

This table is a summary of proposed variations lodged for this award – up to 4 September 2017.

Aboriginal Community Controlled Health Services Award 2010

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S1.	NATSIHWA	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	NATSIHWA proposes ‘and/or Torres Strait Islander’ is added, no objection being pressed. AFEI does not have a position. UV not pressing objection. ABI & NSWBC proposed definition of ‘Aboriginal’ be changed to include ‘a Torres Strait Islander person’ but not pressing objection to NATSIHWA’s proposal, see draft report , 19 April 2017. Agreement, as per NATSIHWA proposal. See Final Report.
S2.	NATSIHWA	Sub-06Mar15		Education and training Award should incentivise ongoing participation in further education.	Para 21	NATSIHWA pressing its claim to the extent of the changes it proposed in its draft determination. See draft report , 19 April 2017. AFEI oppose NATSIHWA’s

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						<p>proposal. See submission, dated 24 April 2017.</p> <p>NATSIHWA propose to remove 'actively' from B.1.1 of their Draft Determination and change it to 'is encouraged to'. See submission, dated 19 July 2017.</p> <p>UV, HSU and ABI & NSWBC support NATSIHWA's proposal. See also NATSIHWA's submission, dated 19 July 2017.</p>

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S2A.	NATSIHWA	Sub-1Jul16	1	Title Amended to “Aboriginal and Torres Strait Islander Community Controlled Health Services Award [Year]”	Para 14	<p>Moved from technical and drafting. See Transcript 8/02/17 [PN99-100]. AFEI reserved position and seek to make comments at a later date. See Transcript 8/02/17 [PN112]. Confirmed in report.</p> <p>NATWSIHWA noted the name of the award is currently under consultation. Other issues may impact on this, therefore it is too early to determine this issue, no contrary views. See draft report, 19 April 2017.</p> <p>Parties indicated that there is to be further discussion between the parties. See Transcript 1/06/17 [PN1868-1887].</p> <p>Parties have not confirmed their final positions.</p>
	UV	Sub-6Oct16		Supports submission	Pg 2	
	NATISHWA	Sub-09Mar17		Updated claim: Amended to “Aboriginal and/or Torres Strait Islander Health Services Award”	Pg 1	
S2B.	HSU	Sub-30Jun16	2	Definitions ‘Aboriginal person’ and definition to be changed to ATSI	Para 44-45	<p>Moved from technical and drafting. See Transcript 8/02/17 [PN158].</p> <p>See NATSIHWA position in amended draft determination in</p>
	NATSIHWA	Sub-25Jul16		Supports HSU proposal. Proposes to insert ‘ATSI’ into definitions to distinguish Torres Strait		

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				<p>Islanders.</p> <p>Proposes changes to definition section by:</p> <ul style="list-style-type: none"> replacing 'aboriginal health worker' with 'Aboriginal and/or Torres Strait Islander Health Worker' <p>Inserting new definitions for Advanced Health Worker – Care, Advanced Health Worker – Practice, Community Controlled Health Services Employees, Coordinator Care, Generalist Health Worker, Health Practitioner, Health Worker Trainee, Senior Health Care Worker – Care, Senior Health Practitioner and Senior Health Worker – Care.</p>		<p>clause 1.</p> <p>AFEI reserve position and right to comment at a later date. See Transcript 8/02/17 [PN160].</p> <p>NATSIHWA's proposed changes to the definitions section are supported by the HSU and UV. AFEI reserves its rights to make further comments. See draft report, 19 April 2017.</p> <p>Parties have reached agreement. See Transcript 1/06/17 [PN1888-1896]. See also NATSIHWA's submission, dated 19 July 2017.</p>
	AFEI	Corr-02Aug17		Depending on the outcome of the proposed substantive variations, clause 2 would require further revision	Para 5	
S2C.	HSU	Sub-30Jun16	2	Change 'Aboriginal health worker' to ATSI community health worker' also seeks additional definition of ATSI health practitioner	Para 46-48	Proposed a new definition of Aboriginal Health Worker in draft determination dated 1/12/2016, see Transcript-06Dec16 [PN481-498]
	UV	Sub-30Jun16		Propose new definition to 'ATSI Community Health Care Practitioner'	Para 4-10	
	NATSIHWA	Sub-25Jul16		<i>In response to question raised by Commission</i>	Pg 2-3	

