



STATEMENT

Fair Work Act 2009

cl.95, Schedule 1 - FWC to vary certain modern awards

Variation of modern awards to include a delegates' rights term

(AM2024/6)

VICE PRESIDENT ASBURY
DEPUTY PRESIDENT BINET
COMMISSIONER LIM

BRISBANE, 19 MARCH 2024

Variation of modern awards to include a delegates' rights term for workplace delegates – Fair Work Legislation Amendment (Closing Loopholes) Act 2023 – scheduling for consultations.

[1] In a [Statement](#) issued on 18 January 2024, the President of the Fair Work Commission commenced the process to vary all modern awards to include a delegates' rights term in accordance with the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023* (Cth) (Closing Loopholes Act). The Statement contained a draft timetable and an audit, at Attachment B, of existing terms in modern awards that deal with workplace delegates and sought comments from parties as to any additional terms that may have been omitted.

[2] Ai Group, in a submission dated 25 January 2024 in response to Attachment B of the Statement, said that provisions in clauses 5.1 and 6.2 of the Supported Wage Schedule ought to have been included. Ai Group further requested that terms dealing with dispute resolution training leave be included in full. We have incorporated this feedback into a revised audit which is set out at [Attachment A](#).

[3] The timetable for the process was confirmed in a [Statement](#) issued by the President on 30 January 2024.

[4] The matter has been delegated to this Full Bench by the President.

[5] In accordance with that timetable, the following parties made submissions:

- Australian Business Industrial and Business New South Wales
- Australian Chamber of Commerce and Industry
- Australian Council of Trade Unions
- Australian Entertainment Industry Association
- Australian Higher Education Industrial Association
- Australian Industry Group
- Australian Manufacturing Workers' Union
- Australian Nursing and Midwifery Federation
- Australian Public Service Commission

- Australian Services Union
- Australian Workers' Union
- Clubs Australia
- Commissioner for Public Employment – Northern Territory Public Sector
- Communications, Electrical and Plumbing Union of Australia
- Community and Public Sector Union
- Construction, Forestry and Maritime Employees Union – Construction and General Division
- Construction, Forestry and Maritime Employees Union – Manufacturing Division
- Housing Industry Association
- Mining and Energy Union
- National Disability Services
- National Electrical and Communications Association
- National Tertiary Education Union
- Pharmacy Guild of Australia
- Shop, Distributive and Allied Employees' Association
- United Workers' Union
- Victorian Automotive Chamber of Commerce

[6] Submissions in reply are to be lodged by 28 March 2024.

[7] As indicated in the 30 January 2024 Statement, consultation sessions are to be held in the week commencing 8 April 2024. We propose that the consultation sessions be held in Sydney and/or Melbourne on the following dates:

- 10 April 2024
- 11 April 2024
- 12 April 2024

[8] Any party seeking to participate should contact chambers.asbury.vp@fwc.gov.au by **28 March 2024** indicating their availability on these dates and preferred location for the purposes of scheduling. We will attempt to accommodate preferred dates and locations for all interested parties, noting that this may require that some appear by video link. A notice of listing

will be published shortly after. Any feedback in response to the revised audit at Attachment A should be provided to Chambers by **28 March 2024**.



VICE PRESIDENT

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<[PR772514](#)>

Attachment A – Revised audit of existing modern award terms

Note: This audit was originally contained as Attachment B—Existing modern awards terms to Statement [\[2024\] FWC 150](#) issued on 18 January 2024. It has been amended to incorporate additional terms that currently deal with workplace delegates, employee representatives and unions that were identified by the Australian Industry Group in its [submission](#) of 25 January 2024.

Award title	Award code	Existing award terms
<i>Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020</i>	MA000115	N/A
<i>Aboriginal Legal Rights Movement Award 2016</i>	MA000139	<p>7. Award flexibility</p> <p>7.1 Where an employer or employees wish to pursue an agreement at the enterprise or workplace about how the award should be varied so as to make the enterprise or workplace operate more efficiently according to its particular needs the following process shall apply:</p> <ul style="list-style-type: none"> (a) a consultative mechanism and procedures appropriate to the size, structure and needs of the enterprise or workplace shall be established; (b) for the purpose of the consultative process the employees may nominate the Union or another to represent them; and (c) where agreement is reached an application shall be made to the Commission. <p>10. Redundancy disputes procedure</p> <p>...</p>

Award title	Award code	Existing award terms
		<p>10.2 Where a redundancy dispute arises the employer must, if it has not already done so, provide affected employees and the relevant union or unions (if requested by an affected employee) in good time, with relevant information including:</p> <ul style="list-style-type: none"> (a) the reasons for any proposed redundancy; (b) the number and categories of workers likely to be affected; and (c) the period over which any proposed redundancies are intended to be carried out. <hr/> <p>26. Public holidays ...</p> <p>26.4 Facilitative provisions</p> <ul style="list-style-type: none"> (a) The Movement, with the agreement of employees or where represented, their unions and/or their employee representatives, may substitute another day for any day prescribed in this clause. (b) The Movement and the employees may agree to substitute another day for any prescribed in this clause. For this purpose, the consent of the majority of affected employees will constitute agreement. (c) An agreement pursuant to clause 26.4(b) must be recorded in writing and be available to every affected employee.

Award title	Award code	Existing award terms
		<p>(d) Unions who are entitled to represent employees covered by this award must be informed of an agreement pursuant to 26.4(b) and may within seven days refuse to accept it. The unions will not unreasonably refuse to accept the agreement.</p>
<i>Aged Care Award 2010</i>	MA000018	N/A
<i>Air Pilots Award 2020</i>	MA000046	<p>7. Facilitative provisions ...</p> <p>7.2 An employee or employees may nominate a representative to meet and confer with the employer under clause 7.</p> <hr/> <p>15. Hours of work, days off and rest periods ...</p> <p>15.2 Hours of work, days off and rest periods will be determined in accordance with the following provided that ordinary hours of work must not average more than 38 per week:</p> <p>(a) the regulations approved by CASA from time to time;</p> <p>(b) general or employer-specific exemptions to, or concessions under, the regulations approved by CASA from time to time; or</p> <p>(c) a Fatigue Risk Management System (FRMS) that has been developed by the employer after consultation with the affected pilots and/or their representatives and approved by CASA to apply to particular employers and employees.</p>

Award title	Award code	Existing award terms
		<p>Schedule D — Sector Specific Conditions—Helicopter Operations—Pilots</p> <p>...</p> <p>D.5 On-shore helicopter operations specific provisions</p> <p>D.5.6 Travelling and working away from home base</p> <p>(a) Consultation must occur between pilots and/or their representative before establishing hotel accommodation and/or arrangements for meals at new overnight points or before changing existing arrangements for meals and/or accommodation.</p> <p>...</p> <p>D.6 Off-shore helicopter specific provisions</p> <p>D.6.6 Travelling and working away from home base</p> <p>(a) Consultation must occur with pilots and/or their representatives before establishing hotel accommodation and/or arrangements for meals at new overnight points or before changing existing arrangements for meals and/or accommodation.</p>

Award title	Award code	Existing award terms
<i>Aircraft Cabin Crew Award 2020</i>	MA000047	<p>7. Facilitative provisions</p> <p>7.1 This award contains facilitative provisions that allow agreement between an employer and cabin crew members and their representatives on how specific award provisions are to apply at the workplace or part or parts of it.</p> <p>7.2 The specific award provisions establish both the standard award condition and the framework within which agreement can be reached as to how the particular provisions should be applied in practice. Facilitative provisions are not to be used as a device to avoid award obligations nor should they result in unfairness to a cabin crew member or cabin crew members covered by this award.</p> <p>7.3 If a facilitative provision requires agreement between the employer and the majority of cabin crew members and their representatives in the workplace or part or parts of it and agreement is reached, the agreement binds all cabin crew members in that workplace or part or parts of it.</p>
<i>Airline Operations-Ground Staff Award 2020</i>	MA000048	<p>15. Rostering arrangements</p> <p>...</p> <p>(c) Introduction of 12 hour shifts By agreement between an employer and the majority of employees in the enterprise or part of the enterprise concerned, 12 hour days or shifts may be introduced subject to:</p> <ul style="list-style-type: none"> (i) proper health monitoring procedures being introduced; (ii) suitable roster arrangements being made; (iii) proper supervision being provided;

Award title	Award code	Existing award terms						
		<p>(iv) adequate breaks being provided; and</p> <p>(v) a trial or review process being jointly implemented by the employer and the employees or their representatives.</p>						
<p><i>Airport Employees Award 2020</i></p>	<p>MA000049</p>	<p>7. Facilitative provisions ...</p> <p>7.7 If an employee is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the employer about the implementation of the facilitative provisions specified in clause 7.5. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements.</p> <p>7.8 In relation to the following facilitative provision, the requirements of clause 7.5 are to be met, and there is an additional requirement that the relevant union(s) must be informed by the employer of the intention to use the facilitative provision:</p> <table border="1" data-bbox="757 1003 1386 1125"> <thead> <tr> <th data-bbox="757 1003 1072 1046">Clause number</th> <th data-bbox="1072 1003 1386 1046">Subject matter</th> </tr> </thead> <tbody> <tr> <td data-bbox="757 1046 1072 1090">17.3(c)</td> <td data-bbox="1072 1046 1386 1090">12 hour shifts</td> </tr> <tr> <td data-bbox="757 1090 1072 1125"></td> <td data-bbox="1072 1090 1386 1125"></td> </tr> </tbody> </table>	Clause number	Subject matter	17.3(c)	12 hour shifts		
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17.3(c)	12 hour shifts							

Award title	Award code	Existing award terms
		<p>35. Dispute resolution procedure training leave</p> <p>35.1 An employee representative must be granted leave of absence with pay to undertake training, on condition that:</p> <ul style="list-style-type: none"> (a) the content of the training will enhance the representative’s role in dispute resolution, consistent with the procedures of clause 34 — Dispute resolution (b) the airport’s operating requirements permit the grant of leave; (c) payment for the leave will not include shift and penalty payments or overtime; and (d) the leave will count as service for all purposes.
<p><i>Airservices Australia Enterprise Award 2016</i></p>	<p>MA000141</p>	<p>5. Facilitative Provisions</p> <p>...</p> <p>5.4 The following conditions apply to the use of facilitative provisions:</p> <ul style="list-style-type: none"> (a) if one or more affected employees is a member of a relevant union, the employee may be represented by the union in meeting and conferring with Airservices about the implementation of the facilitative provisions. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements;

Award title	Award code	Existing award terms
		<p>27. Dispute resolution ...</p> <p>27.7 Where the provisions of clause 27.1 have been complied with, and to assist in the resolution of the matter, an employee who is appointed to accompany or represent another employee pursuant to clause 27.5 will be granted leave of absence to attend Fair Work Commission proceedings arising from a referral of a dispute in accordance with clause 27.2 and will not suffer any loss of pay in respect of the absence.</p> <p>27.8 To assist in the resolution of disputes, an employee representative, referred to in clause 27.5, will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave to attend a course will be subject to operational requirements.</p> <p>(a) The specific training course will be agreed between the employer and the individual employee.</p> <p>(b) An employee representative granted leave of absence under clause 27.8 will not suffer any loss of pay.</p>
<i>Alpine Resorts Award 2020</i>	MA000092	N/A
<i>Aluminium Industry Award 2020</i>	MA000060	N/A
<i>Ambulance and Patient Transport Industry Award 2020</i>	MA000098	N/A
<i>Amusement, Events and Recreation Award 2020</i>	MA000080	N/A

Award title	Award code	Existing award terms
<i>Animal Care and Veterinary Services Award 2020</i>	MA000118	N/A
<i>Aquaculture Industry Award 2020</i>	MA000114	N/A
<i>Architects Award 2020</i>	MA000079	N/A
<i>Asphalt Industry Award 2020</i>	MA000054	N/A
<i>Australia Post Enterprise Award 2015</i>	MA000137	<p>12. Dispute Resolution ...</p> <p>12.7 To assist in the resolution of disputes in Australia Post a union delegate/employee representative, referred to in 12.5, will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of Australia Post.</p> <p>12.8 The specific training courses will be agreed between Australia Post and the individual employee.</p> <p>12.9 A union delegate/employee representative granted leave of absence under this clause will not suffer any loss of pay.</p> <hr/> <p>13. Notice boards</p> <p>To facilitate work related communication between employees and their union and/or employee representatives at the workplace, Australia Post will permit the use of notice boards. Australia Post retains the right to reject and remove the posting of any material which is not in relation to agreements or award related issues.</p>

Award title	Award code	Existing award terms
		<p>22. Classifications ...</p> <p>22.2 Work Level Standards</p> <p>Employees are to be classified in accordance with relevant work level standards where such standards exist, provided that Australia Post may, following consultation with the employees and their representatives, if any, apply to the FWC to replace any existing work level standards with a new classification structure for inclusion in the award.</p>
<p><i>Australian Broadcasting Corporation Enterprise Award 2016</i></p>	<p>MA000147</p>	<p>7. Facilitative provisions ...</p> <p>7.2 An employee may be represented by the relevant union in meeting and conferring with the ABC about the implementation of the relevant facilitative provision.</p> <hr/> <p>9. Dispute resolution ...</p> <p>9.7 Leave of absence to attend proceedings Where the provisions of this clause have been complied with but they have failed to resolve the dispute and the matter has subsequently been referred to the Fair Work Commission, an employee who is appointed to accompany or represent another employee pursuant to clause 9.5 will be granted leave of absence to attend the Fair Work Commission proceedings arising from a referral of a dispute in accordance with clause 9.2 and will not suffer any loss of pay in respect of that absence.</p> <p>9.8 Leave of absence to attend courses</p>

Award title	Award code	Existing award terms
		<p>To assist in the resolution of disputes in the ABC an employee representative referred to in 9.5 will be granted leave of absence (without loss of pay) to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the ABC and the specific training course will be agreed between the ABC and the individual employee.</p> <p>20. Classifications and rates of pay ...</p> <p>20.3 Work level standards Assessment of the appropriate job classification structures and levels will be in accordance with the relevant Work Level Standards (“ WLS “). The WLS contain job classification standards for those job classifications covered by this Part. Any proposed variation to the WLS will be the subject of consultation between the ABC and the relevant union. The parties will deal with any dispute consistent with clause 9 — Dispute resolution.</p> <p>20.4 Conditions for advancement</p> <p>(a) The competency based advancement of the following classifications will be in accordance with the Procedures for the Advancement of Employees:</p> <p>(i) Broadcaster;</p> <p>(ii) Production Support Officer (TV);</p> <p>(iii) TOPO; and</p>

