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Sent: Wednesday, 23 October 2019 12:37 PM
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Subject: AM2017/60 - Four yearly review of modern awards - Retail Junior Rates

Dear Associate

We refer to the transcript of the hearing of the abovementioned matter on 8 October 2019.

At PN217-PN225, Justice Ross requested that ABI prepare draft questions for a survey to be provided to the membership of the employer parties in this matter.

Following discussions with Mr Tindley on behalf of the Australian Retailers Association, we attach a draft proposed survey for the Full Bench's consideration.

Yours faithfully

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Draft Survey

The Fair Work Commission (**the Commission**) is conducting a review of the General Retail Industry Award 2010 (**Retail Award**) as part of the 4 yearly review of modern awards.

The Retail Award covers employers throughout Australia in the general retail industry.

You are receiving this survey as we understand your organisation is covered by the Retail Award.

The Commission requests that you complete the survey below to assist in the review of the Retail Award.

This survey should only be completed by your organisation if your organisation has employees that are currently covered by the Retail Award or an enterprise agreement where those employees would otherwise be covered by the Retail Award.

You should only complete the survey once, regardless of how many times you have received a copy of the invitation to complete this survey.

1. Does your organisation have employees that are covered by the Retail Award or an enterprise agreement (where those employees would otherwise be covered by the Retail Award)?

[NOTE: If answer is no then end survey, if answer is yes then continue to question 2]

- Yes
- No

2. Does an Enterprise Agreement (where those employees would otherwise be covered by the Retail Award) apply to your organisation's employees?

- Yes
- No

3. How many employees does your organisation currently employ that are covered by the Retail Award or an enterprise agreement (where those employees would otherwise be covered by the Retail Award)?

Open text box

4. Of those employees in your organisation who are covered by the Retail Award or an enterprise agreement (where those employees would otherwise be covered by the Retail Award), does your organisation currently employ junior employees (junior employees are employees aged 20 years old and younger)?

- Yes
- No

[NOTE: If answer is no then end survey, if answer is yes then continue to question 5]

5. How many of the junior employees identified in the previous question (aged 20 or younger and covered by the Retail Award) does your organisation employ?

Number Entry

6. The Commission is interested in determining how many junior employees employed under the retail award or an enterprise agreement (where those employees would otherwise be covered by the Retail Award) are employed at each classification level.

Please select the classification levels under the Retail Award (or equivalent classification level under an enterprise agreement)) at which your organisation employs junior employees (employees 20 years old or younger). You should include all classifications that your junior employees work at, including those classifications where junior employees are required to work higher duties (and are paid higher duties during those periods).

- Level 1
- Level 2
- Level 3
- Level 4
- Level 5
- Level 6
- Level 7
- Level 8

7. How many junior employees (20 years old or younger) in your organisation are classified at level 1?

Open text box

8. How many junior employees (20 years old or younger) in your organisation are classified at level 2? You should include junior employees who are ordinarily classified at a lower level but are required to undertake higher duties at level 2 and are paid at level 2 during those periods.

Open text box

9. How many junior employees (20 years old or younger) in your organisation are classified at level 3? You should include junior employees who are ordinarily classified at a lower level but are required to undertake higher duties at level 3 and are paid at level 3 during those periods.

Open text box

10. How many junior employees (20 years old or younger) in your organisation are classified at level 4? You should include junior employees who are ordinarily classified at a lower level but are required to undertake higher duties at level 4 and are paid at level 4 during those periods.

Open text box

11. How many junior employees (20 years old or younger) in your organisation are classified at level 5? You should include junior employees who are ordinarily classified at a lower level but are required to undertake higher duties at level 5 and are paid at level 5 during those periods.

Open text box

12. How many junior employees (20 years old or younger) in your organisation are classified at level 6? You should include junior employees who are ordinarily classified at a lower level but are required to undertake higher duties at level 6 and are paid at level 6 during those periods.

Open text box

13. How many junior employees (20 years old or younger) in your organisation are classified at level 7? You should include junior employees who are ordinarily classified at a lower level but are required to undertake higher duties at level 7 and are paid at level 7 during those periods.

Open text box

14. How many junior employees (20 years old or younger) in your organisation are classified at level 8? You should include junior employees who are ordinarily classified at a lower level but are required to undertake higher duties at level 8 and are paid at level 8 during those periods.

Open text box