



13th June 2018

FAMILY & DOMESTIC VOILENCE SUBMISSION – 13 June 2018 - AM2015/1

Background

1. This submission is made following the Fair Work Commission (Commission) Full Bench statement [2018] FWCFB 2440 of 3 May 2018.
2. In accordance with the directions, parties are invited to make comments in relation to draft Family & Domestic Violence model clause accurately reflects the outcomes of the [2018] FWCFB 1691 of 26 March 2018 decision.

Draft Family & Domestic Violence Leave Model Clause

3. The Pharmacy Guild of Australia (the Guild) submits that the draft Family & Domestic Violence model clause does reflect the intent of the FWCFB March decision.
4. The Guild proposes that to assist in the interpretation and implementation of the draft model clause provisions by employers and employees that the following points are considered:
 - a. Clause X.3(b) should more clearly state that the entitlement is fully accrued at the employee's employment start date and the entitlement is fully accrued on the employee's 12 monthly anniversary date for the duration of employment thereafter.
 - b. Clause X.4b replace the terms 'needs to do something' with 'is required to'.

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