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				Supports amendment to incorporate Torres Strait Islander health workers Does not support HSU sub, proposes to alter 'ATSI community health worker' definition, but supports wording of 'ATSI health practitioner' revised definition		Transcript 8/02/17 [PN158]. Subset of item 1. No objection to NATSIHWA's proposal. See draft report , 19 April 2017. Parties have reached agreement. See Transcript 1/06/17 [PN1897-1902]. See also NATSIHWA's submission , dated 19 July 2017.
	ABI & NSWBC	Sub-01Jul16		Proposes alternate wording	Pg 5	
	UV	Sub-25Jul16		Does not support proposal	Para 8	
S2D.	UV	Sub-30Jun16	2	<i>In response to question raised by Commission</i> Seeks removal of 'Note' under Aboriginal health worker	Pg 3	Moved from technical and drafting summary. See Transcript 8/02/17 [PN183]. See NATSIHWA position in amended draft determination in clause 1.
	NATSIHWA	Sub-25Jul16	2	Supports proposal	Para 3	No opposition to proposal. See draft report , 19 April 2017. Parties have reached agreement. See Transcript 1/06/17 [PN1903-1903].
S2E.	UV	Sub-30Jun16		Seeks addition of 'ATSI Primary Healthcare Practitioner' into definitions	Para 10	Moved from technical and drafting summary. See Transcript 8/02/17 [PN184].

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	NATSIHWA	Sub-1July16		Does not support proposal	Para 8	<p>See NATSIHWA position in amended draft determination in clause 1.</p> <p>Resolved per item 2B. See Draft Report 9/05/17.</p> <p>NATSIHWA submitted that S2E is part of S2B and therefore falls away with the agreement to S2B. All parties agreed. Parties agreed with submission. See Transcript 1/06/17 [PN1913-1920]. See also NATSIHWA's submission, dated 19 July 2017.</p>
S2F.	NATSIHWA	Sub-01Jul16	2	Seeks definitions for Aboriginal and Torres Strait Islander Health Practitioner and Aboriginal and Torres Strait Islander Health Assistant	Para 9-14	Moved from technical and drafting summary. See Transcript 8/02/17 [PN184].
	UV	Sub-30Jun16		Seeks definitions for ATSI Community Health Worker and ATSI Primary Health Care Practitioner	Para 4-7	<p>See NATSIHWA position in amended draft determination in clause 1.</p> <p>UV withdrew opposition to NATSIHWA proposal. AFEI and ABI & NSWBC reserved their position. See Draft Report</p>

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						<p>9/05/17. NATSIHWA submitted that S2F is in a similar category to S2E and once parties have agreed on 2B, then by definition S2F is agreed. All parties agreed. Parties agreed with submission. See Transcript 1/06/17 [1921-1928]. See also NATSIHWA's submission, dated 19 July 2017.</p>
S3.	NATSIHWA	Sub-06Mar15	4	<p>Coverage Scope of award coverage should be extended to all Aboriginal and Torres Strait Islander health workers (beyond Aboriginal community controlled health services).</p>	Paras 7–10	<p>UV and the HSU do not object to NATSIHWA's proposal. AFEI and ABI & NSWBC reserve their positions. See draft report, 19 April 2017.</p> <p>AFEI submitted that they are potentially moving towards agreement, but sought opportunity to obtain further instructions. Other parties agree to NATSIHWA's proposal. See Transcript 1/06/17 [PN1930-1937].</p>