Award title	Award code	Existing award terms
		<p data-bbox="869 344 1055 371">(iv) Producers.</p> <p data-bbox="770 416 2083 595">(b) The Procedures for the Advancement of Employees contain assessment structures and procedures for the advancement of Employees who fall within the classifications listed in 20.4(a). Any proposed variation to the Procedures for the Advancement of Employees will be the subject of consultation between the ABC and the relevant union. The parties will deal with any dispute consistent with clause 9 — Dispute resolution.</p> <p data-bbox="674 639 1070 667">21. Facilitative provisions</p> <p data-bbox="674 711 2083 818">21.1 A facilitative provision is one which provides that the standard approach in an award provision may be departed from by agreement between the ABC and the relevant union and/or an employee, or the majority of employees, in the enterprise or workplace concerned.</p> <p data-bbox="674 863 864 890">34. Cadets</p> <p data-bbox="674 911 703 932">...</p> <p data-bbox="674 976 2083 1114">34.16 In addition a cadet may apply for leave of absence for study or examination leave in accordance with ABC policy, as amended from time to time, to attend at an Australian university or college of advanced education for a course of the diploma of journalist or other courses approved by the ABC and the relevant union.</p> <p data-bbox="674 1158 943 1185">39. Meal breaks</p> <p data-bbox="674 1206 703 1227">...</p>

Award title	Award code	Existing award terms
		<p>39.2 If the time permitted for a meal is less than one hour, no time will be deducted, except where special arrangements have been agreed between the ABC and the relevant union. No more than one hour may be deducted in any day.</p> <p>83. Overtime ...</p> <p>83.7 For the purpose of this award, a week will be deemed to be Monday to Sunday unless the ABC notifies the relevant union in writing that another seven consecutive day period will be deemed to be the week for a particular production.</p> <p>87. Allowances and special rates ...</p> <p>87.4 Repeat and residual payments For those recorded programmes for which an artist may receive future payment in accordance with the provisions of clauses 76.2 and 76.3 , and 87.1 to 87.3 of this award the Corporation will notify the relevant union of the date of the first transmission and the number of times the programme has been transmitted on each metropolitan station up to the date of the relevant union’s request. This information will be provided subject to a reasonable request by the relevant union and will be provided to the union within ten days of that request.</p> <p>87.6 When the ABC sells or licences a television programme made by the ABC to an Australian pay or subscription television service, the actors engaged in the original recording of the programme must jointly, subject to agreement from the relevant union, be paid an amount equal to 16 2/3% of the gross revenue of the sale or licence of the programme.</p>

Award title	Award code	Existing award terms
<p><i>Australian Bureau of Statistics (Interviewers) Enterprise Award 2016</i></p>	<p>MA000143</p>	<p>19. Dispute resolution ...</p> <p>19.7 Leave of absence to attend proceedings Where the provisions of clause 19.1 have been complied with, and to assist in the resolution of the matter, an Interviewer who is appointed to accompany or represent another Interviewer pursuant to clause 19.5 will be granted leave of absence to attend Fair Work Commission proceedings arising from a referral of a dispute in accordance with clause 19.2 and will not suffer any loss of pay in respect of the absence.</p> <p>19.8 Leave of absence to attend courses</p> <p>(a) To assist in the resolution of disputes in an agency, an Interviewer representative, referred to in clause 19.5 , will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the Agency.</p> <p>(b) The specific training course will be agreed between the employer and the individual Interviewer.</p> <p>(c) An Interviewer representative granted leave of absence under clause 19.8 will not suffer any loss of pay.</p>

Award title	Award code	Existing award terms
<p><i>Australian Capital Territory Public Sector Enterprise Award 2016</i></p>	<p>MA000146</p>	<p>5. Facilitative provisions ...</p> <p>5.4 The following conditions apply to the use of facilitative provisions:</p> <p>(a) if one or more affected employees is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the director-general about the implementation of the facilitative provisions. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements;</p> <p>(b) where the director-general proposes to use the facilitative provision in paragraph 8.2(k)(i), the director-general must inform the relevant union(s);</p> <hr/> <p>12. Allowances ...</p> <p>12.5 Office Disturbance allowance ...</p> <p>(b) In situations where disabilities exist at a particular office location due to unavoidable or other particular circumstances:</p> <p>(i) the employer and union or other employee representatives will negotiate without delay on the payment of an appropriate disability allowance as set out in subclauses 12.22 and 12.23.</p>

Award title	Award code	Existing award terms
		<p data-bbox="674 344 1021 371">27. Dispute resolution</p> <p data-bbox="674 392 707 413">...</p> <p data-bbox="674 453 1301 480">27.7 Leave of absence to attend proceedings</p> <p data-bbox="770 528 2083 703">Where the provisions of subclause 27.1 have been complied with, and to assist in the resolution of the matter, an employee who is appointed to accompany or represent another employee pursuant to subclause 27.5 will be granted leave of absence to attend Fair Work Commission proceedings arising from a referral of a dispute in accordance with subclause 27.2 and will not suffer any loss of pay in respect of the absence.</p> <p data-bbox="674 748 1240 775">27.8 Leave of absence to attend courses</p> <p data-bbox="770 823 2083 999">(a) To assist in the resolution of disputes in a directorate or agency, an employee representative, referred to in subclause 27.5 , will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the directorate or agency.</p> <p data-bbox="770 1046 2083 1074">(b) The specific training course will be agreed between the employer and the individual employee.</p> <p data-bbox="770 1121 2083 1185">(c) An employee representative granted leave of absence under paragraph 27.8(a) will not suffer any loss of pay.</p> <p data-bbox="674 1233 1021 1260">Schedule E — Definitions</p>

Award title	Award code	Existing award terms
		<p>Union means a union which can represent the industrial interests of the employee(s) concerned and has one or more members employed in the directorate or agency in which the employee(s) are employed and, where appropriate, includes the relevant national union official or nominated delegate.</p>
<p><i>Australian Federal Police Enterprise Award 2016</i></p>	<p>MA000142</p>	<p>24. Dispute resolution ...</p> <p>24.7 Leave of absence to attend proceedings</p> <p>Where the provisions of clause 24.1 have been complied with, and to assist in the resolution of the matter, an employee who is appointed to accompany or represent another employee pursuant to clause 24.5 will be granted leave of absence to attend Fair Work Commission proceedings arising from a referral of a dispute in accordance with clause 24.2 and will not suffer any loss of pay in respect of the absence.</p> <p>24.8 Leave of absence to attend courses</p> <p>(a) To assist in the resolution of disputes in an agency, an employee representative, referred to in clause 24.5 , will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the Agency.</p> <p>(b) The specific training course will be agreed between the employer and the individual employee.</p> <p>24.9 An employee representative granted leave of absence under clause 24.8 will not suffer any loss of pay.</p>
<p><i>Australian Government Industry Award 2016</i></p>	<p>MA000153</p>	<p>6. Facilitative provisions ...</p>

Award title	Award code	Existing award terms
		<p data-bbox="674 379 1630 411">6.4 The following conditions apply to the use of facilitative provisions:</p> <p data-bbox="770 453 2083 667">(a) if one or more affected employees is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the employer about the implementation of the facilitative provisions. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements;</p> <hr/> <p data-bbox="674 676 1021 708">8. Dispute resolution</p> <p data-bbox="674 724 707 740">...</p> <p data-bbox="674 788 1301 820">8.7 Leave of absence to attend proceedings</p> <p data-bbox="770 826 2083 970">Where the provisions of clause 8.1 have been complied with, and to assist in the resolution of the matter, an employee who is appointed to accompany or represent another employee pursuant to clause 8.5 will be granted leave of absence to attend Fair Work Commission proceedings arising from a referral of a dispute in accordance with clause 8.2 and will not suffer any loss of pay in respect of the absence.</p> <p data-bbox="674 1011 1240 1043">8.8 Leave of absence to attend courses</p> <p data-bbox="770 1085 2083 1228">(a) To assist in the resolution of disputes in a workplace, an employee representative, referred to in clause 8.5 , will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the employer.</p> <p data-bbox="770 1270 2083 1302">(b) The specific training course will be agreed between the employer and the individual employee.</p>

Award title	Award code	Existing award terms
		<p>(c) An employee representative granted a leave of absence under clause 8.8(a) will not suffer any loss of pay.</p> <hr/> <p>Schedule I — Employment conditions specific to the Australian Maritime Safety Authority ... I.10 Shift work ... I.10.2 Introduction of shift work or a new roster or arrangement of shift cycles, may be approved, after consultation with the relevant unions and employees. Employees will be given a minimum seven days prior notice before the introduction of a new roster.</p> <hr/> <p>Schedule O — Employment conditions specific to employees of the Special Broadcasting Service Corporation ... O.12 Shift work ... O.12.5 Averaged shift penalties</p> <p>SBS and a majority of affected employees may agree on a rate of averaged shift penalties to be paid over an agreed cycle. The union will be given reasonable opportunity to represent its members in negotiations on averaged shift penalties proposals.</p>
	MA000144	8. Ordinary hours of work and rostering

Award title	Award code	Existing award terms
<i>Australian Nuclear Science and Technology Organisation (ANSTO) Enterprise Award 2016</i>		<p>...</p> <p>8.9 Flexible working hours</p> <p>...</p> <p>(k) Local agreements</p> <p>(i) The Executive Director or delegated management, union representatives and a majority of employees in a work area or areas may enter into local agreements on the operation of flextime.</p>
		<p>25. Dispute resolution</p> <p>25.6 Leave to attend courses To assist in the resolution of disputes in the workplace, a representative, will be granted leave of absence to attend courses conducted by an accredited training provider which are specifically directed towards effective dispute resolution. The specific training course will be agreed between the employer and the individual employee.</p> <p>25.7 A union delegate/employee representative granted leave of absence under clause 25.6 will not suffer any loss of pay.</p> <p>25.8 Leave to attend proceedings Leave of absence will be granted to an employee participating in any industrial proceedings under the Fair Work Act. The leave will be only for such a time as that employee is necessarily absent from duty.</p> <p>25.9 A union delegate/employee representative granted leave of absence under clause 25.8 will not suffer any loss of pay.</p>

Award title	Award code	Existing award terms
<p><i>Australian Public Service Enterprise Award 2015</i></p>	<p>MA000124</p>	<p>5. Facilitative provisions ...</p> <p>5.4 The following conditions apply to the use of facilitative provisions:</p> <p>(a) if one or more affected employees is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the Agency Head about the implementation of the facilitative provisions. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements;</p> <p>(b) where the Agency Head proposes to use the facilitative provision in clause 8.3(d) , the Agency Head must inform the relevant union(s);</p> <hr/> <p>26. Dispute resolution ...</p> <p>26.7 Leave of absence to attend proceedings Where the provisions of clause 26.1 have been complied with, and to assist in the resolution of the matter, an employee who is appointed to accompany or represent another employee pursuant to clause 26.5 will be granted leave of absence to attend Fair Work Commission proceedings arising from a referral of a dispute in accordance with clause 26.2 and will not suffer any loss of pay in respect of the absence.</p> <p>26.8 Leave of absence to attend courses</p>

Award title	Award code	Existing award terms
		<p>(a) To assist in the resolution of disputes in an agency, an employee representative, referred to in clause 26.5, will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the Agency.</p> <p>(b) The specific training course will be agreed between the employer and the individual employee.</p> <p>(c) An employee representative granted leave of absence under clause 26.8 will not suffer any loss of pay.</p> <p>Schedule E — Definitions</p> <p>Union means a union which can represent the industrial interests of the employee(s) concerned and has one or more members employed in the Agency in which the employee(s) are employed and, where appropriate, includes the relevant national union official or nominated delegate.</p>
<i>Banking, Finance and Insurance Award 2020</i>	MA000019	N/A
<i>Black Coal Mining Industry Award 2020</i>	MA000001	N/A
<i>Book Industry Award 2020</i>	MA000078	N/A
<i>Broadcasting, Recorded Entertainment and Cinemas Award 2020</i>	MA000091	N/A
<i>Building and Construction General On-site Award 2020</i>	MA000020	<p>39. Dispute resolution</p> <p>...</p>

Award title	Award code	Existing award terms
		<p>39.10 Dispute resolution procedure training leave</p> <p>(a) For the purpose of clause 39.10, an eligible employee representative is an employee who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure.</p> <p>(b) An eligible employee representative will be entitled to up to 5 days' paid leave per year to undertake training that will assist them in their settlement of disputes role. The time of taking such leave will be agreed between them and their employer so as to minimise any adverse effect on the employer's operations.</p>
<i>Business Equipment Award 2020</i>	MA000021	N/A
<i>Car Parking Award 2020</i>	MA000095	N/A
<i>Cement, Lime and Quarrying Award 2020</i>	MA000055	N/A
<i>Cemetery Industry Award 2020</i>	MA000070	N/A
<i>Children's Services Award 2010</i>	MA000120	<p>2. Commencement and transitional</p> <p>...</p> <p>2.6 The Fair Work Commission may review the transitional arrangements:</p> <p>(a) on its own initiative; or</p> <p>(b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or</p>

Award title	Award code	Existing award terms
		<p>(c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees that are covered by the modern award; or</p> <p>(d) in relation to outworker arrangements, on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the arrangements relate.</p>
<i>Christmas Island Administration Enterprise Award 2016</i>	MA000149	<p>23. Dispute resolution ...</p> <p>23.7 Leave of absence to attend courses A union or employee representative shall be granted paid leave of absence of up to one week, to attend short courses conducted by a recognised training provider, that are specifically directed towards effective dispute resolution. The grant of leave shall be subject to the operating requirements of the employer.</p> <p>23.8 The training course shall be agreed between the employer, the employee and the union.</p> <p>23.9 Where the agreed course is located in Perth, the employer shall reimburse half the cost of a return economy airfare from Christmas Island to Perth.</p> <p>23.10 In any one year, no more than two employees shall be entitled to paid leave under this clause.</p> <p>23.11 A union or employee representative who is involved in a dispute shall be granted paid leave of absence to attend any FWC proceedings that deal with that dispute.</p>
<i>Chullora Printing Award 2015</i>	MA000127	N/A

