

This table is a summary of proposed variations lodged for this award – updated 20 November 2017.

Professional Employees 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.	APESMA	Sub-26/02/15	2.2	<p>Commencement and transitional Has concerns some employers using clause to absorb all Award entitlements through annualised salaries. Acknowledges will be dealt with as a common issue but will, if necessary, seek relevant amendments to ensure clause is only applicable to over-award payments and cannot be used to absorb other Award entitlements.</p>	Para 3	<p>General drafting issue to be dealt with across all awards</p> <p>See FB decision [2014] FWCFB 9412</p>
S2.	APESMA	Sub-26/02/15	3.2 & Schedule B	<p>Coverage and classifications Seeks to have Engineering Technologists covered under Award.</p> <p>Provides draft amended clause. Consequential variations to Schedule B will be required to insert Engineering Technology references where applicable.</p>	Para 2	OUTSTANDING
		Sub-29/09/16			Paras 6-7	

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S3.	AAMRI & APESMA	Sub-12/11/15	4	Coverage Seeks to vary clause to include MRI research employees.	Para 4-11	REFERRED Being dealt with in AM2015/6 Party has provided a further submissions regarding this variation, Sub-11Mar16 , Sub-4-Jul-16 , Sub-3-Feb-16 and a submission in reply on 11-Jul-16 , final submission in reply on 24-Mar-17
	NTEU	Sub-13/10/16		Commission should prefer and act upon the NTEU's submission. The Professional Employees Award has coverage and classification provisions that are so broad they cannot be readily amended to cover the work of researchers in MRIs. Submit AAMRI & APESMA seeking to extend union coverage, ill-fitting award, will substantially lower wages.	Para 3, 17, 66	
T&D 16	AIG	Sub-18/01/17	7.2	Facilitative provisions for flexible working practices Reference to cl.17.5 should be deleted.	Paras 281-283	OUTSTANDING Parties agree ED drafting amounts to a substantive change and discussions will take place in technical and drafting conferences but item may be moved to substantive issues list, see Transcript-070417 [PN260]. Confirmed in draft report .
	APESMA	ReplySub-22/02/17		Disagrees with AIG. 13.7 should be included.	Para 11(a)	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 54	
	AIG	Corr-02Aug17		Agrees with the wording set out in the documents provided by APESMA	Page 1	
S4.	APESMA	Sub-26/02/15	11.8	Types of employment – Professional Development	Para 1	OUTSTANDING
		Sub-29/09/16			Paras 3-4	

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				Seeks to explore amendment to provide for reimbursement of costs of obtaining and maintaining professional registration where registration is a specific requirement of the job. Provides draft amended clause.		
S5.	APESMA	Sub-26/02/15 Sub-29/09/16	18.2	Ordinary hours of work and rostering – Employers will compensate for: Concerns regarding the lack of transparency which can exist regarding compensation for certain working arrangements. Would like to explore variation to clause to provide for the right for employee to request information on the specific compensation which applies. Provides draft amended clause.	Para 4 Paras 8-9	OUTSTANDING
S6.	APESMA	Sub-29/09/16	Sched B.1.7	Classification Structure and Definitions – Level 2 – Experienced Professional Seeks amendment to clause to reflect a Level 2 Experienced Professional has historically equated to the provisions in Clause 3 which refer to ‘Experienced engineer’, ‘Experienced scientist’ and other. Provides draft amended wording.	Para 10	OUTSTANDING
S7	APESMA	Sub-20/09/17		Ordinary Hours of Work Before item moved to Substantive matter, previously reached agreement with AIG	Page 1	REFERRED This matter has been

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				to include a 12-month cycle for the averaging of hours of work. This item must consider the consequential issues of TOIL and Overtime.		referred from the Technical and Drafting issues

List of abbreviations (in alphabetical order)

AAMRI	Association of Australian Medical Research Institutes
APESMA	Association of Professional Engineers, Scientists and Managers, Australia (Professionals Australia)
NTEU	National Tertiary Education Industry Union