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						<p>AFEI does not support NATSIHWA's proposal as they are concerned that there may be issues with overlapping coverage and possible consequences of expanding occupational coverage to employees who may be covered by another award. See submission dated 24 April, 2017. AFEI further proposed that clause 4.2(b) of NATSIHWA's amended draft determination (see item 3) also include an exclusion with respect to employees covered by the <i>Health Professionals Award 2010</i>; and if that is not acceptable, the change is opposed. See NATSIHWA's submission, dated 19 July 2017.</p> <p>ABI & NSWBC support NATSIHWA's proposal. See NATSIHWA's submission, dated 19 July 2017</p>
S4.	HSU	Sub-02Mar15	10	Minimum engagement	Para 3, 8	Referred to Part-time and

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				Minimum engagement for all employees should be increased to four hours.		<p>Casuals Full Bench in AM2014/196 and AM2014/197. See draft report, 19 April 2017.</p> <p>Parties agreed that this item be removed for consideration. See Transcript 1/06/17 [PN1938-1948].</p> <p>At Conference on 19 July 2017, the AFEI submitted that they oppose HSU's proposal (see PN2272-2275) and ABI & NSWBC confirmed that they are still taking instructions on the issue. (see PN2278-2280).</p>
S5.	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	<p>HSU pressing its claim only in relation to the weekend and public holiday rates, not shift allowances. See draft report, 19 April 2017.</p> <p>Has not been discussed between parties. NATSHIWA & HSU support UV's proposal (see Sub-04Apr17). Other parties sought time to obtain instructions. See Transcript 1/06/17 [PN1949-1983].</p>
	UV	Sub-04Apr17		HSU's claim is consistent with the Commission's current stated preferred position in relation to the manner in which casual loading should be treated. Clause should be amended following penalty rates decision. Provides draft wording.	Pgs 1-4	

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		Sub-29June17		UV submit that the Commission should ensure Award is consistent with current preferred practice in relation to the treatment of casual loading. A review of loading and penalties within the Award should take place. Draft determination attached.		At Conference on 19 July 2017 , the AFEI submitted that they oppose HSU's proposal to delete 24.2(b) of exposure draft , and insert clause 11.4 (see NATSIHWA's submission , dated 19 July 2017) however they agree that casual loading is paid in addition to weekend penalties. (See PN2286)
	ABI & NSWBC	Corr-09Aug17		ABI & NSWBC oppose HSU proposal in relation to public holidays		
S5A.	HSU	Sub-30Jun16	12.2	Classifications Suggests redrafting of clause	Para 57	Moved from technical and drafting summary. See Transcript 8/02/17 [PN249]. Similar issue to item 2B, dealing with definitions. To be dealt with in same manner. See draft report , 19 April 2017. NATSIHWA does not oppose new classification structure in form proposed, but discussions have not been finalised. Sought further instructions and conferencing. ABI do not press objection in relation to reclassification. HSU and UV
	NATSIHWA	Sub-25Jul16		supports proposal	Para 3	

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						<p>agree to proposal. See Transcript 1/06/17 [PN1983-1996].</p> <p>AFEI opposes the introduction of a new grade 6 classification. See submission dated 24 April 2017.</p>
S6.	NATSIHWA	Sub-06Mar15	14	Minimum wages Improvement to minimum wages is sought.	Para 11	<p>UV and the HSU support the proposal. AFEI and ABI & NSWBC to provide a submission on their positions. See draft report, 19 April 2017.</p> <p>NATSIHWA does not agree to new grades 5 & 6 as to the 'practice' strand. There is an agreement as to 'care'. Parties to have further discussions. See Transcript 1/06/17 [PN2016-2027].</p> <p>AFEI opposes NATSIHWA's proposals. See NATSIHWA's submission, dated 19 July 2017.</p>
	NATSIHWA	Sub-09Mar17		Following consultation a proposed minimum wages structure enclosed in submission	Pg 3	

