause to ensure the payment of travel time for home care workers.	Page 1	
3.	UV	sub-16/11/15	25.5 – Rosters	Seeks three variations: <ol style="list-style-type: none"> 1. Ensure permanent staff protected and any additional hours required to be worked at short notice are appropriately remunerated; 2. Inclusion of words for client cancellation “provided that the employer received no payment for the cancelled or changed service”; 3. To delete the right to direct an employee to work make up hours in circumstances where cancellation occurs. 	Page 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4.	NDS	sub-02/03/15	General	Language of the Award Seek variation to award as language often complex to interpret and insufficiently helpful to employers in structuring patterns of work. This means that in some cases, flexibility may exist but is not being well-utilised.	Page 2	
5.	ACE	sub-01/03/15	XX	Telephone Advice Payment Insert a new clause which provides a payment to an employee who makes their services available and participates in an approved roster to provide telephone advice outside their normal rostered ordinary hours of work.	Para 3	
6.	ASU	sub-02/03/15	XX	Community language skills Payment of an allowance to employees who use community language skills during the course of their employment.	Para 9	
7.	ASU	sub-02/03/15	4.2(d)	Coverage Delete clause.	Para 4	

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9.	CCSA	sub-02/03/15	4	Coverage Move coverage of the family day care scheme in this Award to the Children's Services Award 2010.	Page 9	
10.	HSU	sub-02/05/15	10	Engagement Seek to vary minimum engagement to 4 hours for all employees, regardless of classification, work performed or workplace.	Para 3-4	Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
11.	JA	sub-02/03/15	10.3	Part-time employment Vary the clause to clarify the extent to which part-time workers can work reasonably flexibly, for example by averaging hours or flexitime, consistent with the intent of the clause to provide reasonable predictability for part-time employees	Para 9	Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
	ABI&NSWBC	sub-02/03/15		Deletion or variation of clause to provide appropriate and necessary flexibility for part-time employees.	Para 1	

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12.	JA	sub-02/03/15	10.4	Casual employment Seek to amend minimum engagement of casual disability support workers engaged in providing in home care under NDIS from 2 hours to 1 hour, to align with existing provisions for Home Care workers.	Para 8	Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197
13.	HSU	sub-02/05/15	10.4	Casual employees- loading Seek to ensure the casual loading, payable in lieu of the paid leave entitlements of ongoing employees, are paid in addition to other shift allowances, weekend and public holiday rates.	Para 5	Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197
14.	UV	sub-02/03/15	10.4(b)	Casual- Leave Amend clause to include reference to Long Service Leave.	Page 2	Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197
15.	ASU	sub-02/03/15	12.5-12.7	Redundancy Supplementation of NES redundancy entitlements, including for employees who were eligible to receive redundancy entitlements pursuant to these clauses.	Para 5	

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16.	HSU	sub-02/05/15	13	<p>Classifications Seeks to vary:</p> <ul style="list-style-type: none"> - classification criteria contained in SACS Stream and Home Care Stream to include Disability specific criteria and remove current ambiguity created by general level indicators and disability work, skills, knowledge and qualification levels. - Home Care stream to include differentiation between general home based assistance, low to high care needs, and specialised care provided to clients in own home. - award to include standardised nomenclature and current terminology. 	Para 6-9	
17.	NDS	sub-02/03/15		Seeks changes to classification descriptors which do not accurately reflect different work contexts in which disability support is provided; are too vague for straightforward worker classification; and don't help to build career pathways with appropriate skills recognition	Page 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
18.	AFEI	sub-05/03/15	13.3 and Schedule B	Progression Amend clause so it is clear progression between pay points in various levels in each stream of award is based on full-time equivalent service (or 1976 hours).	Page 3 item 1	
19.	HSU	sub-02/05/15	20	Allowances Seek variations allowances: a. New travel allowance applicable for travel between clients [usually place of residence] and in course of duties; b. Varied phone allowances to reflect requirement to have mobile phone for work related purposes; c. Payment of costs associated with first aid certificate renewal for employees required to hold current certificate to undertake work; d. Variation to uniform allowance to ensure uniform is provided or allowance is paid; e. New entitlement for replacement of damaged clothing	Para 23	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
20	UV	sub-02/03/15	20.2	Clothing and equipment allowance Clarify the number of uniforms an employee is entitled to. See submission for proposed wording	Page 2	
21.	UV	sub-02/03/15	20.6	Telephone Allowance Seek variation to include mobile phones in this provision. The words 'or a mobile phone' should be added after the word 'telephone' in the first sentence. The words 'or to access work related information' should be added after the words 'on call'.	Pages 2-3	
22.	HSU	sub-02/05/15	20.9	On call and recall Seek the following variations: a. Provision for an on-call penalty payment when an employee is called when not being paid an on-call allowance; b. Provisions for telephone attendance/work for an employee who is on call but not required to physically attend work; c. Minimum recall to work equal to minimum engagement / shift length;	Para 24	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				d. Recall to work for an employee not receiving an on-call allowance at overtime rates for the minimum shift length/engagement.		
23	AFEI	sub-05/03/15	20.9	Recall and Overtime Vary the clause to clarify what amounts to a recall to duty to perform over-time so that employees (whether on-call or not) who answer telephone or respond to a text message are not deemed to have been recalled and thus entitled to two hours minimum pay at overtime. Alternatively, the award should be varied to accommodate receiving phone calls.	Page 3 item 2	
24.	HSU	sub-02/05/15	24	Payment of Wages Seeks a new clause providing for the application of a penalty if payment of wages does not occur on the specified payday.	Para 22	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
25.	JA	sub-02/03/15	25.1	Hours of Work Propose that there should be explicit provision for other mutually agreed forms of flexible working arrangements such as flexitime and make up time, and that the time frame for averaging weekly hours of work be extended beyond the 4 weeks currently provided.	Para 10	
	ABI&NSWBC	sub-02/03/15		Variation to clause to increase the maximum ordinary hours of work per shift.	Para 2	
26.	ABI&NSWBC	sub-02/03/15	25.3	Rostered days off Variation to clause to replace the words “two full days” with the words “48 hours” to resolve any potential ambiguity surrounding the requisite period of the break between duty.	Para 3	
27.	ABI&NSWBC	sub-02/03/15	25.4	Rest breaks between rostered work Variation to clause to reduce the minimum breaks between shifts.	Para 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
28.	HSU	sub-02/05/15	25, 28	<p>Ordinary hours of work and rostering Vary clauses covering the intersection between hours of work, span of hours, rostering, payment of penalty rates and the definitions for day worker and shift worker to ensure:</p> <ul style="list-style-type: none"> a. Shift allowances are payable for work performed during specified hours; b. Weekend rates are payable to any employee working on the weekend; c. The terms day worker and shiftworker do not apply differentially to overtime, shift rates or weekend rates of pay 	Para 10	
29.	JA	sub-02/03/15	25.5	<p>Rosters and Client cancellation Vary the client cancellation provisions to apply to disability support work carried out in private residences and also for individualised activities that take place away from the home.</p>	Para 11	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
	HSU	sub-02/05/15		Seek to vary to client cancellation provisions to provide for 48-hour minimum cancellation period or payment in lieu, and the redirection provisions to meet both rostering and agreed hours in relation to alternate hours.	Para 13	
30.	UV	sub-02/03/15	25.5	Client cancellation Seek to amend clause. See submission for proposed wording.	Pages 2-3	
31.	ACE	sub-01/03/15	25.5	Rosters Vary clause to allow for roster to be changed at any time where employer and employee/s affected agree and/or in circumstances where there is an unexpected absence of an employee.	Para 3	
32.	HSU	sub-02/05/15	25.5(d)	Roster change Seek to vary clause to impose penalty on employer for employer-imposed changes and seek to include a minimum shift length of 4 hours for all rostered shifts including provisions for sleepovers and broken shifts.	Para 11-12	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
33.	ABI&NSWBC	sub-02/03/15	25.5 and 25.6	Rosters and Broken Shifts Variation to clauses to relax some of the obligations concerning the display of rosters and changes to rosters to reflect the increasingly changeable nature of work in the industry.	Para 5	
34.	FWO	corro-02/03/15	25.6, 25.7 and 29.2	FWO has received enquiries about how to account for time spent performing a 'sleepover' (in accordance with clause 25.7) for the purposes of applying clauses 29.2 (shiftwork) and 25.6 (broken shifts).	Item 32	
35.	HSU	sub-02/05/15	25.6	Broken Shifts Seeks to delete provision or in the alternative a new entitlement to an allowance payable to an employee for broken shifts, and payment of overtime where broken shift finish time is greater than daily maximum shift length of 10 hours. Also seeks to ensure that minimum shift length applies to each part of a broken shift without differentiation between employees.	Para 14-16	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
	ABI&NSWBC	sub-02/03/15	25.6	Broken Shifts Variation to clause to increase the spread of hours over which a broken shift may be worked and extending the operation of broken shifts to all employees (not just social and community services employees when undertaking disability services work and home care work).	Para 6	
36.	ASU	sub-02/03/15	25.6	Broken Shifts Propose payment of an allowance and/or penalty rate to employees who work broken shifts.	Para 6	
37.	UV	sub-02/03/15	25.6	Total of Broken Shifts Seek to vary clause 25.6(a) to provide for a maximum number of broken shifts which can be worked per day is 2. - propose to amend 25.6(b) so that a shift worker is paid the shift allowance with regard to each part of a broken shift.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
38.	JA	sub-02/03/15	25.7	Sleepover Insertion of facilitative provisions for shorter breaks between shifts worked in association with sleepover, and for 12 hour shifts to be worked by mutual agreement.	Para 12	
	HSU	sub-02/05/15		Sleepover-rate Seek to vary the applicable sleepover rate, when a shift, due to multiple disturbances, becomes 'an active' shift, and provide that rostered or known disturbances change the nature of the shift from a sleepover to an active night duty shift.	Para 17-18	
	ASU	sub-02/03/15		Increase in the remuneration payable to employees who work sleepovers and improvements to the conditions which sleepovers are carried out.	Para 7	
39.	ABI&NSWBC	sub-02/03/15	25.7	Sleepover- breaks Variation to clause to allow sleepovers to count as a break between shifts in certain circumstances and subject to certain conditions.	Para 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
40.	UV	sub-02/03/15	25.7	Sleepover Seek deletion of words 'and is not a 24 hour care shift pursuant to clause 25.8 or an excursion pursuant to clause 25.9' in clause 25.7(a)	Page 3	
41.	AFEI	sub-05/03/15	25.7	Sleepover-flexibility Amend clause so that employers have greater flexibility to roster work on either side of a sleepover period. This variation would include addressing the penalty rates applicable for work adjacent to a sleepover.	Page 3 item 3	
42.	JA	sub-02/03/15	25.8	24 Hour Care Seek that the 24 hour care provisions be extended to cover disability support workers required to provide individual support for clients in their private residence.	Para 13	
43.	HSU	sub-02/05/15	25.8	Seek to delete 24 hour care.	Para 19	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
44.	UV	sub-02/03/15	25.8	<p>24 Hour Care Clause is no longer required, or if the clause must remain in the Award, submits that it should be amended.</p> <p>-Would seek an amendment to ensure that employees will be entitled to overtime for all hours worked over 8 hours.</p> <p>- seek to delete the word 'normally' from sub-clause (b).</p>	Page 4	
45.	HSU	sub-02/05/15	25.9	<p>Excursions Seeks a new entitlement to additional annual leave for employees engaged in excursions.</p>	Para 20-21	
46.	ASU	sub-02/03/15	25.9	<p>Excursions- rate Increase in the remuneration payable to employees who work excursions and improvements to the conditions under which excursions are carried out.</p>	Para 7	
47.	UV	sub-02/03/15	25.9	<p>Excursions- ordinary hours See submission for proposed wording.</p>	Page 4 -5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
48.	HSU	sub-02/05/15	26	Saturday and Sunday work Seek to ensure that shift allowances are paid when employees are working afternoon or night duty regardless of the day of the week and seek to ensure that casual loading is payable in addition to other penalties for all shifts excluding overtime.	Para 25-26	
49.	UV	sub-02/03/15	27.1(e)	Meal Breaks Clause incorrectly references 27.1(a); it should reference 27.1(b).	Page 5	
50.	HSU	sub-02/05/15	28	Overtime Vary clause to ensure it applies to all employees when they work beyond their rostered hours, in excess of the daily maximum of 10 hours or on an averaged weekly hours basis.	Para 28	
51.	UV	sub-02/03/15	28.1(b)	Overtime – casuals Proposed deletion of clause	Page 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
52.	JA	sub-02/03/15	28.4	Recall to work overtime Propose clause be varied to distinguish between recall to workplace, and recall in order to respond to phone call, with a reduced minimum overtime payment where there is no need to travel to and from a workplace.	Para 14	
53.	ABI&NSWBC	sub-02/03/15	28.4	Overtime- recall Variation to clause to clarify when overtime rates are payable when employee recalled to work.	Para 8	
54.	HSU	sub-02/05/15	29	Shiftwork Seek to vary clause so that dislocation of working shiftwork should be payable where an employee works during applicable shiftwork hours regardless of the day of the week.	Para 27	
55.	ABI&NSWBC	sub-02/03/15	29	Shiftwork Variation to clause to amend shift definitions, clarify interaction between overtime rates and penalty rates, and clarify appropriate penalty rates that apply to work performed before or after sleepovers.	Para 9	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
55.	ABI&NSWBC	sub-02/03/15	29	Shiftwork Variation to clause to amend the shift definitions, clarify the interaction between overtime rates and penalty rates, and clarify the appropriate penalty rates that apply to work performed before or after sleepovers.	Para 9	
56.	ASU	sub-02/03/15	31.3	Annual leave loading Clarify clause to ensure annual leave loading is paid upon termination. See submission for proposed wording.	Para 10	Being dealt with by Annual leave Full Bench in AM2014/47
57.	UV	sub-02/03/15	34.2	Public Holiday Proposed insertion of wording rosters are not altered for the purpose of avoiding public holidays entitlements.	Page 5	
58.	JA	sub-02/03/15	Schedule B	SACS Classifications Propose that the classification definitions be updated to reflect the nature of disability work.	Para 15	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
59.	ASU	sub-02/03/15	Schedule B	Crisis and Accommodation Employees- Classifications Vary clause to ensure that employees are correctly classified and properly remunerated in respect of the work they perform.	Para 8	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Supported Employment Services Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	HSU	Sub-02Mar15	14.4	Wages assessment tool Application to amend wages assessment tool in award is ongoing (AM2013/30) and party seeks to continue involvement in these proceedings.	Paras 3–5	
	ABI & NSWBC	Sub-02Mar15			Paras 1.1–1.9	
	DSS	Sub-01Mar15			Pages 1–2	
2.	HSU	Sub-02Mar15		Ceremonial leave 10 days of ceremonial leave for Aboriginal and Torres Strait Islander peoples sought.		
3.	ABI & NSWBC	Sub-02Mar15	14	Minimum wages Inclusion of minimum rates of pay for apprentices and junior employees sought.	Para 2.1(a)	
4..	ABI & NSWBC	Sub-02Mar15	14.4	Wage assessment tool Inclusion of a reference to a new version of an existing wage assessment tool is sought.	Para 2.1(b)	
5.	ABI & NSWBC	Sub-02Mar15	18	Payment of wages Timeframe in which an employer can pay termination pay should be increased.	Para 2.1(e)	Issue affects multiple awards – see Correspondence from Ai Group, 25 Nov 2014. Referred to separately constituted Full Bench.

