



DIRECTIONS

Fair Work Act 2009

s.158 - Application to vary or revoke a modern award

Application by Hibbins

(AM2019/11)

SECURITY SERVICES INDUSTRY AWARD 2010

COMMISSIONER BISSETT

MELBOURNE, 4 JULY 2019

The Fair Work Commission (Commission) has received an application to vary the *Security Services Industry Award 2010* to insert a new category of “hospital security officer” and include (as yet) unspecified rates of pay. A copy of the application is available on the Commission’s website via the following link: <https://www.fwc.gov.au/awards-and-agreements/awards/award-modernisation/variation-applications/AM2019/11>

The following directions are hereby issued in relation to the application:

1. The Applicant and any persons wishing to make a submission in support of the application are directed to file with the Commission any submissions by **4.00 pm Friday, 26 July 2019**. Such submissions should:
 - a. Detail the variations sought – that is, set out the details of the classifications to have inserted in the Award;
 - b. Detail any particular pay rates they seek to have attached to the new classifications they seek to have inserted in the Award;
 - c. Provide detail as to how the variation meets the Modern Awards Objective (s.134 of the *Fair Work Act 2009*) set out below.
2. Any party opposed to the application is required to file with the Commission any submissions in response to the application by **4.00pm Friday, 23 August 2019**.
3. Submissions should be filed with the chambers of Commissioner Bissett at chambers.bissett.c@fwc.gov.au.

4. Upon receipt of the materials sought by these directions the Commission will determine when the matter will be listed for hearing.



COMMISSIONER

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134 The modern awards objective

What is the modern awards objective?

- (1) The FWC must ensure that modern awards, together with the National Employment Standards, provide a fair and relevant minimum safety net of terms and conditions, taking into account:
 - (a) relative living standards and the needs of the low paid; and
 - (b) the need to encourage collective bargaining; and
 - (c) need to promote social inclusion through increased workforce participation; and
 - (d) the need to promote flexible modern work practices and the efficient and productive performance of work; and
 - (da) the need to provide additional remuneration for:
 - (i) employees working overtime; or
 - (ii) employees working unsocial, irregular or unpredictable hours; or
 - (iii) employees working on weekends or public holidays; or
 - (iv) employees working shifts; and
 - (e) the principle of equal remuneration for work of equal or comparable value; and
 - (f) the likely impact of any exercise of modern award powers on business, including on productivity, employment costs and the regulatory burden; and
 - (g) the need to ensure a simple, easy to understand, stable and sustainable modern award system for Australia that avoids unnecessary overlap of modern awards; and
 - (h) the likely impact of any exercise of modern award powers on employment growth, inflation and the sustainability, performance and competitiveness of the national economy.

This is the *modern awards objective*.

When does the modern awards objective apply?

- (2) The modern awards objective applies to the performance or exercise of the FWC's *modern award powers*, which are:

- (a) the FWC's functions or powers under this Part; and
- (b) the FWC's functions or powers under Part 2-6, so far as they relate to modern award minimum wages.

Note The FWC must also take into account the objects of this Act and any other applicable provisions. For example, if the FWC is setting, varying or revoking modern award minimum wages, the minimum wages objective also applies (see section 284).