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S7.	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	UV and the HSU support the proposal. AFEI and ABI & NSWBC reserve their positions and to provide submissions. See draft report , 19 April 2017.
	NATSIHWA	Sub-09Mar17		Inclusion of the following allowances are sought: <ul style="list-style-type: none"> - Occasional interpreting allowance - Damaged clothing allowance - Blood check allowance - Telephone allowance - Nauseous work allowance - Heat allowance - Medication administration allowance 	Pg 2	NATSIHWA prepared amended draft determination in relation to allowances. It set out proposed changes to address concerns of parties. AFEI does not support introduction of new range of allowances. HSU & UV support allowances proposed by NATSIHWA. Further discussions to take place. See Transcript 1/06/17 [PN2029-2056]. AFEI and ABI & NSWBC do not support NATSIHWA's proposal regarding occasional interpreting allowance, heat allowance and medication administration allowance. Parties have agreed as per NATSIHWA's proposal regarding damaged clothing

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						allowance, blood check allowance, telephone allowance and nauseous work allowance. See NATSIHWA's submission , dated 19 July 2017.
S8.	NATSIHWA	Sub-06Mar15	15	Allowances An 'isolation allowance' sought.	Para 13	To be determined with item S7. See draft report , 19 April 2017. Further discussions to take place. See Transcript 1/06/17 [PN2062-2067] AFEI and ABI & NSWBC oppose NATSIHWA's proposal. See NATSIHWA's submission , dated 19 July 2017.
S9.	HSU	Sub-02Mar15	15	Allowances 'Sole practitioner', 'climatic and isolation' and 'removal expenses' allowances sought.	Para 11	To be determined with item S7. See draft report , 19 April 2017. Further discussions to take place. See Transcript 1/06/17 [PN2068-2075]. HSU proposed to amend clause 16.6 of Exposure Draft . See NATSIHWA's submission , dated 19 July 2017.
	AFEI	Corr-02Aug17		AFEI does not oppose to variation proposed to Clause 16.6(a) but is opposed to variation proposed to clause 16.6(b)		
	ABI & NSWBC	Corr-09Aug17		ABI & NSWBC do not oppose to variation proposed to Clause 16.6(a) but is opposed to variation proposed to		

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				clause 16.6(b)		At Conference on 19 July 2017 , AFEI sought further information from HSU (see PN2288). HSU made oral submissions (see PN2312-2318). AFEI has confirmed that they oppose HSU's proposal in part. See AFEI submissions , dated 2 August 2017. ABI & NSWBC will seek further instructions (see PN2278-2280)
S9A.	HSU	Sub_30Jun16	15.2	Meal breaks <i>— response to question raised by Commission</i> Proposes alteration to clause to reflect determination of unpaid meal break timing	Para 52-54	HSU does not press its claim, see Submission dated 12/4/17. Confirmed that claim no longer pressed. See Transcript 1/06/17 [PN2076-2077].
	NATSIHWA	Sub_01Jul16		Does not support any amendments	Para 15-19	
	AFEI	Sub_05Aug16		Agrees with NATSIHWA. Opposes HSU submission	Para 46	
S10.	HSU	Sub-02Mar15	15.3	Clothing allowance A new entitlement for replacement of damaged clothing is sought.	Para 11	To be determined with item S7. See draft report , 19 April 2017 Further discussions to take place between parties. See Transcript 1/06/17 [PN2079-2094].

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						Agreement as per HSU's proposal. See NATSIHWA's submission , dated 19 July 2017.
S11.	HSU	Sub-02Mar15	15.4	On call and recall allowances Variations to on call and recall allowances sought.	Para 12	AFEI does not support any change. HSU pursuing claim. See draft report , 19 April 2017 and sub-12Apr17 NATSIHWA supports HSU proposal. AFEI opposed to introduction of on-call/recall allowance. All parties agreed further discussion should take place. See Transcript 1/06/17 [PN2095-2102]. HSU proposed to amend clause 19.6(b) and delete clause 19.6(c) of Exposure Draft . See NATSIHWA's submission , dated 19 July 2017. At Conference on 19 July 2017 , AFEI opposed HSU's proposal (see PN2290) . ABI & NSWBC will seek further instructions (see PN2278-2280).
	HSU	Sub-12Apr17		15.4(c) should be varied to provide for a ten hour break instead of six. Proposes insertion of an allowance for telephone or remote attendance, provides draft wording.	Pgs 1-2	
	ABI & NSWBC	Corr-09Aug17		ABI & NSWBC opposed to HSU proposal		