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	ABI & NSWBC	Sub-02Mar15	20.1	Ordinary hours of work Maximum ordinary hours of work per shift should be increased.	Para 2.1(d)	
7.	ABI & NSWBC	Sub-02Mar15	20.2	Span of hours Span of hours should be adjusted.	Para 2.1(e)	
8.	ABI & NSWBC	Sub-02Mar15	20.3, 20.4	Penalty rates Amendment to penalty rates is sought.	Para 2.1(f)	
9.	ABI & NSWBC	Sub-02Mar15	21.5	Overtime Variation is sought to cover a situation where an employee works additional hours prior to the commencement of their ordinary hours.	Para 2.1(g)	
10.	ABI & NSWBC	Sub-02Mar15	22.1(b)	Shiftworker Variation to the definition of shiftworker is sought.	Para 2.1(h)	
11.	ABI & NSWBC	Sub-02Mar15	Schedule B	Classification definitions Variation sought to ensure definitions reflect the work performed by employees under the award.	Para 2.1(i)	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Air Pilots Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AFAP	Sub-15Feb16	Schedule B.1.2	Classifications and minimum entitlements Insert Embraer 135/145 rate of pay: Captain First officer 110,086 72,972	p.1	
2.	AFAP	Sub-15Feb16	Schedule C.1.1	Classifications and minimum salaries—Regional Airlines Schedule should be expanded to ensure pilots flying larger aircrafts are covered by award	p.1	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Aircraft Cabin Crew Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	iCCC	Sub-15May15	3	<p>Definitions Definition of ‘rostered day off’ includes reference to ‘nominated duty free periods’. Seek variation definition of ‘sign-off’ to include nominated duty free period as part of domestic, regional and international cabin crew members’ duty hour limitations provisions contained in Sched B, C and D. Proposes definition “sign off” be clarified regarding interaction between the <i>planned</i> sign off period for rostering purposes and unplanned time. See proposed definitions on page 2 of submission.</p>	Pages 1–2	
2	iCCC	Sub-15May15	New clause	<p>Consultation and dispute resolution—proposed new penalties Proposes penalty provision for financial losses incurred from raising and resolving operational</p>	Page 2	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				grievances. See penalty provision proposes on page 2 of submission.		
3	iCCC	Sub-15May15	11	Types of Employment Proposes clarification contained in Schedules B or D for duty time calculations and allowances payable are associated with type of flying undertaken, up to and including planned/unplanned rest period.	Page 3	
4	iCCC	Sub-15May15	17	Employee duties Proposes additional clause 17.4. Proposed clause requires an employer cannot require service of an employee to whom training arrangements apply, in performing safety or product/entertainment delivery activities until inflight training has commenced and supernumerary training sectors completed.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5	iCCC	Sub-15May15	18	<p>Classification and minimum wages Proposes “cabin crew supervisor” is included in definitions at clause 3 of Award.</p> <p>Proposes where cabin crew supervisor operates mix of narrow-bodied and wide-bodied aircraft that minimum weekly wage be increased to the average of cabin crew manager and cabin crew supervisor minimum weekly wages.</p>	Page 3	
6	iCCC	Sub-15May15	19	<p>Allowances Propose award be varied to include reasonable travel expenses in reimbursement of fair and reasonable costs for meals whilst staying in international ports. Propose expenses calculated using the Australian Taxation Office’s relevant table.</p>	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
7	iCCC	Sub-15May15	24 and B.2	<p>Ordinary hours of work and rostering Proposes that Award be varied to clarify interaction between ordinary hours of work, rostered duty hours, actual time on duty, leave credits and reasonable additional hours. Variation should explain interaction between these various clauses to enable cabin crew to understand how ordinary hours of work are calculated and recorded.</p> <p>Party notes that there is no roster period cycle maximum hours of work which creates uncertainty for when employee's ordinary hours of work commitment is completed and when overtime pay is applicable.</p>	Pages 3–4, 5	
8	iCCC	Sub-15May15	Part 6	<p>Parental leave Proposes additional parental leave provisions in recognition of special requirements of cabin crew for specified medical reasons.</p>	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
9	iCCC	Sub-15May15	Schedule A – Transitional Provisions	Transitional provisions — Loadings and penalty rates Application of transitional part-time loading, Sat, Sun, evening and other penalties, and shift allowance/penalty rates unclear from 2015 onwards. Proposes Award varied to include 100% amounts or percentages for payments and application to loading and penalties (part-time loading, Sat, Sun, evening and other penalties, and shift allowance/penalty).	Page 4	
10	iCCC	Sub-15May15	B.1.8	Domestic flying—Allowances – Training allowance Proposes workplace inspection of Ground School trainer and Ground School Clerk and Trainer take place in 2015 to establish and award allowances commensurate with trainer roles.	Page 5	
11	iCCC	Sub-15May15	B.1.9	Domestic flying—Allowances – Meal allowance Proposes that allowance be varied as ‘tours of duty’ is incorrectly applied in current clause.	Page 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
12	iCCC	Sub-15May15	B.3.3	Domestic flying—Rostering Proposes award be varied to clarify when ordinary hours of work are completed and when overtime pay is applicable.	Page 5 - 6	
13	iCCC	Sub-15May15	B.3.6	Domestic flying—Rostering Proposed changes to B.3.6 given the lengthy planned and unplanned duty hours in industry.	Page 6	
14	iCCC	Sub-15May15	B.6.1(b)	Domestic flying—Rostered days off Seeks clarification whether work on a rostered day off is ordinary hours of work towards roster cycle maximum or overtime. Party also seeks clarification for prescribed total number of hours representing roster cycle maximum regarding reference to reasonable additional hours. Seeks clarification on when call-in interrupts time free of duty as call- in received and flow on reassignment/consultation constitutes duty (i).	Page 6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
15	iCCC	Sub-15May15	B.5	<p>Domestic flying—Duty limitations and rest periods Party submits review process may need to include exposure drafts to CASA for consideration on whether proposed provisions meet civil aviation fatigue management obligations.</p> <p>Party further submits review process may need to consult CASA regarding whether proposed provisions meet fatigue risk management obligations.</p> <p>Unplanned duty hour limitations above 14 hours into home base are unsafe and unreasonable duty hour limitations. Duty hour limitations should be complemented by fatigue risk management system.</p>	Page 6 - 7	
16	iCCC	Sub-15May15	B.5.2	<p>Domestic flying—Rest periods Proposes home base planned rest be greater than 12 hours and sufficient rest at home base of at least 24 consecutive hours following a tour of duty comprising low body clock</p>	Page 7	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				periods between 2am and 6am. Party proposes such duties be restricted from a second sector being operated beyond dawn.		
17	iCCC	Sub-15May15	B.9	Domestic flying—Reserve Terms “reserve” and “stand-by” have different meanings and this should be reflected in award. Proposes variations to clauses B.9.3, B.9.5, B.9.6 and B.9.7 to ensure that the terms are not used interchangeably.	Page 8	
18	iCCC	Sub-15May15	Schedule D	International flying Proposes award be varied pending finalisation of CASA’s ruling on fatigue management. D.5.1(b) to be varied as: “...(standby credits do not count towards duty limitations)” D.5.2(b) should be varied to include additional provision for duty: “17 hours 1 min to 24 hours namely 1 hour paid reclined rest break to be assigned on the day from eight hours after sign-on [for fatigue prevention]”	Page 9	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Airline Operations – Ground Staff Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AMWU	Sub-12Nov15	Schedule B	Classifications Seeks to develop a career path for technical, supervisory and senior controller/principal technical officer classifications.	Para 6-11	
2.	ALAEA	Sub-03Mar15	15.5, Schedule B	Classifications Insert a new “Technical Support Supervision Stream” and necessary definitions.	Paras 3.2, 4.2	
3.	ALAEA	Sub-03Mar15	21.10	Allowances Insert a new clause providing for payment of an allowance where an employee is required to travel more than 200km from their normal residence.	Paras 3.1, 4.1	Proposed wording provided