Award title	Award code	Existing award terms
<i>Cleaning Services Award 2020</i>	MA000022	<p>29. Consultation about change of contract</p> <p>29.1 Clause 29 applies where an employer decides not to seek a renewal of a contract to perform cleaning services or is notified that such a contract to which the employer is a party is to be, or is likely to be, terminated.</p> <p>29.2 The employer must, at least 28 days (or as soon as practicable if that is later than 28 days) before the contract is due to end, give written notice of the situation to the affected employees and their representatives (if any), including the date on which the contract is due to end.</p> <p>29.8 The incoming contractor must, as soon as practicable after making any offer of employment to employees of the outgoing contractor, give written notice of the offer and its terms to the outgoing contractor and to any representative, including a relevant union, nominated by the employee.</p> <hr/> <p>31. Dispute resolution procedure training leave</p> <p>31.1 Subject to clauses 31.7, 31.8 and 31.9, an eligible employee representative is entitled to up to 5 days' paid dispute resolution procedure training leave to attend courses directed at improving the operation of the dispute resolution procedure, including its operation in connection with this award, the Act or any relevant agreement.</p> <p>31.2 An eligible employee representative must give the employer 6 weeks' notice (or such shorter period of notice as the employer may agree to accept) of their intention to attend a course and the amount of leave to be taken.</p> <p>31.3 The notice must include details of the type, content and duration of the course to be attended.</p>

Award title	Award code	Existing award terms												
		<p>31.4 The leave must be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p> <p>31.5 An eligible employee representative is entitled to be paid for the period of leave at the rate at which they would have been paid for their ordinary hours of work in that period had they not been on leave.</p> <p>31.6 Leave under clause 31 counts as service for all purposes of this award.</p> <p>31.7 An eligible employee representative is an employee who is</p> <ul style="list-style-type: none"> (a) a shop steward, delegate or employee representative duly elected or appointed by employees in that enterprise or workplace to represent them in the dispute resolution procedure; (b) within the class and number of employee representatives entitled from year to year to take paid dispute resolution procedure training leave in accordance with the following table: <p>Table 8—Eligible employee representatives quota</p> <table border="1" data-bbox="869 965 1776 1316"> <thead> <tr> <th data-bbox="869 965 1285 1118">Column 1 Number of employees employed by employer</th> <th data-bbox="1285 965 1776 1118">Column 2 Number of eligible employee representatives entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="869 1118 1285 1158">5 to 15 employees</td> <td data-bbox="1285 1118 1776 1158">1</td> </tr> <tr> <td data-bbox="869 1158 1285 1198">16 to 30 employees</td> <td data-bbox="1285 1158 1776 1198">2</td> </tr> <tr> <td data-bbox="869 1198 1285 1238">31 to 50 employees</td> <td data-bbox="1285 1198 1776 1238">3</td> </tr> <tr> <td data-bbox="869 1238 1285 1278">51 to 100 employees</td> <td data-bbox="1285 1238 1776 1278">4</td> </tr> <tr> <td data-bbox="869 1278 1285 1316">More than 100 employees</td> <td data-bbox="1285 1278 1776 1316">5</td> </tr> </tbody> </table>	Column 1 Number of employees employed by employer	Column 2 Number of eligible employee representatives entitled per year	5 to 15 employees	1	16 to 30 employees	2	31 to 50 employees	3	51 to 100 employees	4	More than 100 employees	5
Column 1 Number of employees employed by employer	Column 2 Number of eligible employee representatives entitled per year													
5 to 15 employees	1													
16 to 30 employees	2													
31 to 50 employees	3													
51 to 100 employees	4													
More than 100 employees	5													

Award title	Award code	Existing award terms
		<p>31.8 If, for any year the number of employee representatives seeking paid dispute resolution procedure training leave exceeds the quota of eligible employee representatives in column 2 of Table 8—Eligible employee representatives quota , priority of entitlement for that year must be resolved by agreement between them or, in the absence of agreement, according to their relative seniority.</p> <p>31.9 For the purposes of determining the number of eligible employee representatives in column 2 of Table 8—Eligible employee representatives quota, employees employed by the employer mention in mentioned in column 1 are employees covered by this award with at least 6 months’ service and who work in the enterprise or workplace to which the procedure established under clause 30—Dispute resolution applies .</p>
<i>Clerks—Private Sector Award 2020</i>	MA000002	N/A
<i>Coal Export Terminals Award 2020</i>	MA000045	N/A
<i>Commercial Sales Award 2020</i>	MA000083	N/A
<i>Concrete Products Award 2020</i>	MA000056	<p>31. Dispute resolution procedure training leave</p> <p>31.1 Subject to clauses 31.7 and 31.9 , an eligible employee representative is entitled to, and the employer must grant, up to 5 days’ training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the Act , or with any relevant agreement which is to be read in conjunction with this award.</p>

Award title	Award code	Existing award terms
		<p>31.2 An eligible employee representative must give the employer 6 weeks' notice of the employee representative's intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p> <p>31.3 The notice to the employer must include details of the type, content and duration of the course to be attended.</p> <p>31.4 The taking of such leave must be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p> <p>31.5 An eligible employee representative taking such leave must be paid the wages the employee would have received in respect of the ordinary time the employee would have worked had they not been on leave during the relevant period.</p> <p>31.6 Leave of absence granted pursuant to clause 31 counts as service for all purposes of this award.</p> <p>31.7 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is an employee:</p> <ul style="list-style-type: none"> <li data-bbox="770 1043 2096 1187">(a) who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace generally or collectively for all or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure; and <li data-bbox="770 1230 2096 1299">(b) who is within the class and number of employee representatives entitled from year to year to take paid dispute resolution procedure training leave according to the following table:

Award title	Award code	Existing award terms													
		<table border="1"> <thead> <tr> <th data-bbox="853 344 1400 480">Number of employees employed by the employer in an enterprise or workplace</th> <th data-bbox="1400 344 1946 480">Maximum number of eligible employee representatives entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="853 480 1400 539">5–15</td> <td data-bbox="1400 480 1946 539">1</td> </tr> <tr> <td data-bbox="853 539 1400 598">16–30</td> <td data-bbox="1400 539 1946 598">2</td> </tr> <tr> <td data-bbox="853 598 1400 657">31–50</td> <td data-bbox="1400 598 1946 657">3</td> </tr> <tr> <td data-bbox="853 657 1400 716">51–90</td> <td data-bbox="1400 657 1946 716">4</td> </tr> <tr> <td data-bbox="853 716 1400 783">More than 90</td> <td data-bbox="1400 716 1946 783">5</td> </tr> </tbody> </table>	Number of employees employed by the employer in an enterprise or workplace	Maximum number of eligible employee representatives entitled per year	5–15	1	16–30	2	31–50	3	51–90	4	More than 90	5	<p data-bbox="674 823 2083 967">31.8 Where the number of eligible employee representatives exceeds the quota at any particular time for a relevant enterprise or workplace, priority of entitlement for the relevant year must be resolved by agreement between those entitled or, if not agreed, be given to the more senior of the employee representatives otherwise eligible who seeks leave.</p> <p data-bbox="674 1010 2083 1153">31.9 For the purpose of applying the quota table, employees employed by the employer in an enterprise or workplace are full-time and part-time employees, and casual employees with 6 months or more service, covered by this award who are employed by the employer and engaged in the enterprise or workplace to which the procedure established under clause 30—Dispute resolution applies.</p>
Number of employees employed by the employer in an enterprise or workplace	Maximum number of eligible employee representatives entitled per year														
5–15	1														
16–30	2														
31–50	3														
51–90	4														
More than 90	5														
<i>Contract Call Centres Award 2020</i>	MA000023	<p data-bbox="674 1163 1368 1195">31. Dispute resolution procedure training leave</p> <p data-bbox="674 1238 2083 1337">31.1 Subject to clause 31.7, an eligible employee representative will be entitled to, and the employer will grant, up to 5 days’ training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award</p>													

Award title	Award code	Existing award terms
		<p>and with the Act, or with any relevant agreement which provides it is to be read in conjunction with this award.</p> <p>31.2 An eligible employee representative must give the employer 6 weeks' notice of the employee representative's intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p> <p>31.3 The notice to the employer must include details of the type, content and duration of the course to be attended.</p> <p>31.4 The taking of such leave will be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p> <p>31.5 An eligible employee representative taking such leave will be paid all ordinary time earnings which normally become due and payable during the period of leave.</p> <p>31.6 Leave of absence granted pursuant to clause 31 will count as service for all purposes of this award.</p> <p>31.7 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is a:</p> <ul style="list-style-type: none"> <li data-bbox="772 1118 2083 1225">(a) shop steward, a delegate or an employee representative duly elected or appointed by the employees in a workplace generally or collectively for all or part of a workplace for the purpose of representing those employees in the dispute resolution procedure; and <li data-bbox="772 1267 2083 1332">(b) who is within the class and number of representatives entitled from year to year to take paid dispute resolution procedure training leave according to the following quota table:

Award title	Award code	Existing award terms												
		<table border="1" data-bbox="853 373 1738 687"> <thead> <tr> <th data-bbox="853 373 1290 491">Number of employees employed by employer in enterprise or workplace</th> <th data-bbox="1290 373 1738 491">Maximum number of eligible employee representatives entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="853 491 1290 528">5–15</td> <td data-bbox="1290 491 1738 528">1</td> </tr> <tr> <td data-bbox="853 528 1290 564">16–30</td> <td data-bbox="1290 528 1738 564">2</td> </tr> <tr> <td data-bbox="853 564 1290 601">31–50</td> <td data-bbox="1290 564 1738 601">3</td> </tr> <tr> <td data-bbox="853 601 1290 638">51–90</td> <td data-bbox="1290 601 1738 638">4</td> </tr> <tr> <td data-bbox="853 638 1290 687">More than 90</td> <td data-bbox="1290 638 1738 687">5</td> </tr> </tbody> </table> <p data-bbox="674 727 2083 874">31.8 Where the number of eligible employee representatives exceeds the quota at any particular time for a relevant enterprise or workplace, priority of entitlement for the relevant year will be resolved by agreement between those entitled, or if not agreed, be given to the more senior of the employee representatives otherwise eligible who seeks leave.</p> <p data-bbox="674 914 2083 1059">31.9 For purposes of applying the quota table employees employed by the employer in the enterprise or workplace are full-time, part-time and casual employees with 6 months or more service who are covered by this award and who are engaged in the enterprise or workplace to which the procedure established under clause 30—Dispute resolution applies.</p>	Number of employees employed by employer in enterprise or workplace	Maximum number of eligible employee representatives entitled per year	5–15	1	16–30	2	31–50	3	51–90	4	More than 90	5
Number of employees employed by employer in enterprise or workplace	Maximum number of eligible employee representatives entitled per year													
5–15	1													
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More than 90	5													
<i>Corrections and Detention (Private Sector) Award 2020</i>	MA000110	N/A												
<i>Cotton Ginning Award 2020</i>	MA000024	N/A												
<i>CSIRO Enterprise Award 2016</i>	MA000148	24. Dispute resolution ...												

Award title	Award code	Existing award terms
		<p>24.6 Leave of absence to attend proceedings Where the provisions of 24.1 have been complied with, and to assist in the resolution of the matter, an employee who is appointed to accompany or represent another employee pursuant to clause 24.5 will be granted paid leave of absence to attend Fair Work Commission proceedings arising from referral of the matter in 24.2.</p> <p>24.7 Leave of absence to attend short courses To assist in the resolution of disputes, a representative referred to in clause 24.5 may be granted leave of absence on full pay to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of CSIRO.</p>
<i>Dredging Industry Award 2020</i>	MA000085	N/A
<i>Dry Cleaning and Laundry Industry Award 2020</i>	MA000096	N/A
<i>Educational Services (Post-Secondary Education) Award 2020</i>	MA000075	N/A
<i>Educational Services (Schools) General Staff Award 2020</i>	MA000076	N/A
<i>Educational Services (Teachers) Award 2020</i>	MA000077	N/A
<i>Electrical Power Industry Award 2020</i>	MA000088	30. Dispute resolution procedure training leave

Award title	Award code	Existing award terms
		<p>30.1 Subject to clauses 30.7 , 30.8 and 30.9 an eligible employee representative is entitled to, and the employer must grant, up to 5 days’ training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the Act , or with any relevant agreement which provides it is to be read in conjunction with this award.</p> <p>30.2 An eligible employee representative must give the employer 6 weeks’ notice of the employee representative’s intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p> <p>30.3 The notice to the employer must include details of the type, content and duration of the course to be attended.</p> <p>30.4 The taking of such leave must be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p> <p>30.5 An eligible employee representative taking such leave must be paid the wages the employee would have received in respect of the ordinary time the employee would have worked had they not been on leave during the relevant period.</p> <p>30.6 Leave of absence granted pursuant to clause 30 counts as service for all purposes of this award.</p> <p>30.7 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is an employee:</p> <p style="padding-left: 40px;">(a) who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace generally or collectively for all or part of an</p>