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S11A.	HSU	Sub-30Jun16	16.1	Minimum Wages – classifications – <i>response to question raised by Commission</i> agrees with question, no stated provisions for progression through levels within a grade	Para 55	Moved from technical and drafting summary. See Transcript 8/02/17 [PN391]. NATSIHWA proposes provisions for progression to be time based and recognition or previous service. UV supports the proposal. See draft report , 19 April 2017 Parties have reached agreement re: progression clause. See Transcript 1/06/17 [PN2103- 2106] Agreement as per HSU proposal. See NATSIHWA's submission , dated 19 July 2017.
S11B.	UV	Sub_30Jun16	16	Progression is time based	Para 11	Moved from technical and drafting summary. See Transcript 8/02/17 [PN391]. NATSIHWA and UV submit progression should be time based. UV supports proposal. AFEI and ABI & NSWBC to provide positions. See draft report.

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						UV withdrew their claim. See Transcript 1/06/17 [PN2109-2115]
S11C.	HSU	Sub-30Jun16	17.3(b)(v)	Travelling, transport and fares allowance use of term minimum hourly rate - does not believe changes from [2014] FWCFB 9412 have been applied appropriately to this clause	Para 16	Moved from technical and drafting summary. See Transcript 8/02/17 [PN445]. Agreed per UV proposal, see draft report , 19 April 2017.
	UV	Sub-30Jun16		Insert words “and level” after “employee classification” to clarify meaning	Para 14	Parties have reached agreement. See Transcript 1/06/17 [PN2117-2126]
	AFEI	Sub-05Aug16		Does not believe change is necessary but does not oppose UV proposal	Para 48	
S12.	HSU	Sub-02Mar15	18	Payment of wages Penalty for late payment of wages sought.	Para 10	Referred to Payment of Wages Full Bench in AM2016/8
S13.	HSU	Sub-02Mar15	22.1	Rostering An allowance for employees who are the subject of a unilateral employer-imposed roster change sought.	Para 7	Withdrawn. See Transcript 28/3/17 [PN1430] and draft report , 19 April 2017.
S14.	HSU	Sub-02Mar15	22.1	Rostering Increase from seven days to 14 days sought.	Para 8	HSU pressing claim, UV supports. AFEI opposes and is to provide further submissions. See draft report , 19 April 2017.
	ABI & NSWBC	Corr-09Aug17		ABI & NSWBC opposed to HSU proposal		AFEI opposes proposal and do not anticipate changing their

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						<p>position. Parties to partake in further discussions. See Transcript 1/06/17 [PN2134-2153]</p> <p>At Conference on 19 July 2017 AFEI confirmed their opposition to HSU proposal (see PN2294). ABI & NSWBC will seek further instructions. (PN2278-2280).</p>
S15.	HSU	Sub-02Mar15	22	<p>Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts sought.</p>	Para 8	<p>HSU pressing claim. UV supports claim. AFEI and ABI & NSWBC to provide their positions within 14 days. See draft report, 19 April 2017.</p> <p>AFEI oppose change. Parties to partake in further discussions. See Transcript 1/06/17 [PN2153-2160].</p> <p>Parties have not confirmed their position.</p>

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S16.	HSU	Sub-02Mar15	23	Breaks Inclusion of tea-break provisions sought.	Para 9	<p>HSU pressing its claim. UV and NATSIWHA support the claim. AFEI and ABI & NSWBC to provide their positions within 14 days. See draft report, 19 April 2017.</p> <p>AFEI opposed change. Parties to partake in further discussions. See Transcript 1/06/17 [PN2161-2164].</p> <p>At Conference on 19 July 2017 AFEI confirmed their opposition to HSU proposal (see PN2295). ABI & NSWBC will seek further instructions. (PN2278-2280).</p>
	ABI & NSWBC	Corr-09Aug17		ABI & NSWBC opposed to HSU proposal		
S17.	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	<p>Withdrawn. See Transcript 28/3/17 [PN1493] and draft report, 19 April 2017.</p> <p>HSU confirm claim is withdrawn. AFEI opposed change. See Transcript 1/06/17 [PN2165-2166].</p>