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Airport Employees Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-02/03/15	27.2(b)	Ordinary hours of work and rostering - day workers Questions whether day workers can work ordinary hours on a Saturday as clause 30.1 references ordinary hours as occurring Monday to Saturday.	Page 11 Paragraph 1	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Architects Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						APESMA foreshadowed an application to vary the graduate of architecture definition under the award (see transcript – 14Dec15 , PN 196)

Please see the [Construction award summary](#) for the proposed variations relating to the *Building and Construction General On-site Award 2010*.

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Hydrocarbons Field Geologists Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

Please see the [Construction award summary](#) for the proposed variations relating to the *Joinery and Building Trades Award 2010*

Please see the [Construction award summary](#) for the proposed variations relating to the *Mobile Crane Hiring Award 2010*

Please see the [Construction award summary](#) for the proposed variations relating to the *Plumbing and Fire Sprinklers Award 2010*

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Surveying Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Amusement, Events and Recreation Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	PGA	Sub-28/09/15	4	Coverage Seeks to vary clause to include Professional Golfers.	Page 1-5	
2.	AFEI	Sub-05/03/15	10.4(e)	Types of employment-casual Proposes to vary award to reduce casual minimum engagement	Page 3	
3.	Skate Intl	Sub-02/05/14	10.4(e)	Types of employment-casual Amend clause to read: “A casual employee will be engaged for a minimum period of two hours work or “one session”	Page 2 Paragraph 3	
4.	FWO	Corro-02/03/15	23.3	Overtime and penalty rates Inconsistency as to correct penalty rate for Sundays with rate prescribed in clause 23.1	Page 11 Paragraph 2	
5.	Skate Intl	Sub-02/05/14	23.3	Overtime and penalty rates Proposes Sundays and public holidays be paid at normal award wage without penalties	Page 1 Paragraph 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5A.	AWU	Sub-10/12/15	24	Annual leave loading Seeks insertion of annual leave loading provision	Paras 3–13	
6.	ABI and ors	Sub-17/02/15	B.9	Schedule B – Classification Structure Proposes to Delete clause and replace text in new B.9	Paras 1, 2	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Book Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Broadcasting and Recorded Entertainment Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	MEAA	Sub-02/03/15	4.1	Coverage Proposes to amend definition to refer to ‘cinemas’ and amend title of the Award to ‘Broadcasting, Recorded Entertainment and Cinemas Award’.	Paragraph 6	
2.	SPA	Sub-02/03/15	10.5(b)	Casual loading Proposes to reduce casual leave loading from 25%. Rate is not in line with the benefits afforded to contract or full time employees.	Issue 3	
3.	BCC and ors	Sub-21/01/15	14.2(d)	Classifications and minimum wages–Common salary structure–Grade 4 Insert additional classification of team leader to be designated ‘Cinema Worker Level 3, with the higher classifications being redesignated ‘Cinema Worker Level 4’ to Cinema Worker Level 7’, respectively.	Page 4 Issue 3	Referred to separately constituted Full Bench for determination – AM2016/4

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4.	CPSU	Sub-04/02/15	14.2(d)	Classifications and minimum wages–Common salary structure–Grade 4 Insert additional classification of Trainee Captioner/Audio Describer.	Paragraph 2	
5.	CPSU	Sub-04/02/15	14.2(e)	Classifications and minimum wages–Common salary structure–Grade 5 Insert additional classification of Trainee Subtitler/Subtitling Editor.	Paragraph 3	
6.	CPSU	Sub-04/02/15	14.2(h)	Classifications and minimum wages–Common salary structure–Grade 8 Insert additional classification of Captioner/Audio Describer	Paragraph 4	
7.	CPSU	Sub-04/02/15	14.2(k)	Classifications and minimum wages–Common salary structure–Grade 11 Insert additional classification of Multi-skilled Captioner/Audio Describer	Paragraph 5	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8.	CPSU	Sub-04/02/15	14.2(n)	Classifications and minimum wages–Common salary structure–Grade 14 Insert additional classification of Advanced Multi-skilled Captioner/Audio Describer	Paragraph 6	
9.	CPSU	Sub-04/02/15	14.2(o)	Classifications and minimum wages–Common salary structure–Grade 15 Insert additional classifications of Subtitler/Subtitling Editor and Captioner/Audio Describer Shift Leader or Trainer	Paragraphs 7, 8	
10.	BCC and ors	Sub-21/01/15	14.4(a)	Junior employees Insert a new paragraph (aa): 'Provided that a junior employee in a cinemas shall be paid the percentage in clause 14.4(a) of the adult minimum wage for the appropriate classification'	Page 4 Issue 2	Previously raised by MEAA in 2012 Review and considered in [2012 FWA 8761] at [30]. Referred to a separately constituted Full Bench for determination.
11.	Seven and ors	Sub-02/03/15	15.2	Payment of wages Amend to provision to provide for wages to be paid monthly.	Issue 2	
12.	Seven and ors	Sub-02/03/15	21	Higher duties Amend clause to provide more flexibility for employees to work higher duties.	Issue 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
13.	Seven and ors	Sub-02/03/15	23	Annual leave - cashing out Amend award to provide for cash out of annual leave.	Issue 1	See decision in AM2014/47 - Full Bench Decision - [2015] FWCFB 5771
14.	SPA	Sub-02/03/15	23.7(b)	Annual leave loading Loading should only be payable after an employee had completed 12 months' service - not as pro rata.	Issue 3	
15.	BusSA	Sub-02/03/15	26.3(b)	Public holidays - special provisions for employees in cinemas Current wording is confusing. Party seeks to simplify language or include a definition.	Page 8	
16.	CPSU	Sub-04/02/15	27	Ordinary hours of work and rostering Insert the following above clause 27: 'This Part 6 applies to those employees classified as Captioners/Audio Describers and Subtitlers/Subtitling Editors contained in Schedule B'	Paragraph 9	Proposed wording is provided.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
17.	FWO	Corro-02/03/15	27.3	Ordinary hours of work and rostering Unclear whether a 'rostered day off' has the same or different meaning to an 'accrued day off' as references in clauses 27.6, 39.6, 52.2 and K.1 of Schedule K	Page 13 Issue 3	
18.	Seven and ors	Sub-02/03/15	27.6	Ordinary hours of work and rostering - rostering Amend clause to provide greater flexibility in relation to rostering arrangements and roster changes.	Issue 4	
19.	CPSU	Sub-04/02/15	28	Meal breaks Insert new clause 28.6.	Paragraph 10	Proposed wording is provided.
20.	CPSU	Sub-04/02/15	30	Shift and weekend penalties Insert new clause 30.9.	Paragraph 11	Proposed wording is provided.
21.	BusSA	Sub-02/03/15	36.2	Rosters - technical staff Party has raised concerns with clause and is consulting further with its members	Page 8	
22.	BusSA	Sub-02/03/15	41.4	Penalty rates - announcers and broadcaster/journalists - shift penalties Interchange of the terms 'penalty' and 'allowances' may lead to confusion.	Page 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
23.	BusSA	Sub-02/03/15	42.1(d)	Penalty rates - technical staff - shift penalties Interchange of the terms 'penalty' and 'allowances' may lead to confusion.	Page 8	
24.	BCC and ors	Sub-21/01/15	54.3(a)	Types of employment-part-time Insert the words 'within the terms of this clause and clause 55.1(c)' after 'continuous employment'.	Page 3 Issue 1	Referred to a separately constituted Full Bench for determination - AM2016/4.
25.	BCC and ors	Sub-21/01/15	55.1(c)	Ordinary hours of work and rostering Amend second sentence to read: 'The agreement about <i>the number of</i> ordinary hours to be worked will be in writing...'	Page 3 Issue 1	Referred to a separately constituted Full Bench for determination AM2016/4.
26.	MEAA	Sub-02/03/15	59	Special definitions - artist Amend part 10 to include dancers within the definition of artist. Also amend definition by deleting words ' the production of the film'.	Paragraphs 5, 10	
27.	MEAA	Sub-02/03/15	59	Special definitions - performance Amend definition of 'performance' for consistency in relation to employees in film and non film settings.	Paragraph 12	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
28.	SPA	Sub-02/03/15	62.11	Release allowances payable to performers - feature films only Provision for the purchase of 'additional allowances' should be removed.	Issue 1	
29.	MEAA	Sub-02/03/15	73.1(a)	Hours of work Amend clause to clarify 'days of up to 10 hours each' includes 7.6 ordinary hours and 2.4 hours of schedule overtime, calculated in accordance with clause 76.4.	Paragraph 22	
30.	MEAA	Sub-02/03/15	74.2	Breaks between shifts Amend term 'single time additional' to 'double time'.	Paragraph 16	
31.	SPA	Sub-02/03/15	74.2	Break between shifts Penalty should apply to affected hours and not entire shift. Party also proposes inserting clause to address case of 2 consecutive days off (54 clear hours between finish of work prior to days off and start of work following days off).	Issue 2	
32.	SPA	Sub-02/03/15	75.1	Meal breaks Delay meal break to commence up to 6 hours from the start of the work period or last break.	Issue 2	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
33.	MEAA	Sub-02/03/15	76.2	Overtime Insert definition of ‘unscheduled overtime’.	Paragraph 18	
34.	MEAA	Sub-02/03/15	76.3	Overtime Amend clause to clarify ‘days of up to 10 hours each’ includes 7.6 ordinary hours and 2.4 hours of schedule overtime, calculated in accordance with clause 76.4.	Paragraph 22	
35.	SPA	Sub-02/03/15	77.1	Calculations of penalties and provision of rosters Revert to pre-reform entitlement with no penalty payable after 6am.	Issue 2	
36.	CPSU	Sub-04/02/15	B.1	Schedule B - Television Broadcasting - Classifications Insert new clause B.1.23..	Paragraph 11	Proposed wording is provided.
37.	CPSU	Sub-04/02/15	B.1.1	Schedule B- Television Broadcasting - Definitions Insert new clauses B.1.1(e), B.1.1(f), B.1.1(g) and B.1.1(h).	Paragraph 12	Proposed wording is provided.
38.	BCC and ors	Sub-21/01/15	E.1.3	Schedule E-Cinema Worker Level 3 Insert new E.1.3 clause and redesignate E.1.3 to E.1.7 to E.1.4 to E.1.8 , respectively.	Page 5 Issue 3	Referred to a separately constituted Full Bench for determination.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
39	MEAA	Sub-02/03/15	F.1	Schedule F - Actors - Classifications Insert classification descriptors for dancers at clauses F.1.4 and F.1.5. Also seeks to amend provisions as reference to 'number of lines of dialogue' is not applicable to mime or dance.	Paragraphs 6, 7	

