

**From:** Rosie Galloway

**Sent:** Monday, October 30, 2023 3:20 PM

**To:** Chambers - Hatcher J <Chambers.Hatcher.J@fwc.gov.au>

**Subject:** Request for review of General Retail Industry Award 2020 MA00004

Dear Justice Hatcher,

I hope this message finds you well.

I am writing to you as an interested party in the forthcoming Modern Award Review, seeking your attention to the Retail Industry Award 2020 (MA000004), particularly concerning the practicality and clarity of its provisions for salaried and full-time employees.

My concern revolves around the challenges presented by Clause 15.7 (d), which discusses consecutive days off, Clause 15.7 (e), outlining the maximum number of consecutive workdays, and Clause 15.8 (a), specifying the requirement for employees regularly working on Sundays to have three consecutive days off, including Saturday and Sunday.

The issue arises from the fact that these clauses cannot coexist harmoniously. It is impossible for an employer to adhere to all of these clauses simultaneously without encountering conflicts and non-compliance. This creates unnecessary administrative burdens and necessitates ongoing consultations and agreements to ensure compliance with the award.

I am making this request with the aim of simplifying the award's language and improving its coherence. It should be possible for employers and employees to understand and apply the award's conditions without the need for extensive negotiations and agreements to reconcile conflicting provisions.

Thank you for your consideration on this matter.

**Rosie Galloway**

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