Award title	Award code	Existing award terms												
		<p data-bbox="869 344 2083 411">enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure; and</p> <p data-bbox="770 453 2083 520">(b) who is within the class and number of employee representatives entitled from year to year to take paid dispute resolution procedure training leave according to the following quota table:</p> <table border="1" data-bbox="853 560 1718 874"> <thead> <tr> <th data-bbox="853 560 1285 675">Number of employees employed by the employer in an enterprise or workplace</th> <th data-bbox="1285 560 1718 675">Maximum number of eligible employee representatives entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="853 675 1285 715">5–15</td> <td data-bbox="1285 675 1718 715">1</td> </tr> <tr> <td data-bbox="853 715 1285 754">16–30</td> <td data-bbox="1285 715 1718 754">2</td> </tr> <tr> <td data-bbox="853 754 1285 794">31–50</td> <td data-bbox="1285 754 1718 794">3</td> </tr> <tr> <td data-bbox="853 794 1285 834">51–90</td> <td data-bbox="1285 794 1718 834">4</td> </tr> <tr> <td data-bbox="853 834 1285 874">More than 90</td> <td data-bbox="1285 834 1718 874">5</td> </tr> </tbody> </table> <p data-bbox="674 916 2083 1056">30.8 Where the number of eligible employee representatives exceeds the quota at any particular time for a relevant enterprise or workplace, priority of entitlement for the relevant year must be resolved by agreement between those entitled or, if not agreed, be given to the more senior of the employee representatives otherwise eligible who seeks leave.</p> <p data-bbox="674 1102 2083 1241">30.9 For the purpose of applying the quota table, employees employed by the employer in an enterprise or workplace are full-time and part-time employees, and casual employees with 6 months or more service, covered by this award who are employed by the employer and engaged in the enterprise or workplace to which the procedure established under clause 29 — Dispute resolution applies.</p>	Number of employees employed by the employer in an enterprise or workplace	Maximum number of eligible employee representatives entitled per year	5–15	1	16–30	2	31–50	3	51–90	4	More than 90	5
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5–15	1													
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Award title	Award code	Existing award terms
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	MA000025	<p>15. Inclement weather ...</p> <p>15.2 Conference procedure for inclement weather</p> <p>The employer or its representative, when requested by the employees or their representative, must confer within a reasonable time (which does not exceed 60 minutes) for the purpose of determining whether or not the conditions referred to in clause 15 apply.</p>
<i>Fast Food Industry Award 2020</i>	MA000003	N/A
<i>Fire Fighting Industry Award 2020</i>	MA000111	<p>32. Dispute resolution ...</p> <p>32.10 Dispute resolution training leave</p> <p>(a) An employee elected by employees in a workplace to represent them in dealings with the employer will be granted leave on full pay for up to 5 days per calendar year for the purpose of attending training courses that will enable the employee’s representative to perform or better perform their duties.</p> <p>(b) Such leave in a calendar year may be extended to 10 days, subject to the total leave granted in that year and the subsequent year not exceeding 10 days.</p> <p>(c) At all times this leave is subject to operational requirements and determined on this basis.</p>
<i>Fitness Industry Award 2020</i>	MA000094	N/A

Award title	Award code	Existing award terms
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	MA000073	<p>7. Facilitative provisions ...</p> <p>7.4 Facilitation by majority agreement ...</p> <p>(c) Additional safeguard ...</p> <p>(ii) The additional safeguard requires that the unions which have members employed at an enterprise covered by this award must be informed by the employer of the intention to use the facilitative provision and be given a reasonable opportunity to participate in the negotiations regarding its use. Union involvement in this process does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements at the enterprise.</p>
		<p>12. Ordinary hours of work ...</p> <p>12.5 Methods of arranging ordinary working hours ...</p> <p>(c) Twelve hour days or shifts</p> <p>By agreement between an employer and the majority of employees in the enterprise or part of the enterprise concerned, 12 hour days or shifts may be introduced subject to:</p>

Award title	Award code	Existing award terms
		<ul style="list-style-type: none"> (i) proper health monitoring procedures being introduced; (ii) suitable roster arrangements being made; (iii) proper supervision being provided; (iv) adequate breaks being provided; and (v) a trial or review process being jointly implemented by the employer and the employees or their representatives.
<i>Funeral Industry Award 2020</i>	MA000105	N/A
<i>Gardening and Landscaping Services Award 2020</i>	MA000101	N/A
<i>Gas Industry Award 2020</i>	MA000061	N/A
<i>General Retail Industry Award 2020</i>	MA000004	N/A
<i>GrainCorp Country Operations Award 2015</i>	MA000138	N/A
<i>Graphic Arts, Printing and Publishing Award 2020</i>	MA000026	<p>7. Facilitative provisions ...</p> <p>7.3 Levels of facilitative provisions ...</p>

Award title	Award code	Existing award terms
		<p data-bbox="770 344 965 371">(b) Level 2</p> <p data-bbox="866 416 2083 632">(i) An employee or employees and the employer agree on the application of an award clause. The employee(s) may request the assistance of a union or other representative and that representative must be given a reasonable opportunity to participate in the discussions leading up to any agreement. A representative's involvement in this process does not mean that the consent of the representative is required prior to the introduction of agreed facilitative arrangements at the enterprise.</p> <p data-bbox="770 676 965 703">(c) Level 3</p> <p data-bbox="866 748 2083 925">(i) Where a union has members employed at an enterprise covered by the award the union/s must be informed by the employer of the intention to use the facilitative provision and must be given a reasonable opportunity to participate in the negotiations. Union involvement in this process does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements at the enterprise.</p>

40. Dispute resolution procedure training leave

40.1 Subject to the provisions of clause 40 a union delegate or duly elected employee representative will be entitled to up to 5 days' training leave with pay each calendar year, non-cumulative, to receive training directed at the enhancement of the operation of dispute settling procedures.

40.2 The amount of training leave an employer may be requested to approve per 12 month period will depend on the number of weekly employees employed and will be in accordance with the following table:

Number of employees	Number of delegates or duly elected employee representatives
1–10	1 (3 days training leave)
11–20	1 (5 days training leave)
21–30	2 (5 days training leave each)
31–50	3 (5 days training leave each)
51–90	4 (5 days training leave each)
more than 90	5 (5 days training leave each)

40.3 Training leave will be granted upon an application in writing to the employer requesting such leave. The application to the employer must include the nature, content and duration of the course to be attended.

40.4 The granting of leave pursuant to clause 40 will be subject to the employer being able to make adequate staffing arrangements among current employees during the period of the leave. However an employer must not use clause 40.4 to avoid an obligation under clause 40 .

40.5 An employee must provide at least 4 weeks' notice of intention to take training leave, unless the employer agrees to a lesser period of notice.

Award title	Award code	Existing award terms
		<p>40.6 While on training leave, the employee will be paid all ordinary time earnings. For the purposes of clause 40.6 , ordinary time earnings means the wage rate for the classification, over-award payment and shift loading which otherwise would be payable.</p> <p>40.7 Training leave granted under clause 40 will count as service for all purposes of this award.</p> <p>40.8 All expenses (such as travel, accommodation and meals) associated with or incurred by the employee attending a training course as provided for in clause 40 will be the responsibility of the employee or the union.</p> <p>40.9 Only employees who have completed 6 months' continuous service with their current employer will be eligible for such leave.</p>
<i>Hair and Beauty Industry Award 2020</i>	MA000005	N/A
<i>Health Professionals and Support Services Award 2020</i>	MA000027	N/A

<p><i>Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Award 2018</i></p>	<p>MA000157</p>	<p>9. Dispute resolution ...</p> <p>9.7 Settlement of disputes—training leave</p> <p>(a) A union representative, or other employee selected by the union, shall be entitled to, and the employer shall grant, up to five days’ leave with pay each calendar year, non-cumulative, to attend courses conducted by an accredited training provider and, approved by the union or TUTA (Inc) on the following conditions:</p> <ul style="list-style-type: none"> (i) the scope, content and level of the courses are directed to the enhancement of the operation of the settlement of dispute/dispute settlement procedure/s; (ii) that two weeks’ period of notice is provided to the employer; (iii) the taking of leave is arranged having regard to the operational requirements of the employer; (iv) the union representative, or other union nominee, taking such leave shall be paid “full pay”; <ul style="list-style-type: none"> • Full pay is the award rate of pay for normal rostered hours plus experience/service payments plus allowances which are deemed to be part of pay for all purposes, but excluding shiftwork, overtime and other allowances. • leave of absence granted pursuant to this clause shall count as service for all purposes of this award.
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Award title	Award code	Existing award terms
		<p>(b) Notwithstanding clause 9.7(a) , leave of absence in accordance with the clause in excess of five days and up to ten days may be granted in that year and in the subsequent year not exceeding ten days.</p> <p>(c) Leave of absence in accordance with this clause may include any necessary travelling time in normal hours immediately before or after the course.</p>
<i>Higher Education Industry-Academic Staff-Award 2020</i>	MA000006	N/A
<i>Higher Education Industry-General Staff-Award 2020</i>	MA000007	N/A
<i>Horse and Greyhound Training Award 2020</i>	MA000008	N/A
<i>Horticulture Award 2020</i>	MA000028	N/A
<i>Hospitality Industry (General) Award 2020</i>	MA000009	Schedule I – Loaded Rate Arrangements ...

Award title	Award code	Existing award terms
		<p>I.7 Consultation</p> <p>At least 7 days prior to initiating any of the provisions in Schedule I, the employer must consult with all employees affected by the proposed change and their representatives (if any).</p>
<i>Hydrocarbons Field Geologists Award 2020</i>	MA000064	N/A
<i>Hydrocarbons Industry (Upstream) Award 2020</i>	MA000062	N/A
<i>Joinery and Building Trades Award 2020</i>	MA000029	<p>26. Alternative working arrangement</p> <p>26.1 By written agreement between the employer and the employees, the ordinary hours of work may be altered from those allowed under clauses 16 — Ordinary hours of work , 18 — Breaks or 24 — Overtime to suit the needs of a particular enterprise, factory, workshop or section, provided that:</p> <ul style="list-style-type: none"> (a) where employees employed at the enterprise, factory, workshop or section request that the employer consult with their representatives on the proposed alteration, that consultation takes place at least 5 days prior to the introduction of the proposed alteration; (b) the agreement must be made by the majority of employees in the enterprise, factory, workshop or section affected by the alteration; and (c) no employee experiences a loss of ordinary time pay or status as a result of the alteration.
<i>Journalists Published Media Award 2020</i>	MA000067	N/A

Award title	Award code	Existing award terms
<i>Labour Market Assistance Industry Award 2020</i>	MA000099	N/A
<i>Legal Services Award 2020</i>	MA000116	N/A
<i>Live Performance Award 2020</i>	MA000081	N/A
<i>Local Government Industry Award 2020</i>	MA000112	<p>31. Dispute resolution ...</p> <p>31.10 Dispute Resolution Training Leave</p> <p>(a) An eligible employee shall be entitled to a maximum of 5 days paid leave to attend courses which are specifically directed towards effective resolution of disputes regarding industrial matters under this award and /or industrial issues which arise at the workplace.</p> <p>(b) Eligible employees are only entitled to leave in accordance with clause 31.10 for accredited courses.</p> <p>(c) Such leave will be available to an individual eligible employee once only during their employment. The employer and eligible employee may reach an agreement on any requests for refresher training.</p> <p>(d) For the purpose of clause 31.10 an accredited course means a Dispute Resolution Training Course conducted by or on behalf of a registered training organisation whose scope of registration includes industrial relations training.</p> <p>(e) Nothing in clause 31.10 will prevent the employer and the eligible employee from reaching agreement that such training can be provided by a union or other accredited training provider(s).</p>

Award title	Award code	Existing award terms
		<p>(f) An eligible employee is defined as a full-time or part-time employee:</p> <ul style="list-style-type: none"> (i) who is a union delegate, who has been duly appointed by a union and the employer has been formally notified of that appointment; and (ii) who has completed 12 months continuous service with the current employer. <p>(g) An eligible employee must comply with the following notice requirements:</p> <ul style="list-style-type: none"> (i) provide the employer with at least 5 weeks prior notice in writing of their request to attend a dispute resolution training course; (ii) outline details of the type, content, venue and duration of the course to be attended in the written notice provided in accordance with clause 31.10(g)(i) <p>(h) The employer will consider a request for leave in accordance with clause 31.10 having regard to:</p> <ul style="list-style-type: none"> (i) the operational requirements of the employer; and (ii) the capacity of the employer to make adequate staffing arrangements among current employees during the proposed period of leave. <p>(i) An employer must not unreasonably refuse to agree to a request by the employee to take dispute resolution training leave.</p>

Award title	Award code	Existing award terms
		<p>(j) An employer will not be liable for any additional expenses associated with an employee's attendance at a course other than the payment of the minimum hourly rate for such absence.</p> <p>(k) An eligible employee will be required to provide the employer with proof of attendance at, and satisfactory completion of, the course to qualify for payment of leave.</p> <p>(l) Leave granted pursuant to clause 31.10 counts as service for all purposes of this award.</p>
<i>Mannequins and Models Award 2020</i>	MA000117	N/A
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	MA000010	<p>7. Facilitative provisions ...</p> <p>7.4 Facilitation by majority agreement ...</p> <p>(c) Additional safeguard ...</p> <p>(ii) The additional safeguard requires that the unions which have members employed at an enterprise covered by this award must be informed by the employer of the intention to use the facilitative provision and be given a reasonable opportunity to participate in the negotiations regarding its use. Union involvement in this process does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements at the enterprise.</p> <p>17. Ordinary hours of work and rostering ...</p>

Award title	Award code	Existing award terms
		<p>17.5 Methods of arranging ordinary working hours ... (c) Twelve hour days or shifts By agreement between an employer and the majority of employees in the enterprise or part of the enterprise concerned, 12 hour days or shifts may be introduced subject to: ... (v) a trial or review process being jointly implemented by the employer and the employees or their representatives.</p> <hr/> <p>20. Minimum rates ... 20.5 Classifications ... (b) Procedure for classifying employees covered by the National Metal and Engineering Competency Standards ... (v) Other provisions to be followed where competency standards are being implemented in an enterprise are that:</p> <ul style="list-style-type: none"> • management and employee representatives responsible for overseeing the implementation of competency standards within an enterprise must be given access to briefing and/or

Award title	Award code	Existing award terms
		<p>training courses on the competency standards and their implementation prior to implementation; and</p> <ul style="list-style-type: none"> • such briefings and/or training courses on the competency standards and their implementation can be either a joint briefing delivered by the parties or by one party with the approval of other relevant parties at the enterprise or an approved course delivered by a recognised provider with the approval of the relevant parties at the enterprise, provided that this does not exclude the delivery of additional training or advice by the parties to an enterprise. <p>44. Dispute resolution procedure training leave</p> <p>44.1 Subject to clauses 44.7 , 44.8 and 44.9 , an eligible employee representative is entitled to, and the employer must grant, up to 5 days training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the Act, or with any relevant agreement which provides it is to be read in conjunction with this award.</p> <p>44.2 An eligible employee representative must give the employer 6 weeks’ notice of the employee representative’s intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p> <p>44.3 The notice to the employer must include details of the type, content and duration of the course to be attended.</p> <p>44.4 The taking of such leave must be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p>