NOTE: Issues in this award (Nos 3, 10 and 24 re cinemas) have been the subject of conferences before SDP Hamberger

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Journalists Published Media Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	News Corp	sub-02/03/15	New clause	Cash out of annual leave Subject to pending FWC decision, propose insertion of clause which allows for cash out of annual leave.	Page 1	See decision in AM2014/47 - Full Bench Decision - [2015] FWCFB 5771
2.	MEAA	sub-02/03/15	3.1	Definitions Amended definition of ‘editorial employees’ to ensure it is relevant by including “editors, multimedia editors or producers, social media editors or producers and art directors”.	Para 4—5	
3.	MEAA	sub-02/03/15	4.9	Coverage Propose to make the circumstances where an employee is exempt from Award coverage conditional by increasing threshold of exempt employees.	Para 7—9	
4.	MEAA	sub-02/03/15	4.10(a)	Exclusions- Editorial Delete clause 4.10(a) and clause 4.11 to reduce the exclusions of certain award provisions for editorial employees.	Para 10—12	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	MEAA	sub-02/03/15	4.13	Exclusions- Specialist publications Delete clause 4.13 and 23.	Para 13—15	
6.	MEAA	sub-02/03/15	21.1	Shiftwork penalties Amend clause to remove the words ‘or part thereof’ and replace with ‘of the shift’ to remove any ambiguity.	Para 24—26	
7.	MEAA	sub-02/03/15	21.2(b)	Weekend penalties Remove the words ‘regional daily newspaper or a country non-daily newspaper’ and replace with ‘any other employer’.	Para 27—29	
8.	MEAA	sub-02/03/15	21.4	Weekend penalties- editorial employees Amend clause to remove the words ‘this subclause does not apply to employees employed in a country non-daily newspaper’.	Para 30—32	
9.	MEAA	sub-02/03/15	22.3(d)	Overtime Remove the words ‘subject to the forfeiture for inadequate notice as provided for under clause 11.2’ as this is inconsistent with clause 11.2.	Para 34—37	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
10.	MEAA	sub-02/03/15	24.2	Additional Annual Leave Amend clause so more employees accrue additional leave.	Para 39—41	
11.	MEAA	sub-02/03/15	24.5	Annual Leave loading Clause should be simplified to provide greater clarity.	Para 42—44	
12.	MEAA	sub-02/03/15	27.3(a)	Annual Leave in lieu of Public Holidays Correct cross reference in clause to subclause 24.3.	Para 45—47	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Live Performance Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	MEAA	sub-02/03/15	3.1	Definition Insert proposed definition of ‘musician’ which will amend definition of ‘performer’ Amend definition of performance.	Para 4—9	
2.	AEIA	sub-02/03/15	10	Types of Employment Considering application to delete this clause in its entirety as it has no application to parts 4-7 of Award.	Para 3	
3.	AEIA	sub-02/03/15	11.4(c)	Special Notice Delete sub-clause	Para 4	
4.	MEAA	sub-02/03/15	13.4	Rates of Pay Amend sub-clause to highlight cross reference to clause 30 which has musicians’ rates of pay.	Para 10—12	
5.	MEAA	sub-02/03/15	14.5(a), (d) and (e)	Travel Allowance Seek monetary amount of the weekly allowances be increased to seven times the daily rate where employees are required to be present for the week.	Para 16—18	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	AEIA	sub-02/03/15	14.5(f)(ii)	Travel Allowance - eligibility Propose to amend clause.	Para 5	
7.	AEIA	sub-02/03/15	24.6(a)	Casuals- performance Considering a proposal to amend clause to provide for a 1 hour break after 4pm with the agreement of the case.	Para 7	
8.	AEIA	sub-02/03/15	26.1	Ordinary Hours Delete clause as it duplicates clause 25.5(a).	Para 6	
9.	AEIA	sub-02/03/15	27.2	Breaks Considering a proposal to amend clause to provide for a 1 hour break after 4pm with the agreement of the case.	Para 8	
10.	AEIA	sub-02/03/15	27.6	Breaks between performances Vary clause to provide for appropriate breaks between performances of up to one hour.	Para 9	
11.	AEIA	sub-02/03/15	28.2	Overtime for casuals Propose to amend clause to ensure appropriate overtime payments for a casual performer engaged to perform in a performance of up to one hour are clear without ambiguity.	Para 10	Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
12.	AEIA	sub-02/03/15	28.5(c)(ii)	Work on Sundays Amend clause to ensure consistency with first paragraph of clause 28.5.	Para 11	
13.	AEIA	sub-02/03/15	31.7	Upkeep allowance Amend clause to remove technical problem to provide allowances to be paid on a per call basis.	Para 12	
14.	AEIA	sub-02/03/15	47.3(a)	Travelling home Delete clause as it duplicates clause 14.3.	Para 13	
15.	AEIA	sub-02/03/15	47.4(c)	Travel on Sunday Propose to vary to provide for payment for travelling on a Sunday and/or a rostered day off.	Para 14	
16.	AEIA	sub-02/03/15	47.6	Provisions for Crewing Services Employees Amend clause to clarify the hours of work, overtime and penalty provisions for the crewing services sector of industry.	Para 15	
17.	AEIA	sub-02/03/15	Schedule B	Headings Propose to amend Schedule by deleting certain words in heading of B.5.1, B.6.1, B.8.2 to reflect Lewin C Decision of 02/03/11.	Para 16	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Racing Clubs Events Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	NSWBC & ABI	Submission - 08/12/14	n/a	Request for VC for hearing	Page 1	
2.	BSA	Submission - 02/03/15	n/a	No variations to pursue at this time, however, reserve right to participate in proceedings	Page 10	
3.	FWO	Submission - 02/03/15	Interaction clause 29 with 13.2, 13.5, 14.2, 14.3, 19	Casual employment ‘relevant minimum wage’ Seeks clarification as to appropriate rate to be paid to casual employees for overtime. Casual employees not excluded from cl 29 except between 11 pm and 7 am. Unclear how to identify ‘the relevant minimum wage’ as that may be to clause 19 rate, clause 19 rate + 25%, or the loaded hourly rates set out at clause 14.3 for ‘casual employees - liquor employees’.	Para 26	Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197
4.	AFEI	Submission - 05/03/15	n/a	Notified significant interest in award.	Page 1	

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Travelling Shows Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	SG	Sub-02Mar15	23	Penalty rates Party submits that the terms and conditions of the award already take into account the nature of the industry and that the Modern Awards Objectives (including s. 134(1)(da)) are met by the current award.	Pages 2–5	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Car Parking Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Sub-2Mar15	21.1(b), 23.2, 23.4(a)	Ordinary hours of work and rostering Unclear what circumstances an employee should be considered a shiftworker as it is not defined in the Award.	Point 8	
2.	FWO	Sub-2Mar15	25.6(b)	Annual leave—payment and loading Unclear whether the additional loading is compared on a daily basis with each day of annual leave being assessed separately or as a whole over the entire period of annual leave.	Point 9	Referred to a separately constituted Full Bench for determination.