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S17A.	NATSIHWA	Sub-01July16	26	Ceremonial leave Proposes amendment to clause	Para 28-30	Moved from technical and drafting summary. See Transcript 8/02/17 [PN517], confirmed in report . NATSIHWA submit items are the same and press claims. HSU and UV support claims. AFEI and ABI & NSWBC reserve their positions. See draft report dated 19 April 2017.
	UV	Sub-25Jul16		NATSIHWA proposal clarify entitlement	Para 10	AFEI not pressing opposition. ABI oppose claim. Parties to partake in further discussion. AFEI opposed change. Parties to partake in further discussions. See Transcript 1/06/17 [PN2167-2177]. ABI & NSWBC does not support NATSIHWA's proposal. See NATSIHWA's submission , dated 19 July 2017.
S18.	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	Para 14	See notes for item S17A.

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				ceremonial leave may be used for bereavement related ceremonies and obligations.		
S18A.	UV	Sub-30June16	Sched A	Classifications Amendment to clause to reflect nomenclature	Para 15	<p>Moved from technical and drafting summary. See Transcript 8/02/17 [PN520-526].</p> <p>To be dealt with in the same manner as item 2B as they relate to classifications and definitions. See draft report, 19 April 2017.</p> <p>AFEI agrees to claim. AFEI opposed change. See Transcript 1/06/17 [PN2184-2196].</p> <p>Agreement as per UV proposal. See NATSIHWA's submission, dated 19 July 2017.</p>
S18B.	NATSIHWA	Sub_25Jul16	Sched A	Classifications – aboriginal health worker Proposes to keep common use of 'Aboriginal health worker'	Para 7	<p>Moved from technical and drafting summary. See Transcript 8/02/17 [PN528].</p> <p>NATSIHWA confirmed item removed. See Transcript 1/06/17 [PN2196-2199].</p>

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S19.	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	To be dealt with in the same manner as item 2B as they relate to classifications and definitions. See draft report , 19 April 2017. Parties have agreed. See Transcript 1/06/17 [PN2201-2207] Also see NATSIHWA's submission , dated 19 July 2017.
	NATSIHWA	Sub-09Mar17		Classifications structure See NATSIHWA position in amended draft determination 1/12/16 pgs 9-21. Proposed to amalgamate claims: S18B, S19, S21, S22 and S23.	Pg 2	
S20.	HSU	Sub-02Mar15	Schedule B	Classification definitions Variation of classification nomenclature and terminology is sought.	Para 6	To be dealt with in the same manner as item 2B as they relate to classifications and definitions. See draft report , 19 April 2017. Parties have agreed. See Transcript 1/06/17 [PN2208-2215] Also see NATSIHWA's submission , dated 19 July 2017.
S21.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Definitions for senior level roles should include a reference to	Para 16	

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				mentoring and coaching of junior employees.		
S22.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Aboriginal knowledge and cultural skills components should be strengthened, including through reference to training courses.	Para 20	
S23.	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	
S24.	NATSIHWA	Sub-09Mar17	New clause/Schedule	Progression and recognition of previous service Inclusion of 'progression' clause. Further inclusion of 'recognition of previous service' clause to be modelled off cl. 13.3 <i>Social, Community, Home Care and Disability Services Award 2010</i> and 'evidence of qualifications' clause to be modelled off cl 13.2 <i>Education Services (Teachers) Award 2010</i> .	Pg 2	To be dealt with in the same manner as item 2B as they relate to classifications and definitions. See draft report , 19 April 2017. Parties have agreed. See Transcript 1/06/17 [2218-2223]. See also NATSIHWA's submission , dated 19 July 2017.

List of abbreviations

ABI & NSWBC	Australian Business Industrial and the NSW Business Chamber
AFEI	Australian Federation of Employers and Industries
HSU	Health Services Union
NATSIHWA	National Aboriginal and Torres Strait Islanders Health Worker Association
UV	United Voice