



79 Constitution Avenue
Canberra ACT 2612
t (02) 6245 1300
f (02) 6257 5658
hia.com.au

18 August 2021

Vice President Hatcher
Deputy President Easton
Commissioner Bissett
Fair Work Commission
Level 4, 11 Exhibition Street
Melbourne VIC 3000

By email: amod@fwc.gov.au

Casual Terms Award Review 2021 – Stage 2 Group 2 Awards

HIA refers to the Statement¹ issued by the Fair Work Commission on 11 August 2021. HIA has a particular interest in the *Timber Industry Award 2020* (Timber Award).

HIA provides this correspondence in response to paragraph 104 of the Statement.

Provisional Views

1. Definition of Irregular Casual Employee

HIA agrees with the provisional view that the definition of 'irregular casual employee' is deleted.

2. Definition of Casual Employee and Casual Employment

HIA agrees with the provisional view that the definition of casual employment contained within the Timber Award is not consistent with the Act and should be replaced with the meaning given under section 15A of the *Fair Work Act 2009*.

3. Casual Conversion

HIA agrees that the casual conversion clauses in the Timber Award should be deleted and replaced with a reference to the NES casual conversion entitlements.

4. Regular and Systemic Employee

HIA agrees with the provisional view that the term 'regular and systemic casual employee' in clauses 20.4(a)(iii) and 20.4(b)(iii) should be deleted and replaced with 'regular casual employee'.

¹ [2021] FWCFB 4928

5. Non-Casual Part-Time Employees

HIA agrees with the provisional view that the words 'non-casual' should be deleted from the heading of clause 33.5.

Yours sincerely

HOUSING INDUSTRY ASSOCIATION LIMITED

A handwritten signature in black ink, appearing to read 'Alessandra Schladetsch', with a stylized, cursive script.

Alessandra Schladetsch
Director – Industrial Relations and Legal Services