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Cemetery Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Food, Beverage and Tobacco Manufacturing Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	Sub-3Mar15	4	Coverage Clause does not provide coverage for security officers and cleaners with sufficient clarity. Seeks to vary clause to clarify coverage of cleaners and security officers.	Page 1	
2.	UV	Sub-3Mar15	8	Facilitative provisions Clause may be too broad and unnecessary in the context of the award flexibility provisions at clause 7. Provision undermines the award flexibility scheme provided by the <i>FW Act 2009</i> .	Page 1	
3.	UV	Sub-3Mar15	26.3(e)	Allowances—hot places Provides payment for an allowance for work in the shade in places where temperature is raised by artificial means. Party submits that temperature should be determined by agreement between supervisor and employee.	Page 1	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4.	AIG	Sub-2Mar15	28.3	Payment of wages on termination Clause should enable employers who pay by electronic funds transfer to pay termination monies in accordance with the employer's pay cycle.	Page 5	Issue affects multiple awards – see Correspondence from AIG 25 Nov 2014 Referred to a separately constituted Full Bench for determination.
5.	BSA	Sub-2Mar15	28.3	Payment of wages on termination Party consulting further and may pursue a proposal to vary clause.	Page 9	
6.	FWO	Sub-2Mar15	30.2(e)	Ordinary hours of work and rostering Unclear whether this means it can be increased by one hour at one end, at both ends or shifted at both ends of the spread by up to one hour.	Point 13	
7.	FWO	Sub-2Mar15	30.2(d)	Unclear whether this applies to only employees who are “getting the plant in a state of readiness” or in other circumstances where employees perform work prior to but continuous with the spread of ordinary hours.	Point 14	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8.	UV	Sub-3Mar15	31	Shiftworker Seek to vary award so that a shiftworker is defined as a 7 day shiftworker who is regularly rostered to work on weekends and public holidays.	Page 2	See also clause 34.3
9.	UV	Sub-3Mar15	32.2 & 32.5	Meal breaks Confusion about the operation of these clauses regularly leads employers to refuse payment of the meal break penalty when legally obliged to do so.	Page 2	
10.	UV	Sub-3Mar15	33	Overtime Seeks to vary clause so that first 2 hours worked in excess of ordinary hours will be paid at time and a half and double time thereafter.	Page 2	
11.	AIG	Sub-2Mar15	34.5	Annual leave loading Proposes an amendment to ensure that employers are not obliged to pay for shift loadings twice when shiftworkers take annual leave.	Page 5	This issue affects number of awards and has been referred to a separately constituted Full Bench for determination
12.	AMWU	Sub-2Mar15	various	The AMWU “intends to propose changes to shift allowances, the span of hours definition, training leave, overtime for casual and part time employees and allowances”	Para 6	<i>No further details of the changes sought have been lodged</i>

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Funeral Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	BSA	Sub-2Mar15	14.1	Minimum wages No junior employees in modern award, had been included in previous awards. Party consulting further with members and may pursue variation to clause.	Page 9	
2.	BSA	Sub-2Mar15	21.2	Spread of ordinary hours of work Party consulting further with members regarding spread of ordinary hours and may pursue variation.	Page 9	
3.	BSA	Sub-2Mar15	22.1	Shiftwork Party consulting further with members regarding spread of ordinary hours and may pursue variation.	Page 9	
4.	BSA	Sub-2Mar15	24.2 & 22	Overtime and penalty rates Interaction of clauses is ambiguous as to when overtime and shiftwork penalties apply. Party consulting further with members and may pursue variation to clause.	Page 9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	QFDA & FDANSW	Sub-3Mar15	10.5	Casual employees Party agrees with the submissions made by AIG and requests the clause be amended in accordance with terms set out by AIG, only to the extent that they refer to the minimum engagement for casual employees. Propose to vary clause to provide minimum engagement of 3 hours.	Point 10	Party refers to submission made by AIG in AM2014/196 & AM2014/197 – Submission – 11 November 2014 <i>Refer to Casual Full Bench AM2014/197</i>
6.	QFDA & FDANSW	Sub-3Mar15	25	Annual leave No term in award dealing with a requirement to take annual leave or enabling an employee to cash out their annual leave entitlement. Party seeks a determination that clause be amended. Suggested wording in submission.	Point 7	Being dealt with by Annual leave Full Bench in AM2014/47

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Pest Control Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-02Mar15	23	It may be unclear under what circumstances an employee should be considered a shiftworker, as the term is undefined.	Table 2, para 24	

This table is a summary of proposed variations lodged for this award – **updated 24 March 2016**.

Professional Employees Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AAMRI & APESMA	Sub – 12 November 2015	4	Coverage Seeks to vary clause to include MRI research employees.	Para 4-11	Being dealt with in AM2015/6 Party has provided a further submission regarding this variation, Sub-11Mar16
2.	APESMA	Sub – 26 February 2015	2.2	Commencement and transitional Has concerns some employers using clause to absorb all Award entitlements through annualised salaries. Acknowledges will be dealt with as a common issue but will, if necessary, seek relevant amendments to ensure clause is only applicable to overaward payments and cannot be used to absorb other Award entitlements.	Para 3	General drafting issue to be dealt with across all awards See FB decision [2014] FWCFB 9412
3.	APESMA	Sub – 26 February 2015	4	Coverage and classifications Seeks to have Engineering Technologists covered under Award.	Para 2	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4.	APESMA	Sub – 26 February 2015	11.8	Types of employment – Professional Development Seeks to explore amendment to provide for reimbursement of costs of obtaining and maintaining professional registration where registration is a specific requirement of the job.	Para 1	
5.	APESMA	Sub – 26 February 2015	18.2	Ordinary hours of work and rostering – Employers will compensate for: Concerns regarding the lack of transparency which can exist regarding compensation for certain working arrangements. Would like to explore variation to clause to provide for the right for employee to request information on the specific compensation which applies.	Para 4	

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Water Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	MIL	Sub-25Feb15		Coverage of irrigation infrastructure operator (IIO) Party submits that if IIOs are to be covered by this award, a number of changes would be required, but that these would not impact on any parties already covered by the award.	Pages 2–5	
2.	UV	Sub-03Mar15	4	Coverage Seeking amendment to clarify that an employer “in the water industry” does not mean the employer operates exclusively in the water industry.	Page 1	
3.	UV	Sub-03Mar15	19.5(a)(iv)	Normal starting point allowance Variation sought to ensure that where a “region (is) specified by the employer” the associated allowance is still adequate compensation.	Pages 1–2	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4.	UV	Sub-03Mar15	22.1	Higher duties Variation sought to provide that all hours worked at higher duties are paid at the higher minimum wage, and that that rate be paid for the entire shift where higher duties are performed for two hours or more.	Page 2	

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Dry Cleaning and Laundry Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	Sub-4Mar15	15.3	Allowances—protective clothing allowance Seeks to clarify wording ‘fair wear and tear excepted’ as it is vague.	Page 1	
2.	UV	Sub-4Mar15	15.5(b)	Allowances—uniform allowances Seeks to replace current allowance with a laundry allowance of a defined amount.	Page 1	
3.	UV	Sub-4Mar15	18	Higher duties Seeks to vary clause so that an employee is paid the higher minimum wage for the entire shift after performing higher duties for 2 hours.	Page 1	
4.	UV	Sub-4Mar15	22	Overtime Seeks to vary clause so that the first 2 hours worked in excess of ordinary hours is paid at time and a half and double time thereafter.	Page 1-2	

See [Schedule 1](#) for a list of abbreviations

5.	UV	<u>Sub-4Mar15</u>	22.5(a)	Saturday work Seek to vary clause to provide for all ordinary time performed on a Saturday to be at the rate of time and a half.	Page 2	WITHDRAWN – see TN397 (Mention 14/12/15)
6.	UV	<u>Sub-4Mar15</u>	23.1	Shiftworker definition Proposes a single definition of shift worker to be used in all situations.	Page 2	

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Fast Food Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AIG	Sub-2Mar15	4	Coverage Seeks a May seek variation to coverage to avoid potential overlap with other awards.	Page 6	
2.	NRA	Sub-2Mar15	8.1	Consultation Vary clause to reflect historical award provisions.	Point 4	
3.	SDA	Sub-2Mar15	11	Full-time employees Seeks to include requirement for agreement in writing 'at time of engagement on a regular pattern of work and requirements for variation of pattern of work'.	Point 4	
4.	SDA	Sub-2Mar15	11	Full-time employees Seeks to include minimum shift of 4 hours for full-time employees. Currently no minimum shift entitlement for full-time employees	Point 5	
5.	NRA	Sub-2Mar15	12	Part-time employees Vary clause to introduce flexibility in rostering part-time employees.	Point 4	Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	AIG	Sub-2Mar15	13	Casual employment Proposes that the minimum engagement period for casual employees be changed to 2 hours instead of 3 hours.	Page 6	Being dealt with by Part-time and Casual Full Bench in AM2014/196 and AM2014/197
7.	NRA	Sub-2Mar15	13.4	Casual employment Reduce minimum shift engagement for casual employees from 3 hours to 2 hours.	Point 4	Being dealt with by Part-time and Casual Full Bench in AM2014/196 and AM2014/197
8.	SDA	Sub-2Mar15	19	Allowances Seeks to insert new clause which will provide all fast food employees working at airports an allowance of \$6.52 or with parking at the employer's expense.	Point 19	
9.	NRA	Sub-2Mar15	19.2(b)	Allowances—special clothing Vary clause to confirm its applicability to the dry cleaning of garments.	Point 4	
10.	SDA	Sub-2Mar15	22	Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period.	Point 6	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
11.	SDA	Sub-2Mar15	22	Payment of wages Seeks to vary clause to require the employer to notify the employee in writing as to which day is the pay day and provide 4 weeks' written notice if they wish to change the pay day.	Point 8	
12.	SDA	Sub-2Mar15	25	Hours of work Award currently contains rostering provisions in the overtime clause which are not referred to in the hours of work clause. Party submits alternative wording in submission.	Point 12	
13.	SDA	Sub-2Mar15	25	Hours of work Seeks to insert a maximum roster period of four weeks into Award.	Point 14	
14.	SDA	Sub-2Mar15	25	Hours of work Seeks to insert a new provision which would ensure employees under 18 years of age are not permitted to work in a fast food establishment after 10pm on any night.	Point 28	
15.	RCI	Sub-4Dec14	25.5	Penalty rates Party seeks the removal of late night penalties.	Point 6	Being dealt with in AM2014/305 – Penalty rates