Award title	Award code	Existing award terms												
		<p>44.5 An eligible employee representative taking such leave must be paid the wages the employee would have received in respect of the ordinary time the employee would have worked had they not been on leave during the relevant period.</p> <p>44.6 Leave of absence granted pursuant to clause 44 counts as service for all purposes of this award.</p> <p>44.7 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is an employee:</p> <p>(a) who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace generally or collectively for all or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure; and</p> <p>(b) who is within the class and number of employee representatives entitled from year to year to take paid dispute resolution procedure training leave according to the following quota table:</p> <table border="1" data-bbox="869 967 1832 1278"> <thead> <tr> <th data-bbox="869 967 1352 1082">Number of employees employed by the employer in an enterprise or workplace</th> <th data-bbox="1352 967 1832 1082">Maximum number of eligible employee representatives entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="869 1082 1352 1121">5–15</td> <td data-bbox="1352 1082 1832 1121">1</td> </tr> <tr> <td data-bbox="869 1121 1352 1161">16–30</td> <td data-bbox="1352 1121 1832 1161">2</td> </tr> <tr> <td data-bbox="869 1161 1352 1201">31–50</td> <td data-bbox="1352 1161 1832 1201">3</td> </tr> <tr> <td data-bbox="869 1201 1352 1241">51–90</td> <td data-bbox="1352 1201 1832 1241">4</td> </tr> <tr> <td data-bbox="869 1241 1352 1278">More than 90</td> <td data-bbox="1352 1241 1832 1278">5</td> </tr> </tbody> </table>	Number of employees employed by the employer in an enterprise or workplace	Maximum number of eligible employee representatives entitled per year	5–15	1	16–30	2	31–50	3	51–90	4	More than 90	5
Number of employees employed by the employer in an enterprise or workplace	Maximum number of eligible employee representatives entitled per year													
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16–30	2													
31–50	3													
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More than 90	5													

Award title	Award code	Existing award terms
		<p>44.8 Where the number of eligible employee representatives exceeds the quota at any particular time for a relevant enterprise or workplace, priority of entitlement for the relevant year must be resolved by agreement between those entitled or, if not agreed, be given to the more senior of the employee representatives otherwise eligible who seeks leave.</p> <p>44.9 For the purpose of applying the quota table, employees employed by the employer in an enterprise or workplace are full-time and part-time employees, and casual employees with 6 months or more service, covered by this award who are employed by the employer and engaged in the enterprise or workplace to which the procedure established under clause 43 — Dispute resolution applies.</p> <p>55. Accident pay —Vehicle manufacturing employees ...</p> <p>55.3 Notice of injury</p> <p>When an employee receives an injury for which the employee claims to be entitled to payment under clause 55.3, the employee shall give notice in writing of the injury to the employer as soon as reasonably practicable after receiving the injury. Notice can be given by a representative of the employee.</p>
<i>Marine Tourism and Charter Vessels Award 2020</i>	MA000093	N/A
<i>Marine Towage Award 2020</i>	MA000050	N/A
<i>Maritime Offshore Oil and Gas Award 2020</i>	MA000086	N/A

Award title	Award code	Existing award terms
<i>Market and Social Research Award 2020</i>	MA000030	<p>29. Dispute resolution procedure training leave</p> <p>29.1 Subject to clause 29.2 , an eligible employee representative will be entitled to, and the employer will grant, up to 5 days’ training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the Act or with any relevant agreement which provides it is to be read in conjunction with this award.</p> <p>29.2 The employer will not be required in any calendar year to provide dispute resolution training leave across the whole workforce of that employer in excess of:</p> <ul style="list-style-type: none"> (a) a total of 20 days’ leave; (b) leave for the lesser of 5 employees nationally or 3 employees in any one state or territory. <p>29.3 The granting of leave, pursuant to clause 29 , will be subject to:</p> <ul style="list-style-type: none"> (a) the employee or an eligible employee representative giving not less than 25 working days’ written notice of the intention to attend such course, or such lesser period of notice as may be agreed by the employer. Such written notice must include the nature, content and duration of the course to be attended; and (b) the employer being able to make adequate staffing arrangements amongst current employees during the period of such leave. An employer will not use clause 29.3 to avoid an obligation under clause 29 . <p>29.4 Leave of absence granted pursuant to clause 29 will count as service for all purposes of this award.</p>

Award title	Award code	Existing award terms
		<p>29.5 Each employee on leave approved in accordance with clause 29 will be paid all ordinary time earnings. For the purpose of clause 29.5 ordinary time earnings for an employee means the classification rate, over-award payment, superannuation and shift loading which otherwise would have been payable.</p> <p>29.6 All expenses (such as travel, accommodation and meals) associated with or incurred by the employee attending a training course as provided for in clause 29 will be the responsibility of the employee or, where relevant, the union.</p> <p>29.7 An employee may be required to satisfy the employer of attendance at the course to qualify for payment of leave, unless the employee would otherwise have been entitled to payment under clause 21 — Personal/carer’s leave and compassionate leave .</p> <p>29.8 In the event a scheduled rostered day off falls within a period of leave approved pursuant to clause 29 , no alternative day of leave will be substituted instead.</p> <p>29.9 Employees will be allowed up to 2 hours of paid time per year to attend union meetings at the employer’s premises which are designed to facilitate awareness and understanding of the dispute resolution procedure in this award.</p>
<i>Meat Industry Award 2020</i>	MA000059	<p>7. Facilitative provisions ...</p> <p>7.3 Facilitation by majority or individual agreement ...</p> <p>(b) Where agreement is reached between the employer and the majority of employees in the workplace or a section or sections of it, the employer must not implement that agreement unless:</p>

Award title	Award code	Existing award terms
		<p>...</p> <p>(ii) unions which have members employed at an enterprise covered by this award must be informed by the employer of the intention to use the facilitative provision and be given a reasonable opportunity to participate in negotiations regarding its use. Union involvement in this process does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements at the enterprise.</p> <p>18. Payment by results</p> <p>...</p> <p>18.13 If an employee is a member of a union, the employee may be represented by a union in meeting and conferring with the employer about the implementation of clause 18, and in such case, the union must be given a reasonable opportunity to participate in negotiations regarding the proposed implementation of clause 18. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed arrangements.</p>
<i>Medical Practitioners Award 2020</i>	MA000031	N/A
<i>Metropolitan Newspapers (South Australia and Tasmania) Printing Award 2015</i>	MA000130	<p>10. Dispute Resolution Leave and Training Leave</p> <p>10.1 A delegate and any affected employee(s) must be allowed a reasonable period of paid time off during working hours for the purpose of holding discussions with any duly accredited union officials in relation to the resolution of the dispute, provided that such discussions do not adversely affect normal production.</p> <p>10.2 Training</p>

Award title	Award code	Existing award terms
		<p>(a) A chapel or other employee representative will be entitled to up to five (5) days' paid training leave each calendar year, non-cumulative, to attend courses conducted by an accredited training provider, approved by the union, which are directed at the enhancement of the operation of dispute settling machinery.</p> <p>(b) Each chapel or employee representative on dispute settling training leave, in accordance with this clause, shall be paid the classification rate, over award payment and shift loading which otherwise would have been payable.</p> <p>(c) A chapel or other employee representative will give the employer reasonable notice of his/her intention to attend such a course and the nature, content and duration of the course. The taking of leave will be arranged having regard to the operational requirement of the employer.</p> <p>(d) All expenses (such as travel, accommodation and meals) associated with or incurred by the employee attending a training course as provided in this clause shall be the responsibility of the employee or the union.</p> <p>(e) Leave of absence granted pursuant to this clause shall count as service for all purposes of the award.</p> <p>31. Rosters</p> <p>31.1 A roster of shifts to be worked in each department of a respondent employer's premises shall be compiled one week prior to the commencement of the shift after consultation between representatives of the employer and the Chapel or other employee representative, save and except for the production of the Sunday Mail so far as the press room, publishing and store are concerned, the requirement to be rostered on the Saturday will depend on the size of the Sunday Mail. Such roster shall indicate to each employee the shifts they are required to work in each week.</p>

Award title	Award code	Existing award terms
<i>Mining Industry Award 2020</i>	MA000011	N/A
<i>Miscellaneous Award 2020</i>	MA000104	N/A
<i>Mobile Crane Hiring Award 2020</i>	MA000032	<p>13. Rostering arrangements ...</p> <p>13.5 Where a majority of the employees request that their representative is to be consulted, consultation will take place at least 5 days prior to the alternate rostered day off being implemented.</p> <p>19. Accident pay ...</p> <p>19.15 An employee upon receiving an injury for which the employee claims to be entitled to receive accident pay shall give notice in writing of the said injury to the employer as soon as reasonably practicable after the occurrence; provided that such notice may be given by a representative of the employee.</p>
<i>Northern Territory News Award 2015</i>	MA000129	<p>10. Trade union training leave</p> <p>A Chapel officer wishing to attend any approved trade union course shall be allowed reasonable time off with pay to attend such course, providing the course is associated with dispute settling procedures.</p>

Award title	Award code	Existing award terms
		<p>Schedule A — Classification definitions</p> <p>A.1 Level 1 - Trainee employee - 78%</p> <p>...</p> <p>A.1.3 Training structure</p> <p>(a) Topics which could be suitable for such introductory training for new permanent employees include:</p> <p>(i) Information on the broad industry, conditions of employment, welfare facilities, introduction to supervisors and other employees, career paths and opportunities, training options, features of the enterprise, basic occupational health and safety procedures, plant layout and workshop procedures, union organisation, administration procedures and equal employment.</p>
<p><i>Northern Territory Public Sector Enterprise Award 2016</i></p>	<p>MA000151</p>	<p>5. Facilitative provisions</p> <p>...</p> <p>5.4 The following conditions apply to the use of facilitative provisions:</p> <p>(a) if one or more affected employees is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the employer about the implementation of the facilitative provisions. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements;</p>

Award title	Award code	Existing award terms
		<p data-bbox="674 344 943 373">24. Redundancy</p> <p data-bbox="674 392 707 411">...</p> <p data-bbox="674 456 1070 485">24.19 Facilitative provisions</p> <p data-bbox="770 529 2083 635">Where the union, or other employee nominated representative, the employee, and the Commissioner agree, provisions may be applied to a potentially surplus employee or surplus employee which are in addition to, or in substitution for, any or all of the provisions prescribed in this award.</p> <hr/> <p data-bbox="674 679 1339 708">27. Grievance and dispute resolution training</p> <p data-bbox="674 753 2083 820">27.1 Subject to clause 27.3, leave of absence will be granted to an employee to attend short training courses or seminars on the following conditions:</p> <ul style="list-style-type: none"> <li data-bbox="770 865 1711 893">(a) that Agency operating requirements permit the grant of leave; and <li data-bbox="770 938 2083 1005">(b) that the scope, content and level of the short course or seminar are directed to a better understanding of grievance handling and dispute resolution. <p data-bbox="674 1050 2083 1117">27.2 Leave granted under clause 27.1 will be with full pay at ordinary time, excluding shift, penalty or overtime payments, and will count as service for all purposes.</p> <hr/> <p data-bbox="674 1161 1025 1190">Schedule A — Definitions</p> <p data-bbox="770 1235 2083 1302">employee representative means a representative chosen by the employee, which may be a union representative</p>

Award title	Award code	Existing award terms
		<p>union(s) means a union which can represent the industrial interests of the employee(s) concerned and has one or more members employed in the Agency in which the employee(s) are employed and, where appropriate, includes the relevant national union official or nominated delegate</p> <hr/> <p>Schedule G — Medical Officers ...</p> <p>G.6 Unrostered overtime</p> <p>G.6.1 The medical administrator, in determining whether payment for such additional duty is justified, will have regard to criteria and such other guidelines as are agreed between the employer and the relevant union.</p>
<p><i>Note Printing Australia Award 2016</i></p>	<p>MA000156</p>	<p>3. Definitions and interpretation</p> <p>3.1 In this award, unless the contrary intention appears: ... JUWG is the Joint Union Working Group—a group comprised of delegates from the Unions</p> <hr/> <p>24. Payment of wages ...</p> <p>24.2 By agreement made with the employees’ representatives, the employer may change the pay day or pay period providing that no employee shall suffer any financial disadvantage as a result of the change.</p>

Award title	Award code	Existing award terms
		<p>26. Ordinary hours of work and rostering ...</p> <p>26.3 Ordinary hours and weekend work</p> <p>The ordinary hours of work shall be worked on not more than five days Monday to Friday inclusive of each week. Where agreement exists through the JUMWG and between the employer, the union or unions and the majority of employees in the work section or sections concerned, the ordinary hours of work may be arranged on any day of each week including Saturday and Sunday.</p> <p>...</p> <p>26.5 Extended hours ...</p> <p>(b) Where agreement exists through the JUMWG and between the employer, the union or unions and the employees in the work section or sections concerned, day work may be performed between the hours of 7 am and 7 pm where the ordinary hours of day work exceed eight hours and do not exceed 12 hours a day, subject to the arrangements listed in clause 27.4.</p>

Award title	Award code	Existing award terms
		<p>27. Shift work ...</p> <p>27.3 Ordinary hours shift work ...</p> <p>(b) Where agreement exists through the JUMWG and between the employer and the union or unions and the majority of employees in the section or sections concerned, the ordinary hours of work may be arranged on any day of the week including Saturday and Sunday.</p> <p>27.4 Extended hours shift work ...</p> <p>(b) Where agreement exists through the JUMWG and between the employer, the union or unions and the majority of the employees in the section or sections concerned, extended shift work hours not exceeding 12 hours per day may be worked provided that:</p> <p>(i) agreement is reached through the JUMWG and between the employer, the union or unions and the majority of employees on any appropriate rates to apply to extended shifts and not exceeding 12 hours per day.</p> <hr/> <p>35. Public holidays ...</p> <p>35.3 Substitution of public holidays ...</p>

