

This table is a summary of proposed variations lodged for this award – updated 13 February 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.	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	
S2.	NATSIHWA	Sub-06Mar15		Education and training Award should incentivise ongoing participation in further education.	Para 21	
S2A.	NATSIHWA	Sub-1Jul16	1	Title Amended to “Aboriginal and Torres Strait Islander Community Controlled Health Services Award [Year]”	Para 14	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 .
	UV	Sub-6Oct16		Supports submission	Pg 2	
S2B.	HSU	Sub-30Jun16	2	Definitions ‘Aboriginal person’ and definition to be changed to ATSI	Para 44-45	

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	NATSIHWA	Sub-25Jul16		<p>Supports HSU proposal. Proposes to insert 'ATSI' into definitions to distinguish Torres Strait 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' 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. 	Para 5	<p>Moved from technical and drafting. See Transcript 8/02/17 [PN158].</p> <p>See NATSIHWA position in amended draft determination in clause 1.</p> <p>AFEI reserve position and right to comment at a later date. See Transcript 8/02/17 [PN160].</p>
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	
	UV	Sub-30Jun16		Propose new definition to 'ATSI Community Health Care Practitioner'	Para 4-10	
	NATSIHWA	Sub-25Jul16		<p><i>In response to question raised by Commission</i></p> <p>Supports amendment to incorporate Torres Strait Islander health workers</p> <p>Does not support HSU sub, proposes to alter</p>	Pg 2-3	Proposed a new definition of Aboriginal Health Worker in draft determination dated 1/12/2016,

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				'ATSI community health worker' definition, but supports wording of 'ATSI health practitioner' revised definition		see Transcript-06Dec16 [PN481-498] Moved from technical and drafting summary. See Transcript 8/02/17 [PN158].
	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	
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]. See NATSIHWA position in amended draft determination in clause 1.
	NATSIHWA	Sub-1July16		Does not support proposal	Para 8	

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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]. See NATSIHWA position in amended draft determination in clause 1.
	UV	Sub-30Jun16		Seeks definitions for ATSI Community Health Worker and ATSI Primary Health Care Practitioner	Para 4-7	
S3.	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	
S4.	HSU	Sub-02Mar15	10	Minimum engagement Minimum engagement for all employees should be increased to four hours.	Para 3, 8	
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	Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197
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].
	NATSIHWA	Sub-25Jul16		supports proposal	Para 3	
S6.	NATSIHWA	Sub-06Mar15	14	Minimum wages	Para 11	

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				Improvement to minimum wages is sought.		
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	
S8.	NATSIHWA	Sub-06Mar15	15	Allowances An 'isolation allowance' sought.	Para 13	
S9.	HSU	Sub-02Mar15	15	Allowances 'Sole practitioner', 'climatic and isolation' and 'removal expenses' allowances sought.	Para 11	
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	Moved from technical and drafting summary. See Transcript 8/02/17 [PN375] .
	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	
S11.	HSU	Sub-02Mar15	15.4	On call and recall allowances Variations to on call and recall allowances sought.	Para 12	
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] .
S11B.	UV	Sub-30Jun16	16	Progression is time-based	Para 11	Moved from technical and drafting summary.

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						See Transcript 8/02/17 [PN391] .
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] .
	UV	Sub-30Jun16		Insert words “and level” after “employee classification” to clarify meaning	Para 14	
	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	
S14.	HSU	Sub-02Mar15	22.1	Rostering Increase from seven days to 14 days sought.	Para 8	
S15.	HSU	Sub-02Mar15	22	Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts sought.	Para 8	
S16.	HSU	Sub-02Mar15	23	Breaks Inclusion of tea-break provisions sought.	Para 9	

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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	
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 .
	UV	Sub-25Jul16		NATSIHWA proposal clarify entitlement	Para 10	
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 ceremonial leave may be used for bereavement related ceremonies and obligations.	Para 14	
S18A.	UV	Sub-30June16	Sched A	Classifications Amendment to clause to reflect nomenclature	Para 15	Moved from technical and drafting summary. See Transcript 8/02/17 [PN520-526] .
S18B.	NATSIHWA	Sub-25Jul16	Sched A	Classifications - aboriginal health worker Proposes to keep common use of 'Aboriginal health worker'	Para 7	Moved from technical and drafting summary. See Transcript 8/02/17 [PN528] .
S19.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Classifications should be revisited with a view to providing a framework for long-	Para 16	

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				term career paths and promotion to senior roles.		
S20.	HSU	Sub-02Mar15	Schedule B	Classification definitions Variation of classification nomenclature and terminology is sought.	Para 6	
S21.	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	
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	

List of abbreviations

HSU	Health Services Union
NATSIHWA	National Aboriginal and Torres Strait Islanders Health Worker Association
UV	United Voice