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
16.	AIG	Sub-2Mar15	25.5(a)(ii)	Hours of work Party notes the ambiguity in the application of the evening penalty and proposes end time of 5 am.	Page 7	Being dealt with in AM2014/305 – Penalty rates
17.	BSA	Sub-2Mar15	25.5(a)(ii)	Hours of work Current clause does not indicate when the 15% penalty rate ceases to apply.	Page 9	
18.	FWO	Sub-2Mar15		Current clause does not indicate when the 15% penalty rate ceases to apply.	Point 11	
19.	AIG	Sub-2Mar15	25.5(b)	Hours of work Reference to “span of hours” is unnecessary and confused – it should be deleted.	Page 7	
20.	FWO	Sub-2Mar15	25.5(e) & 26	Hours of work Unclear how clauses 25.5(e) and 26 interact.	Point 12	
21.	R&CL	Sub-4Dec14	26	Overtime Party seeks to reduce the over-time rate for full-time, part-time and casual employees. Party has provided proposed percentages in submission.	Point 7	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
22.	SDA	Sub-2Mar15	26.5	Overtime Seeks to insert wording to ensure that there is no ambiguity as to the payment of overtime for all permanent and casual employees performing work outside ordinary hours.	Point 15	Being dealt with by Part-time and Casual Full Bench in AM2014/196 and AM2014/197
23.	AIG	Sub-2Mar15	27.1	Breaks Proposes greater flexibility should exist to allow for the applicable 10 minute break to be taken as a 2 x 5 minute rest break.	Page 7	
24.	SDA	Sub-2Mar15	29	Annual leave Seeks to insert Blood and Bone Marrow Donor Leave. Proposed wording in submission.	Point 20	
25.	SDA	Sub-2Mar15	29	Personal/carer's leave and compassionate leave Party seeks to vary compassionate leave clause. Proposed wording in submission.	Point 16	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
26.	SDA	Sub-2Mar15	30	Public holidays Seeks to have a provision which would allow an employee who works public holidays to elect to be paid 150% and receive an equivalent day or time off in lieu of the penalty rate.	Point 17	
27.	SDA	Sub-2Mar15	Schedule B	Classifications Seeks to insert wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner.	Point 18	

See [Schedule 1](#) for a list of abbreviations

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

General Retail Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	TWU	Sub-2Mar15	4 & 16	Coverage and classifications Party proposes variations to clauses as there is an overlap between the two awards.	Page 1	
2.	NRA	Sub-2Mar15	8.1	Consultation regarding major workplace change Vary clause to reflect historical award provisions.	Point 5	
3.	NRA	Sub-2Mar15	12	Part-time employees Vary clause to introduce flexibility in rostering part-time employees.	Point 5	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
4.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include the requirement for 'agreement in writing at the time of engagement' on a regular pattern of work.	Point 4	
5.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include a minimum shift of 4 hours for full-time employees.	Point 5	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	SDA	Sub-2Mar15	13.4	Casual employees Seeks deletion of minimum 1.5 hour shift for secondary students.	Point 6	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
7.	SDA	Sub-2Mar15	18	Junior rates Seeks to vary clause to provide for the payment of junior rates to Level 1 employees only.	Point 7	
8.	SDA	Sub-2Mar15	20	Allowances—airport employees allowance Seeks to insert new clause which will provide all retail employees working at airports with an allowance of \$6.52 per day or shift or with parking at the employer's expense.	Point 22	
9.	NRA	Sub-2Mar15	20.2(b)	Special clothing allowance Vary clause to confirm its applicability to the dry cleaning of garments.	Point 5	
10.	SDA	Sub-2Mar15	23	Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period.	Point 9	Referred to a separately constituted Full Bench for determination

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
11.	SDA	Sub-2Mar15	27	Hours of work Seeks to simplify clause by proposing 10pm for the finish time on Monday to Friday.	Point 13	
12.	SDA	Sub-2Mar15	28	38 hour week rosters Seeks to clarify the applicability of rostering provisions to all employees by rearranging current provisions. Proposed wording in submission.	Point 15	
13.	NRA	Sub-2Mar15	28	38 hour week Vary clause to address ambiguity and uncertainty around its application.	Point 5	
14.	SDA	Sub-2Mar15	29	Overtime and penalties Seeks to insert wording to ensure there is no ambiguity as to the payment of overtime for all permanent and casual employees. Provide casual with overtime rates for work in excess of 38 hours per week.	Point 16 (a) & (b)	Being dealt with in Casual Full Bench AM2014/197

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
15.	FWO	Sub-2Mar15	29.1(a) & 29.2	Overtime and penalties Clauses unclear if exclusion of casual employees in 29.1 affects whether casual employee can work overtime hours, and if overtime hours may be worked, whether overtime rates in clause 29.2 apply (or if these hours should be otherwise paid at ordinary time rates of pay).	Point 17	
16.	SDA	Sub-2Mar15	29.2(a)(i)	Overtime and penalties Vary clause to provide payment of double time after 2 hours worked.	Point 16 (e)	
17.	SDA	Sub-2Mar15	29.4	Overtime and penalties Seeks full casual loading for such employees at all times which incur penalty rates.	Point 17	Being dealt with in Casual Full Bench AM2014/197
18.	FWO	Sub-2Mar15	30	Shiftwork Unclear of meaning of term “specifically employed as shiftworkers” – whether it is sufficient that employee is rostered to work shiftwork hours or whether employee must be expressly told they have been employed as a shiftworker.	Point 19	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
19.	FWO	Sub-2Mar15	31.2(b)	Breaks between work periods Unclear as to the appropriate calculation method of this penalty in instances where the employee would be entitled to additional payments.	Point 20	
20.	SDA	Sub-2Mar15	32	Annual leave—blood and bone marrow donor leave Seeks to include a Blood and Bone Marrow Donor leave clause.	Point 23	
21.	FWO	Sub-2Mar15	32.3(b)	Annual leave loading Unclear whether the two entitlements are to be compared on a daily basis with each of annual leave being assessed separately or as a whole over the entire period of annual leave.	Point 21	
22.	SDA	Sub-2Mar15	33	Personal/carer's leave and compassionate leave Seeks to vary clause to include terms 'foster parent' and 'step parent'; increase leave entitlement to 3 days; insert wording which clearly states casual are to be re-engaged following such leave; include	Point 19	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				additional leave of absence for eligible interstate and/or overseas deaths; and provide that paid compassionate leave includes any applicable penalty rates.		
23.	SDA	Sub-2Mar15	34	Public holidays Seeks to vary clause so work on a public holiday is to be at the election of the employee and the insertion of a provision which would allow an employee who works on a public holiday to elect to be paid time and a half and receive equivalent day or time off in lieu.	Point 20	
24.	SDA	Sub-2Mar15	Schedule B	Classifications Seeks to insert into the Classification structure for all employees (Retail Employee Level 1 – 8) wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner, as this is not part of retail duties and functions.	Point 21	

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Hair and Beauty Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	NRA	Sub-2Mar15	8.1	Consultation regarding major workplace change Seeks to vary clause to reflect historical award provisions.	Point 6	
2.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include ‘the requirement for agreement in writing at the time of engagement on a regular pattern of work’.	Point 4	
3.	NRA	Sub-2Mar15	12	Part-time employees Seeks to vary clause to introduce flexibility in rostering part-time employees.	Point 6	Referred to Part-time and Casual Full Bench in AM2014/196 and AM2014/197
4.	BSA	Sub-2Mar15	19.3	Minimum rates for pre-apprentices No definition of a ‘pre-apprentice’; however there are minimum rates for a pre-apprentice. Party consulting further with members and may pursue a proposal to vary clause.	Page 10	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	HABA	Sub-2Mar15	19.5	Apprentice conditions of employment Seeks variations to the apprentice structure as it relates to pay generally, entry level pay and adult apprentices.	Para 2.9	
6.	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	
7.	SDA	Sub-2Mar15	21	Allowances—airport employees allowance Seeks to insert new clause which will provide all retail employees working at airports with an allowance of \$6.52 per day or shift or with parking at the employer’s expense.	Point 22	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8.	SDA	Sub-2Mar15	25	Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period.	Point 6	Referred to a separately constituted Full Bench for determination.
9.	SDA	Sub-2Mar15	29	Notification of rosters Party seeks to amend this clause. Their proposed wording in submission.	Point 13	
10.	SDA	Sub-2Mar15	29.4	Casual rate for evening and weekend work Seeks to vary clause so the full casual loading for casual employees working weekends as it is currently absorbed by the weekend rates.	Point 17	Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
11.	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.	Point 15	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
12.	NRA	Sub-2Mar15	30	Rostering principles Seeks to vary clause to address ambiguity and uncertainty around its application.	Point 6	
13.	HABA	Sub-2Mar15	30	Rostering principles Seeks a variation allowing an employer and an employee to mutually agree to substitute the days they are rostered off.	Para 2.4	
14.	HABA	Sub-2Mar15	30.3	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 two consecutive days each week or three consecutive days off in a two week period.	Para 2.6	
15.	SDA	Sub-2Mar15	31	Overtime Seeks to insert wording to ensure there is no ambiguity as to the payment of overtime for all permanent and casual employees performing work beyond ordinary hours. Seeks to also vary clause so double time is paid after 2 hours worked.	Point 16	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
16.	SDA	Sub-2Mar15	33	Annual leave—blood and bone marrow donor leave Seeks to include a Blood and Bone Marrow Donor leave clause.	Point 23	
17.	SDA	Sub-2Mar15	34	Personal/carer's leave and compassionate leave Seeks to vary clause to include terms 'foster parent' and 'step parent', increase leave entitlement to 3 days, insert wording which clearly states casual are to be re-engaged following such leave, include additional leave of absence for eligible interstate and/or overseas deaths, and provide that paid compassionate leave includes any applicable penalty rates.	Point 19	
18.	SDA	Sub-2Mar15	35	Public holidays Seeks to vary clause so work on a public holiday is to be at the election of the employee and the insertion of a provision which would allow an employee who works on a public holiday to elect to be paid time and a half and receive equivalent day or time off in lieu.	Point 20	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
19.	SDA	Sub-2Mar15	Schedule B	<p>Classifications Seeks to insert into the Classification structure for all employees (Retail Employee Level 1 – 8) wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner, as this is not part of retail duties and functions.</p>	Point 21	