Award title	Award code	Existing award terms
		(e) By agreement between the employer, the Joint Union Working Group and the majority of employees in a particular section or sections concerned other days may be substituted for any of the days or substituted days provided for in clause 35.2.
<i>Nursery Award 2020</i>	MA000033	N/A
<i>Nurses (ANMF - Victorian Local Government) Award 2015</i>	MA000131	N/A
<i>Nurses and Midwives (Victoria) State Reference Public Sector Award 2015</i>	MA000125	<p>31. Public holidays ...</p> <p>31.5 Substitution of one public holiday for another ...</p> <p>(c) The Unions covered by this award shall be informed of an agreement pursuant to clause 31.5(a) and may within seven days refuse to accept it. The Unions will not unreasonably refuse to accept the agreement.</p>
<i>Nurses Award 2020</i>	MA000034	N/A
<i>Oil Refining and Manufacturing Award 2020</i>	MA000072	N/A
<i>Optus Award 2015</i>	MA000133	<p>Schedule B — Dispute Resolution ...</p> <p>B.3 Should the above steps fail to resolve the issue Optus acknowledges the employee’s right to raise issues with their union representatives who will then in the first instance seek redress through direct consultation with Optus Human Resource Management.</p>

Award title	Award code	Existing award terms
		<p>...</p> <p>B.5 Optus acknowledges the right of its employees to seek union representation at any stage of this process.</p>
<p><i>Parliamentary Departments Staff Enterprise Award 2016</i></p>	<p>MA000145</p>	<p>5. Facilitative provisions</p> <p>...</p> <p>5.4 The following conditions apply to the use of facilitative provisions:</p> <p>(a) if one or more affected employees is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the Secretary about the implementation of the facilitative provisions. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements;</p> <p>(b) where the Secretary proposes to use the facilitative provision in clause 8.3(d), the Secretary must inform the relevant union(s);</p> <hr/> <p>25. Dispute resolution</p> <p>...</p> <p>25.7 Leave of absence to attend proceedings</p> <p>Where the provisions of clause 25.1 have been complied with, and to assist in the resolution of the matter, an employee who is appointed to accompany or represent another employee pursuant to clause 25.5 will be granted leave of absence to attend Fair Work Commission proceedings arising from a</p>

Award title	Award code	Existing award terms
		<p>referral of a dispute in accordance with clause 25.2 and will not suffer any loss of pay in respect of the absence.</p> <p>25.8 Leave of absence to attend courses</p> <p>(a) To assist in the resolution of disputes in a Department, an employee who accompanies or represents another employee pursuant to clause 25.5, will be granted leave of absence to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the Department.</p> <p>(b) The specific training course will be agreed between the Secretary and the individual employee.</p> <p>(c) A employee representative granted leave of absence under this clause 25.8 will not suffer any loss of pay.</p> <hr/> <p>Schedule E — Definitions</p> <p>Union means a union covered by this award and, where appropriate, includes the relevant national union official or nominated delegate. A relevant union is a union which can represent the industrial interests of the employee(s) concerned and has one or more members employed in the Department in which the employee(s) are employed</p>
<i>Passenger Vehicle Transportation Award 2020</i>	MA000063	N/A
<i>Pastoral Award 2020</i>	MA000035	N/A

Award title	Award code	Existing award terms
<i>Pest Control Industry Award 2020</i>	MA000097	N/A
<i>Pharmaceutical Industry Award 2020</i>	MA000069	N/A
<i>Pharmacy Industry Award 2020</i>	MA000012	N/A
<i>Plumbing and Fire Sprinklers Award 2020</i>	MA000036	<p>15. Ordinary hours of work over a four week work cycle ...</p> <p>15.5 Rostered days off ...</p> <p>(f) Rostered days off for employee working alongside other building and construction workers</p> <p>(i) In the case of employees working alongside other building construction workers, the RDO will be the 4th Monday in the cycle.</p> <p>(ii) By agreement in writing between an employer and its employees an alternative day in the 4 week cycle may be the RDO. If requested by the employees, the employer must inform the employee’s representative at least 5 working days before the agreement is implemented.</p>

Award title	Award code	Existing award terms
		<p>21. Allowances ...</p> <p>21.11 Inclement weather ...</p> <p>(b) Conference procedure for inclement weather</p> <p>The employer or its representative, when requested by the employees or their representative, must confer within a reasonable time (which does not exceed 60 minutes) for the purpose of determining whether or not the conditions referred to in clause 21.11 apply.</p> <p>...</p> <p>(g) Cessation and resumption of work</p> <p>(i) At the time employees cease work due to inclement weather the employer or their representative on site and the employees' representative will agree and note the time of cessation of work.</p> <p>...</p> <p>(i) Additional wet weather procedure</p> <p>(i) Remaining on site</p> <p>Where, because of wet weather, the employees are prevented from working:</p> <ul style="list-style-type: none"> • for more than an accumulated total of 4 hours of ordinary time in any one day;

Award title	Award code	Existing award terms
		<ul style="list-style-type: none"> • after the meal break, as provided in clause 16.1, for more than an accumulated total of 50% of the normal afternoon work time; • during the final 2 hours of the normal work day for more than an accumulated total of one hour; <p>the employer will not be entitled to require the employees to remain on site beyond the expiration of any of the above. Where, by agreement between the employer and/or their representative and the employees and/or their representative, the employees remain on site beyond the periods specified, any such additional wet time must be paid for but will not be debited against the employees' hours. Wet time occurring during overtime will not be taken into account for the purposes of clause 21.11(i).</p>
<i>Port Authorities Award 2020</i>	MA000051	N/A
<i>Ports, Harbours and Enclosed Water Vessels Award 2020</i>	MA000052	N/A

Award title	Award code	Existing award terms
<i>Poultry Processing Award 2020</i>	MA000074	N/A
<i>Premixed Concrete Award 2020</i>	MA000057	N/A
<i>Printing Industry – Herald & Weekly Times – Production Award 2015</i>	MA000126	<p>9. Dispute resolution</p> <p>...</p> <p>9.6 A delegate and any affected employee(s) must be allowed a reasonable period of paid time off during working hours for the purpose of holding discussions with any duly accredited union officials in relation to the resolution of the dispute, provided that such discussions do not adversely affect normal production.</p> <p>...</p> <p>9.8 Training leave</p> <p>(a) A chapel or other employee representative will be entitled to up to five days’ paid training leave each calendar year, non-cumulative, to attend courses conducted by an accredited training provider, approved by the union, which are directed at the enhancement of the operation of dispute settling machinery.</p> <p>(b) Each chapel or employee representative on dispute settling training leave, in accordance with clause 9.8 (a) , shall be paid the classification rate, over award payment and shift loading which otherwise would have been payable.</p> <p>(c) A chapel or other employee representative will give the employer reasonable notice of his/her intention to attend such a course and the nature, content and duration of the course. The taking of leave will be arranged having regard to the operational requirement of the employer.</p>

Award title	Award code	Existing award terms
		<p>(d) All expenses (such as travel, accommodation and meals) associated with or incurred by the employee attending a training course as provided in this clause shall be the responsibility of the employee or the union.</p> <p>(e) Leave of absence granted pursuant to this clause shall count as service for all purposes of the award.</p> <hr/> <p>12. Apprentices ...</p> <p>12.6 Public Holidays ...</p> <p>(c) The company, with the agreement of the relevant union, may substitute another day for any prescribed in this clause. ...</p> <p>(iii) The relevant union shall be informed of an agreement pursuant to clause 12.6 (c) (i) and may within seven days refuse to accept it. The union will not unreasonably refuse to accept the agreement.</p>
<i>Professional Diving Industry (Industrial) Award 2020</i>	MA000108	N/A
<i>Professional Diving Industry (Recreational) Award 2020</i>	MA000109	N/A

Award title	Award code	Existing award terms
<i>Professional Employees Award 2020</i>	MA000065	N/A
<i>Queensland Newspapers Pty Ltd Printing (Murarrie) Award 2015</i>	MA000128	N/A
<i>Racing Clubs Events Award 2020</i>	MA000013	N/A
<i>Racing Industry Ground Maintenance Award 2020</i>	MA000014	N/A
<i>Rail Industry Award 2020</i>	MA000015	N/A
<i>Real Estate Industry Award 2020</i>	MA000106	N/A
<i>Registered and Licensed Clubs Award 2020</i>	MA000058	N/A
<i>Reserve Bank of Australia Award 2016</i>	MA000140	<p>14. Allowances</p> <p>...</p> <p>14.6 Higher duties</p> <p>(a) An Employee who, at the direction of the Bank, performs the duties of a higher classified position(s) for six or more consecutive working days shall, for that period, be paid the minimum rate of salary attaching to the higher position(s). Absences due to RDO's, public holidays and business involving representation on behalf of Employees about workplace matters shall be counted as working days.</p>
<i>Restaurant Industry Award 2020</i>	MA000119	N/A

Award title	Award code	Existing award terms						
<i>Road Transport (Long Distance Operations) Award 2020</i>	MA000039	N/A						
<i>Road Transport and Distribution Award 2020</i>	MA000038	<p>33. Dispute resolution training leave</p> <p>33.1 An eligible employee representative is entitled to, and must be granted, up to 5 days' leave with pay each calendar year, non-cumulative, to attend courses which are specifically directed towards effective resolution of disputes regarding industrial matters under this award and/or industrial issues which arise at the workplace. A shop steward, delegate or employee representative will only be entitled to leave in accordance with clause 33 for bona fide courses.</p> <p>33.2 For the purpose of clause 33 , a bona fide course means a Dispute Resolution Training Leave Course conducted under the auspices of a registered training organisation whose scope of registration includes industrial relations training.</p> <p>33.3 An employee representative must give the employer 6 weeks' notice of intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p> <p>33.4 The notice to the employer must include details of the type, content and duration of the course to be attended. Upon request, the course curriculum will be provided to the employer.</p> <p>33.5 Leave must be available according to the following scale for each yard, depot or garage of an employer:</p> <table border="1" data-bbox="775 1190 1872 1342"> <thead> <tr> <th data-bbox="775 1190 1128 1305">No. of full-time and part-time employees covered by this award</th> <th data-bbox="1128 1190 1498 1305">Max. no. of employee representatives eligible to attend per year</th> <th data-bbox="1498 1190 1872 1305">Max. no. of days permitted per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="775 1305 1128 1342">5-15</td> <td data-bbox="1128 1305 1498 1342">1</td> <td data-bbox="1498 1305 1872 1342">5</td> </tr> </tbody> </table>	No. of full-time and part-time employees covered by this award	Max. no. of employee representatives eligible to attend per year	Max. no. of days permitted per year	5-15	1	5
No. of full-time and part-time employees covered by this award	Max. no. of employee representatives eligible to attend per year	Max. no. of days permitted per year						
5-15	1	5						

Award title	Award code	Existing award terms												
		<table border="1" data-bbox="775 341 1874 499"> <tr> <td>16–30</td> <td>2</td> <td>10</td> </tr> <tr> <td>31–50</td> <td>3</td> <td>15</td> </tr> <tr> <td>51–100</td> <td>4</td> <td>20</td> </tr> <tr> <td>101 and over</td> <td>5</td> <td>25</td> </tr> </table> <p data-bbox="674 539 2083 683">33.6 An employer is not liable for any additional expenses associated with an employee’s attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of clause 33 ordinary time earnings are the relevant minimum rate and shiftwork loadings, where relevant, plus over-award payment where applicable.</p> <p data-bbox="674 722 1574 754">33.7 Leave of absence on training leave must be counted as service.</p> <p data-bbox="674 799 1632 831">33.8 The employee must provide the employer with proof of attendance.</p> <p data-bbox="674 871 2083 943">33.9 The granting of leave pursuant to clause 33 is subject to the employer being able to make adequate staffing arrangements among current employees during the period of such leave.</p> <p data-bbox="674 983 2083 1054">33.10 An employee will not be eligible to attend such courses until 6 months’ continuous service has been served with the employer.</p>	16–30	2	10	31–50	3	15	51–100	4	20	101 and over	5	25
16–30	2	10												
31–50	3	15												
51–100	4	20												
101 and over	5	25												
<i>Salt Industry Award 2020</i>	MA000107	N/A												
<i>Seafood Processing Award 2020</i>	MA000068	<p data-bbox="674 1102 1294 1134">13. Ordinary hours of work and rostering</p> <p data-bbox="674 1150 707 1174">...</p> <p data-bbox="674 1209 1406 1241">13.6 Methods of arranging ordinary working hours</p> <p data-bbox="674 1257 707 1281">...</p>												

Award title	Award code	Existing award terms
		<p>(d) By agreement between an employer and the majority of employees in the enterprise or part of the enterprise concerned, 12 hour days or shifts may be introduced subject to:</p> <p>...</p> <p>(v) a trial or review process being jointly implemented by the employer and the employees or their representatives.</p>
<i>Seagoing Industry Award 2020</i>	MA000122	N/A
<i>Security Services Industry Award 2020</i>	MA000016	<p>13. Ordinary hours of work and rostering arrangements</p> <p>...</p> <p>13.3 Shift duration</p> <p>...</p> <p>(d) An employee may be represented by a representative nominated by them in any discussion about the making of an agreement under clause 13.3(c) .</p> <hr/> <p>29. Consultation about change of contract</p> <p>...</p> <p>29.2 The employer must, at least 28 days (or as soon as practicable if that is later than 28 days) before the contract is due to end, give written notice of the situation to the affected employees and their representatives (if any), including the date on which the contract is due to end.</p>
<i>Silviculture Award 2020</i>	MA000040	N/A
<i>Social, Community, Home Care and Disability</i>	MA000100	N/A

Award title	Award code	Existing award terms
<i>Services Industry Award 2010</i>		
<i>Sporting Organisations Award 2020</i>	MA000082	N/A
<i>State Government Agencies Award 2020</i>	MA000121	N/A
<i>Stevedoring Industry Award 2020</i>	MA000053	<p>14. Rostering arrangements</p> <p>14.1 Rostering arrangements—shiftwork</p> <p>...</p> <p>(b) The employer may agree with the union or a majority of affected employees at the workplace the following:</p> <ul style="list-style-type: none"> (i) 5, 6 or 7 day shift arrangements with either irregular or regular rostering; (ii) changes to the length of each shift provided that the ordinary hours of work will not exceed a weekly average of 35 hours; (iii) where a 7 day continuous shiftwork roster is to be worked, inclusion in the ordinary hours of work of shifts worked on public holidays, as prescribed by clause 30 — Public holidays , as well as Saturdays and Sundays, provided that payment for such shifts is in accordance with this award; (iv) provisions for the timing of meal breaks or rest periods;