This table is a summary of proposed variations lodged for this award – updated 24 March 2016

Hospitality Industry (General) Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	sub-13/11/15	27.1	Annualised salaries Seeks to vary clause so it is clear that a reconciliation can take place between wages that would have been paid under weekly pay for work and actual amount paid under an annualised salary arrangement when the arrangement ends before a year and employee remains employed.	Page 2	Referred to a separately constituted Full Bench
2.	AHA	sub-12/11/15	3	Definitions Seeks to vary clause by expanding the definition of “ordinary hourly rate” to encompass all classifications.	Para 16	
3.	AHA	sub-12/11/15	20.2	Minimum wages Seeks to vary clause to include minimum hourly wage for Managerial Staff.	Para 16	
4.	AHA	sub-12/11/15	20.3	Minimum wages Seeks to vary clause to include minimum hourly wages for all levels within the Casino Gaming classifications.	Para 16	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	AHA	sub-12/11/15	20.4	Minimum wages Seeks to vary clause to include references to the “standard hourly rate”.	Para 16	
6.	AHA	sub-12/11/15	32.1	Penalty rates Seeks to remove reference to “minimum wage rate” and replace with “minimum hourly rate” or “ordinary hourly rate”.	Para 16	See also Full Bench decision – drafting and technical issues – ordinary hourly rate of pay
7.	AHA	sub-12/11/15	33.3	Overtime Seeks to remove references to “normal rate of pay” and replace with “ordinary hourly rate”.	Para 16	
8.	AHA	sub-12/11/15	27.2(e)	Salaries absorption Seeks to vary clause so that an employer and employee can extend the 28 day timeframe by agreement.	Para 19-22	
9.	AHA	sub-12/11/15	32.2(a)	Public holidays Seeks to vary clause to clarify that the minimum four payments for permanent employees and two hours for casual employees refers to the hours worked during a shift, not only to the hours worked on the day that is a public holiday.	Para 24-27	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
10.	AHA	sub-12/11/15	32.2(b)	Public holidays Seeks to vary clause so that an employee and employer can agree to take the one day instead of the public holiday outside the 28 day timeframe.		
11.	AHA	sub-12/11/15	New clause – Abandonment of Employment	Seeks to insert an abandonment of employment clause.		
12.	AHA	sub-02/03/15	XX	Multi-hire arrangements Seeks to introduce clause allowing permanent employees to work casual shifts via multi-hire arrangements.	Page 3	
13.	RCI	sub-02/03/15	1	Title Amend title of Award to Hotels, Accommodation and Casinos Award.	Para 5	
14.	AHA	sub-02/03/15	3	Definitions Insertion of a new/amended definition for ‘catering employee’, a motel employee; and ‘accrued rostered day off’ and ‘liquor service employee’.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
15.	RCI	sub-02/03/15	4	Coverage Insert “caterers covered by the Restaurant, (e) and Catering Industry Award”.	Para 6	
				Delete word “caterers” from clause 4.2.	Para 7	
16.	UV	sub-02/03/15	13	Casual Amend clause so that casual employees have a 4 hours minimum engagement.	Page 2	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
17.	AHA	sub-02/03/15	13.3	Payment for casuals Amend clause to provide consistency with clause 26— payment of wages.	Page 3	
18.	AHA	sub-02/03/15	14	Apprentices Introduce competency based pay scale.	Page 3	
19.	AHA	sub-02/03/15	14 and Schedule F	Apprentices and Trainees Introduce exclusion for an apprentice or trainee undertaking nationally recognised training being subject to the liquor service employee definition.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
20.	AHA	sub-02/03/15	15	Juniors Amended junior rates structures to reflect single junior rates structure.	Page 3	
21.	AHA	sub-02/03/15	20.2	Minimum wages Introduce base rates of pay for part time and casual employees within the Managerial staff (Hotels) classification.	Page 3	
22.	AHA	sub-02/03/15	21.1(b)	Clothing, Equipment and Tools Allowance Provision of a security bond for cost of identified employer property provided to the employee as part of their employment.	Page 3	
	UV	sub-02/03/15		Tool allowance needs to be increases to align with other awards equivalent allowance rate.	Page 2	
23.	AHA	sub-02/03/15	21.3	Allowances Amend to clarify the compensation and duration of work.	Page 3	
23A.	AHA	sub-09/12/15	26	Payment of wages Amend Payment of wages to allow for averaging salaries (see item 26)	Pages 1–3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
24.	UV	sub-02/03/15	27	Annualised Salaries Insert clause where salary arrangements must pass a 'better off overall test', outline employees' ordinary hours and employees under these arrangements cannot be asked to work unreasonable hours in excess of their agreed ordinary hours.	Page 2	Referred to a separately constituted Full Bench
25.	UV	sub-02/03/15	27.1(e)	Clause should be expanded to add a provision to clarify that employees have a right to access and make copies of any daily records.	Page 3	
26.	AHA	sub-02/03/15	29.1	Full-time employees Amend the averaging arrangements to take into account industry and work environment/ location specific needs.	Page 3	
	AHA	sub-09/12/15			Page 1-3	
27.	UV	sub-02/03/15	30	Rostering Amend so casuals are provided a roster.	Page 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
28.	AHA	sub-02/03/15	31	Breaks Amend to clarify the concept of shift length versus work performed for the purposes of attracting additional paid breaks.	Page 3	
29.	AAA	sub-04/12/14	32	Penalty Rates Seeks a reduction in penalty rates for Sunday work and late night penalties.	Para 8 and 9	
	RCI	sub-04/12/14		Seeks a reduction in penalty rates for Sunday work and late night penalties.	Para 6 and 7	
30.	AHA	sub-02/03/15	32.3	Other penalties Amend to clarify the way in which penalty is paid for part hour worked.	Page 3	
	FWO	corro-02/03/15		Concerns raised over the calculation of evening and night penalties where an employee performs work for part of hours, and whether the penalties are payable in units of whole hours only or whether the penalties are payable on a pro rata basis for part hours worked.	Item 23	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
31.	AHA	sub-02/03/15	33	Overtime Introduce time in lieu arrangements where overtime is performed.	Page 3	Dealt with in AM2014/300 – Award flexibility
32.	UV	sub-02/03/15	33	Casuals-Overtime Amend clause so that casual employees are entitled to overtime when they work in excess of their rostered hours.	Page 2	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
33.	AHA	sub-02/03/15	33.3	Overtime rates Amend to reflect term ‘ordinary rate of pay’ defined at clause 3.	Page 3	
34.	AHA	sub-02/03/15	34	Cashing Out Subject to a decision on the Annual Leave Common Issue, the AHA proposes the insertion of a clause to allow employees to request cash out of accrued annual leave.	Page 1	Dealt with in AM2014/47 – Annual leave
35.	AHA	sub-02/03/15	38	Deductions Sought provision to make deductions in circumstances of employee negligence.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
36.	AHA	sub-02/03/15	39.2	Deduction for accommodation Restructure table to accurately reflect the types of accommodation provided and appropriate deduction amounts.	Page 3	
37.	AHA	sub-02/03/15	Schedule D	Classifications Amend to insert the relevant wage level in brackets after each classification.	Page 3	
	AHA	sub-02/03/15		Clarify the duties of Front Office Grade 12 1 and a Clerical Grade 3 employee can undertake.	Page 3	Correspondence received from party advising of Grade 12 should be Grade 1.

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Mannequins and Models Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Registered and Licensed Clubs Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	CAI	Submission – 16/11/15	4	Coverage Seeks to vary the existing definition of Club to remove ambiguity around those that are covered by the RCLA award.	Page 1-2	
2.	CAI	Submission – 16/11/15	26.7 & 28.5	Ordinary hours of work and rostering and overtime Seeks remove clause 26.7 and expand 28.5 which will remove the inconsistent interaction.	Page 2-3	
3.	CAI	Submission – 16/11/15	10.5 & 29.1	Casual employees and penalty rates Seeks to vary clause so it is clear that the maintenance and horticultural employees can be engaged as casuals.	Page 3-4	
4.	CAI	Submission – 16/11/15	3	Definitions Seeks to vary existing shift worker definition to provide greater clarity around annual leave entitlement but does not have a finalised position.	Page 4	

See [Schedule 1](#) for a list of abbreviations

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	CAI	Submission – 16/11/15	3	Definitions Seeks to vary Club Manager definition to reflect all employees engaged in work within the classifications of clause C.11.	Page 4	
6.	CAI	Submission – 16/11/15	24.4	Meal breaks Seeks to vary clause so provision should apply to clubs who employ fewer than 15 employees.	Page 5	
7.	CAI	Submission – 16/11/15	17.3	Club employees Seeks to vary clause so that 20% and 50% exemption should be extended to all employees. Seeks to also vary clause so employees who receive 50% above the award rate should be excluded from leaving loading.	Page 5	
8.	CAI	Submission – 16/11/15	Schedule C	Classification definitions Seeks to vary clause so that maintenance and horticultural references be amended to reflect “grades” not “levels”.	Page 6	
9.	CAI	Submission – 16/11/15	Schedule C	Classification definitions Seeks the inclusion of level 2 and potentially 2 employees who engage as tender boat drivers or deckhands.	Page 6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Seeks to vary clerical classifications. Seeks to expand the classifications and special arrangements for work performed by fitness/swim instructors.		
10.	UV	Submission – 13/11/15	17	Minimum wages Seeks to vary clause to include a provision for reconciliation.	Page 2	
11.	CAI	Submission – 30/07/14 Submission – 06/08/14 Submission 10/01/14 Submission – 30/01/15 Submission 10/11/14 Submission – 02/12/15 Submission – 19/12/14	10.4(a) & (b)	Continuation of State-based part-time provisions respectively Current 10.b(b) & (c) continued to VIC and NSW State-based provisions which continue to 31 December 2013. Sought to convene a conference to consider solution or program for dealing with issue prior to 31 December 2014. Subsequent submissions relate to determining issue and seek interim provisions be made.	Pages 1 – 2	Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561]

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
12.	UV	Submission – 13/01/14 Submission – 11/01/14 Submission – 10/12/14	10.4(a) & (b)	Continuation of State-based part-time provisions respectively Transitional provision should not be maintained past 31 December 2014. Opposed continuation of transitional part-time provisions	Pages 1 – 2	Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561]
13.	NSWBC & ABI	Sub-08/12/14	General comment	Video-link request for Sydney	Page 1	
14.	BSA	Submission – 02/03/15	General comment	Expressed general interest in award No specific variations sought but reserved position to do so in future.	Pages 4, 10	
15.	UV	Submission – 02/03/15	General comments relating to three awards	Overtime/rosters/minimum engagement Overtime provisions may not be meeting modern awards objective as casual employees not eligible for overtime payment. Not consistent with principle of equal pay for equal work. Casual employees not entitled to a roster or 2 hour minimum engagement. Seek changes to clauses above.	Pages 1-3	

This table is a summary of proposed variations lodged for this award – updated 24 March 2016.

Restaurant Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	sub-13/11/2015	28	Annualised salary arrangements Seeks to vary clause so it is clear that reconciliation can take place between wages that would have been paid under weekly pay for work and actual amount paid under annualised salary arrangement when the arrangement ends before a year and employee remains employed.		Referred to a separately constituted Full Bench
2.	RCI	sub-02/03/15	XX	Deductions for Accommodation and Meals Seek to include a new clause for deductions to be made for employers providing accommodation and meals to employees.	Para 15	
3.	RCI	sub-02/03/15	1	Title Seek to change the title of the Award to the Restaurant, Café and Catering Industry Award to compliment the proposed new coverage clause.	Para 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4.	RCI	sub-02/03/15	3	Definitions Insert new definition of Restaurant and related businesses in line with new coverage clause. - Delete definition of appropriate level of training.	Para 6	
5.	RCI	sub-02/03/15	4	Coverage Seek to vary the coverage of the award through the inclusion of 'stand-alone caterers' and the deletion of clause 4.8 (a).	Para 7	
6.	UV	sub-02/03/15	13,	Casual Employees Seek variations to ensure casual employees receive overtime when they work in excess of their rostered hours, have a right to a roster and a 4 hour minimum engagement.	Page 2 and 3	<i>Refer to Casual Full Bench AM2014/197</i>
7.	RCI	sub-02/03/15	15	Junior employees Seek the removal of the requirement to pay junior employees at the full adult rate (see clause 20.1) for liquor service.	Para 8	
	FWO	corro-02/03/15		Inquiries have been received regarding the definition of "liquor service employee".	Item 30	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8.	RCI	sub-02/03/15	20 and Schedule B	Classification structure and wage levels Seek to reduce classification structure to four levels and amend classification structure definitions accordingly.	Para 9	
9.	RCI	sub-02/03/15	27	Payment of wages Seek to delete prohibition of payment of wages on Friday, Saturday or Sunday.	Para 10	
10..	RCI	sub-02/03/15	28	Annualised Salaries Seek an alteration to clause 28.1(a) to expressly state annualised salaries include absorption of annual leave loading prescribed in clause 35.2(b).	Para 11	
11.	RCI	sub-02/03/15	31	Hours of work Seek change of clause 31.2 (d) in order to provide relief to operators by varying the minimum break between shifts to 8 hours.	Para 12	
12.	BSA	sub-02/03/15	31.2	Minimum Employment Period Clause should be varied to clarify minimum of six hours work applies only to full time employees.	Page 10	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
13.	RCI	sub-02/03/15	32	Meal Breaks Seek to vary the meal breaks provision specifically to vary terminology to allow for greater flexibility on the taking of breaks in the workplace and seek the deletion of sub clause 32.3 and 32.4 of the Award.	Para 13	
14.	RCI	sub-02/03/15	33	Overtime Seek the removal of the terminology 'rostered day off' or 'RDO' from clauses 27.3, 31.6(b), 33.2(d), 38.2 and F.1 (d).	Para 14	
15.	FWO	corro-02/03/15	38.2	Rostered Day Off Inquiries received regarding the meaning of the term 'rostered day off' as this is not a defined term. Given it is undefined, this has implications when the term is used in clauses 27.3 (payment of wages), 33.2(d) (overtime rates) and item F.1(d) of Schedule F (part-day public holidays).	Page 10	

Schedule 1 – List of abbreviations (in alphabetical order)

AAA	Accommodation Association of Australia
AAMRI	Association of Australian Medical Research Institutes
ABI and ors	Australian Business Industrial, New South Wales Business Chamber and the Pet Porpoise Pool Pty Ltd
ABI&NSWBC	Australian Business Industrial and the New South Wales Business Chamber Ltd.
ABL	Australian Business Lawyers
ACA Anors	Australian Childcare Alliance, Australian Business Industrial and New South Wales Business Chamber Ltd
ACE	Aged Care Employers
ACSAE	Australian Community Services Employers Association, Union of Employers
AEIA	Australian Entertainment Industry Association trading as Live Performance Australia
AFAP	Australian Federation of Air Pilots
AFEI	Australian Federation of Employers and Industries
Aged Care Employers	Aged and Community Services NSW & ACT, Leading Age Services Australia NSWACT, Aged and Community Services Australia, Leading Age Services Australia, Leading Age Services Australia VIC, Aged and Community Services Western Australia, Aged and Community Services SA & NT, Leading Age Services Australia – QLD, Leading Age Services Australia – SA, Leading Age Services Australia – TAS, Leading Age Services Australia – WA, Aged & Community Services Tasmania, Aged and Community Services Australia (Victoria), Aged and Community Services Australia (QLD)
AHA	Australian Hotels Association
AHEIA	Australian Higher Education Industrial Association
AIG	Australian Industry Group
AIMPE	Australian Institute of Marine and Power Engineers
ALAEA	Australian Licenced Aircraft Engineers Association
AMWU	“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU)
APESMA	Association of Professional Engineers, Scientists and Managers, Australia
APSA	Australian Property Services Association
ASU	Australian Municipal, Administrative, Clerical and Services Union
AWU	The Australian Workers’ Union
BCC and ors	Birch Carroll & Coyle Limited, Greater Union Organisation Pty Ltd, Hoyts Corporations Pty Ltd and Village

	Roadshow Limited
BSA	Business SA
CAI	Clubs Australia Industrial
CCF	Civil Contractors Federation
CCSA	Community Connections Solutions Australia
CEPU (ETU)	Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allies Services Union
CFMEU	Construction, Forestry, Mining and Energy Union, Mining and Energy Division
CPSU	The Community and Public Sector Union
DSS	Department of Social Services
FA	Fitness Australia
FPAA	Fire Protection Association Australia
FWO	Fair Work Ombudsmen
G8E	G8 Education
GA	Gymnastics Australia
HABA	Hair & Beauty Australia Industry Association
HBG	Hall and Baum Group
HIA	Housing Industry Association Limited
HSU	Health Services Union
iCCC	iCabin Crew Connect
IEU	Independent Education Union of Australia
ISV	Independent Schools Victoria
JA	Jobs Australia
JB	John Broomhead (Individual)
MBA	Master Builders' Association
MEA	Master Electricians Australia
MEAA	Media, Entertainment and Arts Alliance
MIL	Murray Irrigation Ltd
Mitolo and others	Mitolo Group Pty Ltd; Potatoes SA; Hortex Alliance Incorporated; AusVeg SA; Horticultural Coalition of South Australia admin; Apple & Pear Growers Association of SA Inc.
MPG	Master Plumbers Group
MPMCA	The Master Plumbers and Mechanical Contractors Association of NSW

NATSIHWA	National Aboriginal and Torres Strait Islanders Health Worker Association
NDS	National Disability Service
NECA	National Electrical and Communications Association
News Corp	News Corp, Bauer Media Ltd, Pacific Magazines Pty Ltd and GNM Australia Pty Ltd
News Corp and others	News Corp, Bauer Media Ltd, Pacific Magazines Pty Ltd, GNM Australia Pty Ltd, Seven Network (Operations) Limited and its related entities, Network Ten Pty Ltd and its related entities, Prime Media Group and its related entities operating in the broadcasting and publishing media industries
NFF	National Farmers Federation
NRA	National Retail Association
NSWBC & ABI	New South Wales Business Chamber and Australian Business Industrial
NTEU	National Tertiary Education Industry Union
OSHC	OSH Club
PGA	Professional Golfers Association
QFDA & FDANSW	Queensland Funeral Directors Association Limited & Funeral Directors Association of New South Wales Limited
RCI	Restaurant and Catering Industrial
REEF	Real Estate Employers' Federation
RRESSA	Registered Real Estate Salespersons Association of SA
Russell Kennedy and ors	Russell Kennedy, Norton Rose Fulbright, Arnold Bloch Leibler, Hall & Wilcox, Clayton Utz, Thomson Geer, Corrs Chambers Westgarth, Maddocks, DLA Piper, Allen & Overy, Piper Alderman, Dibbs Barker, Ashurst, Herbert Smith Freehills, Allens, Gilbert & Tobin, Lander & Rogers, King & Wood Mallesons, Davies Collison Cave, Gadens
SA & ASCTA	Swim Australia & Australian Swimming Coaches and Teachers Association
SAWIA	South Australian Wine Industry Association
SDA	Shop, Distributive & Allied Employees' Association
Seven and ors	Seven Network (Operations) Limited, Network Ten Pty Ltd, Nine Network Pty Limited and Prime Media Group
SG	Showmen's Guild
Skate Intl	Skate International Pty Ltd
SPA	Screen Producers Australia
TA	Tennis Australia
TWU	Transport Workers' Union of Australia
Universities	University of Melbourne, Monash University, University of Sydney, University of New South Wales, Australian National University, Adelaide University, and University of Western Australia.

USU	New South Wales Local Government, Clerical, Administrative, Energy, Airlines And Utilities Union, also known as United Services Union
UV	United Voice
VAPS & GSV	Victorian Association of Public Schools and Girls Sport Victoria