Award title	Award code	Existing award terms
		<p>(v) provisions for the extension of shifts provided that all such extensions will be paid at overtime rates;</p> <p>(vi) notification and cancellation arrangements; and</p> <p>(vii) staggering of shift start and finish times.</p>
<i>Storage Services and Wholesale Award 2020</i>	MA000084	N/A
<i>Sugar Industry Award 2020</i>	MA000087	<p>17. Minimum rates ...</p> <p>17.3 Piecework Field sector employees may be engaged in writing on a piecework basis as follows: ...</p> <p>(c) Each piecework agreement must be in writing and signed by both parties and each employee will be supplied with a copy of such agreement free of charge and a copy of the mutual agreement will be provided to the employee’s representative, if any.</p> <hr/> <p>40. Dispute resolution procedure training leave</p> <p>40.1 A duly authorised eligible employee representative will, upon written application to the employer, at least 14 days in advance (or such lesser period as mutually agreed), be granted up to 3 working days’ leave (non-cumulative) on ordinary pay each calendar year to attend approved courses which are directed at the enhancement of the operation of the dispute resolution procedures including its operation in connection with this award and with the Act , or with any relevant agreement that provides it is to be read in conjunction with this award.</p>

Award title	Award code	Existing award terms
		<p>40.2 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is an employee who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace generally or collectively for all or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure.</p> <p>40.3 Any written application seeking release of a duly authorised eligible employee to attend a course must include details of the type and content of the course to be attended as well as the dates upon which the course is proposed to be conducted.</p> <p>40.4 For the purposes of clause 40 ordinary pay means the ordinary weekly rate paid to the employee exclusive of any allowances or penalty rates for travelling time, fares, shiftwork or overtime.</p> <p>40.5 The granting of such leave will be subject to the following conditions:</p> <ul style="list-style-type: none"> (a) the employee must have at least 6 months' continuous service with the employer prior to such leave being granted and be an eligible employee representative; (b) unless otherwise agreed the maximum number of days of dispute resolution training leave which an employer will be required to grant each year in each establishment will be 3 days for each of 3 duly authorised eligible employee representatives; (c) the granting of such leave will be subject to the convenience of the employer so that the operations of the enterprise will not be adversely affected;

Award title	Award code	Existing award terms
		<p>(d) the employer will advise within 7 days whether the application for this leave has been agreed or otherwise. If the request is not agreed to, the employer must state the reasons for such rejection ;</p> <p>(e) if the reasons for rejection provided by the employer are not accepted, any dispute will be resolved in accordance with the dispute resolution procedure at clause 39 — Dispute resolution , of this award;</p> <p>(f) in granting such paid leave, the employer is not responsible for any additional costs except the payment of extra remuneration where relieving arrangements are instituted by the employer to cover the absence of the employee. In the spirit of this arrangement it is understood that employees will co-operate to minimise additional costs;</p> <p>(g) leave granted to attend such training courses will not incur any additional payment or alternate time off if such course coincides with an employee’s rostered day off;</p> <p>(h) such paid leave will not affect other leave granted to employees under this award; and</p> <p>(i) on completion of the course the employee must, upon request, provide to the employer proof of their attendance at the course. Except in the case of sick leave or other authorised leave, non-attendance at a training course will result in the employee not being paid for such time.</p>

Award title	Award code	Existing award terms
		<p>Schedule B — Classification Definitions—Milling, Distillery, Refinery and Maintenance</p> <p>...</p> <p>B.4 Maintenance classification structure and definitions</p> <p>B.4.12 Procedure for classifying maintenance employees</p> <p>...</p> <p>(d) Other provisions to be followed where competency standards are being implemented in an enterprise are that:</p> <p>(i) management and employee representatives responsible for overseeing the implementation of competency standards within an enterprise must be given access to briefing and/or training courses on the competency standards and their implementation prior to implementation;</p>

Award title	Award code	Existing award terms
<i>Supported Employment Services Award 2020</i>	MA000103	<p>31. Rights at work for supported employees</p> <p>31.1 When dealing with employment matters affecting supported employees the employer shall take all reasonable steps to provide such employees with the information they require to exercise their employment rights.</p> <p>31.2 Such reasonable steps will include, but are not limited to, the following:</p> <ul style="list-style-type: none"> (a) providing information to supported employees of their right to be a member of the union and be represented in the workplace by a union representative; (b) providing information in relation to seeking information and or assistance from the Fair Work Ombudsman; (c) providing information to a supported employee about their right to have their nominee, guardian, carer, parent or other family member, advocate or union assist them in making decisions about employment matters. <p>31.3 In addition to those matters listed in clause 31.2 the employer shall take reasonable steps to provide the opportunity to the supported employee to have their nominee, guardian, carer, parent or other family member, advocate or union involved in or consulted or act as the employee's representative in employment matters that affect or may affect the supported employee's interests.</p>
<i>Surveying Award 2020</i>	MA000066	<p>7. Facilitative provisions</p> <p>...</p> <p>7.3 Facilitation by majority agreement</p> <p>...</p>

Award title	Award code	Existing award terms
		<p>(c) If there are employees of the enterprise covered by this award who are members of a union, the employer must inform the union/s of the intention to use the facilitative provision and the union/s must be given a reasonable opportunity to participate in negotiations regarding its use. Union involvement in this process does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements at the enterprise.</p>
<p><i>Telecommunications Services Award 2020</i></p>	<p>MA000041</p>	<p>31. Dispute resolution procedure training leave</p> <p>31.1 An eligible employee representative will be entitled to, and the employer will grant, up to 5 days' training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the Act , or with any relevant agreement which provides it is to be read in conjunction with this award.</p> <p>31.2 An eligible employee representative must give the employer 6 weeks' notice of the employee representative's intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p> <p>31.3 The notice to the employer will include details of the type, content and duration of the course to be attended.</p> <p>31.4 The taking of such leave will be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p> <p>31.5 An eligible employee representative taking such leave will be paid all ordinary time earnings which normally become due and payable during the period of leave.</p> <p>31.6 Leave of absence granted pursuant to clause 31 will count as service for all purposes of this award.</p>

Award title	Award code	Existing award terms												
		<p>31.7 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is:</p> <ul style="list-style-type: none"> (a) a shop steward, a delegate or an employee representative, duly elected or appointed by the employees in a workplace, generally or collectively, for all or part of a workplace, for the purpose of representing those employees in the dispute resolution procedure; and (b) within the class and number of representatives entitled from year to year to take paid dispute resolution procedure training leave according to the following quota table: <table border="1" data-bbox="869 743 1693 1058"> <thead> <tr> <th data-bbox="869 743 1263 858">Number of employees employed by employer in enterprise or workplace</th> <th data-bbox="1263 743 1693 858">Maximum number of eligible employee representatives entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="869 858 1263 898">5–15</td> <td data-bbox="1263 858 1693 898">1</td> </tr> <tr> <td data-bbox="869 898 1263 938">16–30</td> <td data-bbox="1263 898 1693 938">2</td> </tr> <tr> <td data-bbox="869 938 1263 978">31–50</td> <td data-bbox="1263 938 1693 978">3</td> </tr> <tr> <td data-bbox="869 978 1263 1018">51–90</td> <td data-bbox="1263 978 1693 1018">4</td> </tr> <tr> <td data-bbox="869 1018 1263 1058">more than 90</td> <td data-bbox="1263 1018 1693 1058">5</td> </tr> </tbody> </table> <p>31.8 Where the number of eligible employee representatives exceeds the quota at any particular time for a relevant enterprise or workplace, priority of entitlement for the relevant year will be resolved by agreement between those entitled, or if not agreed, be given to the more senior of the employee representatives otherwise eligible who seeks leave.</p>	Number of employees employed by employer in enterprise or workplace	Maximum number of eligible employee representatives entitled per year	5–15	1	16–30	2	31–50	3	51–90	4	more than 90	5
Number of employees employed by employer in enterprise or workplace	Maximum number of eligible employee representatives entitled per year													
5–15	1													
16–30	2													
31–50	3													
51–90	4													
more than 90	5													

Award title	Award code	Existing award terms
		<p>31.9 For purposes of applying the quota table employees employed by the employer in the enterprise or workplace are full-time, part-time and casual employees with 6 months or more service who are covered by this award and who are engaged in the enterprise or workplace to which the procedure established under clause 30 — Dispute resolution applies.</p>
<i>Telstra Award 2015</i>	MA000123	N/A
<i>Textile, Clothing, Footwear and Associated Industries Award 2020</i>	MA000017	<p>2. Definitions</p> <p>union means the Textile, Clothing and Footwear Union of Australia and in Queensland may also include the Australian Workers Union.</p>
		<p>5. Individual flexibility arrangements</p> <p>...</p> <p>5.10 The employer must give the employee up to 7 working days to enable the employee to seek advice, where appropriate, from the employee's union.</p>
		<p>7. Facilitative provisions</p> <p>...</p>
		<p>7.5 Procedure for seeking majority or individual agreement</p> <p>Where agreement is sought to be reached with an individual or a majority of employees in a workplace or a section or sections of it, the following procedure will apply:</p> <p>...</p>

Award title	Award code	Existing award terms
		<p>(c) if an employee is a member of a union, the employee may be represented by that organisation in meeting and conferring with the employer about the implementation of the facilitative provisions; and</p> <p>(d) where the union is representing employee/s it must be given a reasonable opportunity to participate in negotiations regarding the proposed implementation of facilitative provisions. Involvement by the union does not mean that the consent of the representative is required prior to the introduction of the facilitative provisions.</p> <hr/> <p>21. Payment by results (PBR) ...</p> <p>21.6 Fixing time standards</p> <p>(a) An employer must consult with the PBR employees who must be given adequate opportunity to consult their union or representative prior to the finalisation of any time standard fixed under clause 21.6</p> <hr/> <p>41. Dispute resolution training leave</p> <p>41.1 Subject to clauses 41.7 , 41.8 and 41.9 an eligible employee representative is entitled to, and the employer must grant, up to 5 days training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the Act , or with any relevant collective agreement which provides it is to be read in conjunction with this award.</p>

Award title	Award code	Existing award terms
		<p>41.2 An eligible employee representative must give the employer 6 weeks' notice of the employee representative's intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p> <p>41.3 The notice to the employer must include details of the type, content and duration of the course to be attended.</p> <p>41.4 The taking of such leave must be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p> <p>41.5 An eligible employee representative taking such leave must be paid the wages the employee would have received in respect of the ordinary time the employee would have worked had they not been on leave during the relevant period.</p> <p>41.6 Leave of absence granted pursuant to clause 41 counts as service for all purposes of this award.</p> <p>41.7 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is an employee:</p> <p>(a) who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace generally or collectively for all or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure; and</p> <p>(b) who is within the class and number of employee representatives entitled from year to year to take paid dispute resolution procedure training leave according to the following quota table:</p>

Award title	Award code	Existing award terms													
		<table border="1"> <thead> <tr> <th data-bbox="869 336 1294 469">Number of employees employed by the employer in an enterprise or workplace</th> <th data-bbox="1294 336 1738 469">Maximum number of eligible employee representatives entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="869 469 1294 528">5–15</td> <td data-bbox="1294 469 1738 528">1</td> </tr> <tr> <td data-bbox="869 528 1294 587">16–30</td> <td data-bbox="1294 528 1738 587">2</td> </tr> <tr> <td data-bbox="869 587 1294 646">31–50</td> <td data-bbox="1294 587 1738 646">3</td> </tr> <tr> <td data-bbox="869 646 1294 705">51–90</td> <td data-bbox="1294 646 1738 705">4</td> </tr> <tr> <td data-bbox="869 705 1294 762">More than 90</td> <td data-bbox="1294 705 1738 762">5</td> </tr> </tbody> </table>	Number of employees employed by the employer in an enterprise or workplace	Maximum number of eligible employee representatives entitled per year	5–15	1	16–30	2	31–50	3	51–90	4	More than 90	5	<p data-bbox="674 804 2094 948">41.8 Where the number of eligible employee representatives exceeds the quota at any particular time for a relevant enterprise or workplace, priority of entitlement for the relevant year must be resolved by agreement between those entitled, or if not agreed, be given to the more senior of the employee representatives otherwise eligible who seeks leave.</p> <p data-bbox="674 991 2094 1134">41.9 For purposes of applying the quota table, employees employed by the employer in an enterprise or workplace are full-time, part-time or fixed-term employees, or casual employees with 6 months or more service, covered by this award who are employed by the employer and engaged in the enterprise or workplace to which the procedure established under clause 41 applies.</p> <p data-bbox="674 1177 1406 1206">Schedule B — Classifications /Skill Levels Definitions</p> <p data-bbox="674 1225 707 1246">...</p> <p data-bbox="674 1286 1048 1315">B.2.9 Basic machine tasks</p>
Number of employees employed by the employer in an enterprise or workplace	Maximum number of eligible employee representatives entitled per year														
5–15	1														
16–30	2														
31–50	3														
51–90	4														
More than 90	5														

Award title	Award code	Existing award terms
		<p>...</p> <p>(c) Provided, however, for the purposes of this subpart, an employer will approach the relevant authorised officer of the relevant union where it is thought that the operation of any machine (other than a sock turner) only requires the performance of basic machine tasks (i.e. uncomplicated machine related tasks).</p> <p>(d) If the relevant authorised officer of the relevant union and the employer agree that the operation of the machine requires the use of basic machine tasks, they will record this agreement in writing.</p> <p>...</p> <p>B.5.7 Sewing Machine Mechanic means an employee:</p> <p>(a) who has served an apprenticeship as such or who, in the view of the employer and the union, has undergone equivalent training and/or experience;</p> <p>...</p> <p>B.5.8 Textile Mechanic means an employee:</p> <p>(a) who has served an apprenticeship as such or who, in the view of the employer and the union, has undergone equivalent training and/or experience;</p> <p>...</p>

Award title	Award code	Existing award terms
		<p>Schedule F — Outwork and Related Provisions</p> <p>...</p> <p>F.3 General requirements for making arrangements</p> <p>...</p> <p>F.3.3 Lists</p> <p>...</p> <p>(b) A principal must provide a copy of the List to the General Manager or their nominee and to the relevant State Branch of the Union within 7 days of the last working day of February, May, August and November of each year.</p> <p>...</p> <p>F.5 Minimum conditions for workers</p> <p>...</p> <p>F.5.2 Hours of work</p> <p>(a) A principal must provide the worker with work which is:</p> <p>...</p> <p>(iii) regular part-time, with no less than 10 regular hours per week to be agreed between the principal and the worker with the consent of the Union in accordance with Schedule F.</p> <p>...</p> <p>F.5.7 Stand-down</p>

Award title	Award code	Existing award terms
		<p>A principal may stand-down the worker where no work is available as a result of circumstances outside the control of a principal, subject to the following conditions.</p> <p>...</p> <p>(d) Within 2 working days of a stand-down, a copy of the stand-down record must be provided to the worker and the Union.</p> <p>...</p> <p>F.5.9 A principal must not make one or more arrangements covered by this schedule with more than 10 workers at any one time, unless the principal has the consent of the Union or the board of reference, which may exercise its discretion to allow the principal to do so.</p> <p>...</p> <p>F.6 Registration and board of reference</p> <p>...</p> <p>F.6.2 The board must consist of 2 Union representatives and 2 principal representatives with the addition of the General Manager or such person as they may nominate as chairperson of the board. In the event of the representative members of the board being equally divided in opinion, the chairperson may cast their vote to give a majority decision.</p> <p>...</p>

		<p>F.6.7 Powers of board of reference to register principals</p> <p>...</p> <p>(e) At the time of registration, and on each anniversary of registration, a principal must place a notice in the public notices column of a metropolitan daily newspaper circulating throughout any State in which work is to be performed stating:</p> <p>...</p> <p>(iv) the location at which all relevant records, including but not limited to work records, lists, written agreement records and stand-down records, in the principal's possession or custody may be inspected by the Union.</p> <p>(f) A principal may make an agreement in writing with the Union or apply to the board of reference to be exempted from the notice requirement. A copy of any written agreement made between a principal and the Union must be lodged with the General Manager or their nominee.</p> <p>F.7 Observance of award</p> <p>...</p> <p>F.7.3 Within 2 working days of a request being made, the principal's work records, Lists, written agreement records and/or stand down records must be provided by the principal to the Union for inspection and copying:</p> <p>(a) At a time and place agreed between the Union and the principal; or</p> <p>(b) In the absence of agreement, between 8.00 am and 5.00 pm on a working day at an alternative appropriate premises nominated by the principal within a 50 kilometre radius of the principal's premises (which may be the principal's premises); or</p>
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Award title	Award code	Existing award terms
		<p>(c) If the principal fails to nominate such a place, between 8.00 am and 5.00 pm on a working day at an appropriate place nominated by the Union within a 50 kilometre radius of the principal's premises (which may include the Union's premises but must not include the principal's premises).</p> <p>F.7.4 The Union will not divulge any information contained in a work record in compliance with clause F.3.2(a)(ix) concerning the price to be paid for each garment or article in any circumstances to any party save for in enforcement or dispute resolution proceedings in a Court or Tribunal.</p> <hr/> <p>Appendix to Schedule F —Information to be given to outworkers</p> <p>Hours of work</p> <p>An outworker may only be employed to work full - time, which is 38 hours a week, or regular part - time, which must be at least 15 hours per week or 10 hours per week (with the agreement of the outworker and the consent of the Union). The hours must be agreed to in advance by the outworker and the employer.</p>
<i>Timber Industry Award 2020</i>	MA000071	<p>18. Rostering arrangements</p> <p>18.1 Rostered days, or shifts, off</p> <p>...</p>

Award title	Award code	Existing award terms
		<p data-bbox="770 376 2083 485">(b) Clause 18.1(a) is subject to the employer informing each union which has members employed at the particular enterprise of its intention to introduce an enterprise system of rostered day off flexibility and providing a reasonable opportunity for the union to participate in negotiations.</p> <p data-bbox="674 491 1285 523">37. Dispute resolution procedure training</p> <p data-bbox="674 564 2083 708">37.1 An eligible employee representative who will be involved in dispute resolution will be allowed to be trained in order to assist the employee to settle disputes as per this clause. The employee must arrange for suitable training and apply in writing with a minimum of 6 weeks' notice (or less amount by agreement) for up to 5 days leave with pay each calendar year, non-cumulative.</p> <p data-bbox="674 750 2083 820">37.2 The notice to the employer must include details of the type, content and duration of the course to be attended. The employer must have a reasonable opportunity to:</p> <ul style="list-style-type: none"> <li data-bbox="770 861 2083 932">(a) consult with the eligible employee representative and/or the training provider regarding dispute resolution training; and <li data-bbox="770 973 1778 1005">(b) participate in the development of the dispute resolution training course. <p data-bbox="674 1046 1859 1078">37.3 Leave of absence granted pursuant to clause 37 will count as service for all purposes.</p> <p data-bbox="674 1120 2083 1190">37.4 The time of taking leave will be arranged so as to minimise any adverse effect on the employer's operations.</p> <p data-bbox="674 1232 2083 1334">37.5 For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is an employee who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or</p>

Award title	Award code	Existing award terms
		<p data-bbox="770 344 2083 411">workplace generally or collectively for all or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure.</p> <hr/> <p data-bbox="674 815 1594 842">Schedule A — Classification Definitions —General Timber Stream</p> <p data-bbox="674 887 1093 914">A.1 Level 1 (relativity 78%)</p> <p data-bbox="770 938 801 959">...</p> <p data-bbox="770 999 1648 1026">(f) Criteria for extension of term in Level 1 beyond 3 months</p> <p data-bbox="866 1074 2083 1214">A worker who enters the industry and is unable to meet the competency requirements of Level 2 will remain in Level 1 for a maximum of 3 months unless an extension for up to a further 3 months is agreed by the employer and the employee, and the union where the employee is a union member. Extension of the term of Level 1 beyond 3 months will only be considered when:</p>

Award title	Award code	Existing award terms
		<ul style="list-style-type: none"> (i) the employee has participated in a structured and documented skill development programme which sets out and covers the standards of competence the Level 1 worker is required to achieve for progression to Level 2; (ii) any deficiencies in the performance of the employee during the skill development programme have been described clearly to the employee at the time they have occurred and standards for acceptable performance have been made clear to the employee; (iii) suitable conditions have been provided for training including sufficient time, appropriate environment and equipment and a skilled trainer; and (iv) given the above, the employee has not reached the standards of competence set down in the skill development programme. <p>(g) Process for extension of the term in Level 1 beyond 3 months</p> <p>Where an employer proposes that the term an employee will spend in Level 1 should be extended beyond 3 months the following actions will be taken at least 3 weeks before the expiration of the initial 3 months:</p> <ul style="list-style-type: none"> (i) the employee will be advised in writing. This advice will set out clearly the areas where the employee has not reached the competency standards required for progression to Level 2 and are set out in the skill development program; (ii) where the employee is a member of the union a copy of the advice to the employee will be sent to the relevant branch secretary of the union at the same time as it is provided to the employee;

Award title	Award code	Existing award terms
		<p>(iii) subsequent to the advice of intention to extend the period in Level 1 beyond 3 months being issued, a meeting will be held between the employer and the employee and a full-time official of the union or their nominee where the employee is a union member. At this meeting the parties will develop and agree on a plan (including time frames) to assist the employee to develop competence to the required standard in the areas identified as deficient and agreed to by the employee. This plan will be documented and signed by all parties — that is the employer, the employee and the union official where the employee is a union member;</p> <p>(iv) the employee (and the branch office of the union if the employee is a union member) will be notified immediately by the employer if any further problems arise during this extension period.</p>
<i>Transport (Cash in Transit) Award 2020</i>	MA000042	<p>31. Dispute resolution procedure training leave</p> <p>31.1 Subject to clause 31.7 , an eligible employee representative will be entitled to, and the employer will grant, up to 5 days’ training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the Act , or with any relevant agreement which provides it is to be read in conjunction with this award.</p> <p>31.2 An eligible employee representative must give the employer 6 weeks’ notice of the employee’s intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer agrees to accept.</p>

Award title	Award code	Existing award terms										
		<p>31.3 The notice to the employer must include details of the type, content and duration of the course to be attended.</p> <p>31.4 The taking of such leave must be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.</p> <p>31.5 An employee representative taking such leave must be paid all ordinary time earnings which normally become due and payable during the period of leave.</p> <p>31.6 Leave of absence granted pursuant to clause 31 will count as service for all purposes of this award.</p> <p>31.7 For the purpose of clause 31 , an eligible employee representative:</p> <p>(a) may be a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in a workplace generally or collectively for all or part of a workplace for the purpose of representing those employees in the dispute resolution procedure; and</p> <p>(b) is within the class and number of representatives entitled from year to year to take paid dispute resolution procedure training leave according the following quota table:</p> <table border="1" data-bbox="869 1077 1859 1310"> <thead> <tr> <th data-bbox="869 1077 1400 1157">No. of full-time plus part-time employees at enterprise or workplace</th> <th data-bbox="1400 1077 1859 1157">Max no. of eligible employee reps entitled per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="869 1157 1400 1193">5–15</td> <td data-bbox="1400 1157 1859 1193">1</td> </tr> <tr> <td data-bbox="869 1193 1400 1230">16–30</td> <td data-bbox="1400 1193 1859 1230">2</td> </tr> <tr> <td data-bbox="869 1230 1400 1267">31–50</td> <td data-bbox="1400 1230 1859 1267">3</td> </tr> <tr> <td data-bbox="869 1267 1400 1310">51–90</td> <td data-bbox="1400 1267 1859 1310">4</td> </tr> </tbody> </table>	No. of full-time plus part-time employees at enterprise or workplace	Max no. of eligible employee reps entitled per year	5–15	1	16–30	2	31–50	3	51–90	4
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More than 90	5			
<i>Travelling Shows Award 2020</i>	MA000102	N/A		
<i>Vehicle Repair, Services and Retail Award 2020</i>	MA000089	<p data-bbox="674 587 2083 879">2. Definitions</p> <p data-bbox="770 663 2083 879">employee representative means an employee elected or appointed by the employees in a workplace, which will include an employee appointed as shop steward in the area or department in which the employee is employed, for the purpose of representing the employees in matters arising from the application of provisions in this award. In the case of a shop steward being appointed, the responsible officer of the union concerned will provide written notification to the employer. Upon such notification, the employee will be recognised as the accredited representative of the union to which they belong.</p> <p data-bbox="674 884 2083 959">18. Wage-related allowances</p> <p data-bbox="674 935 707 959">...</p> <p data-bbox="674 995 2083 1070">18.6 Dirty work</p> <p data-bbox="770 1046 804 1070">...</p> <p data-bbox="770 1107 2083 1214">(d) Where a union alleges that an employer or the employer’s representative is unreasonable or capricious in relation to such a claim, it can refer the question via the steps within the dispute resolution procedure at clause 37 — Dispute resolution.</p>		

Award title	Award code	Existing award terms
		<p>20. Accident pay ...</p> <p>20.3 Notice of injury</p> <p>When an employee receives an injury for which the employee claims to be entitled to payment under clause 20, the employee shall give notice in writing of the injury to the employer as soon as reasonably practicable after receiving the injury. Notice can be given by a representative of the employee.</p> <hr/> <p>22. Ordinary hours of work and rostering ...</p> <p>22.5 Shifts in excess of 10 hours</p> <p>(a) By agreement between an employer and the majority of employees in the enterprise or part of the enterprise, arrangements involving the working of days or shifts in excess of 10 hours and up to 12 hours per day may be introduced subject to: ...</p> <p>(v) a trial or review process being jointly implemented by the employer and the employees or their representatives.</p>
<i>Victorian Government Schools - Early Childhood - Award 2016</i>	MA000152	N/A
<i>Victorian Government Schools Award 2016</i>	MA000155	N/A

Award title	Award code	Existing award terms
<i>Victorian Government Childhood Employees) Award 2016</i> <i>Local (Early Childhood Education</i>	MA000150	N/A
<i>Victorian Government Award 2015</i> <i>Local</i>	MA000132	<p>9. Dispute resolution ...</p> <p>9.7 Dispute Resolution Training Leave</p> <p>(a) An eligible employee shall be entitled to a maximum of 5 days paid leave to attend courses which are specifically directed towards effective resolution of disputes regarding industrial matters under this award and /or industrial issues which arise at the workplace.</p> <p>(b) Eligible employees are only entitled to leave in accordance with this clause for accredited courses.</p> <p>(c) Such leave will be available to an individual eligible employee once only during their employment. The employer and eligible employee may reach an agreement on any requests for refresher training.</p> <p>(d) For the purpose of this clause an accredited course means Dispute Resolution Training Course conducted by or on behalf of a registered training organisation whose scope of registration includes industrial relations training.</p> <p>(e) Nothing in this clause will prevent the employer and the eligible employee from reaching agreement that such training can be provided by a union or other accredited training provider(s).</p>

Award title	Award code	Existing award terms
		<p>(f) An eligible employee is defined as a full-time or part-time employee:</p> <ul style="list-style-type: none"> (i) who is a union delegate, who has been duly appointed by a union and the employer has been formally notified of that appointment; and (ii) who has completed 12 months continuous service with the current employer. <p>(g) An eligible employee must comply with the following notice requirements:</p> <ul style="list-style-type: none"> (i) provide the employer with at least 5 weeks prior notice in writing of their request to attend a dispute resolution training course; (ii) outline details of the type, content, venue and duration of the course to be attended in the written notice provided in accordance with clause 9.7(g)(i) . <p>(h) The employer will consider a request for leave in accordance with this clause having regard to:</p> <ul style="list-style-type: none"> (i) the operational requirements of the employer; and (ii) the capacity of the employer to make adequate staffing arrangements among current employees during the proposed period of leave. <p>(i) An employer must not unreasonably refuse to agree to a request by the employee to take dispute resolution training leave.</p>

Award title	Award code	Existing award terms
		<p>(j) An employer will not be liable for any additional expenses associated with an employee's attendance at a course other than the payment of ordinary hourly ordinary time rate for such absence.</p> <p>(k) An eligible employee will be required to provide the employer with proof of attendance at, and satisfactory completion of, the course to qualify for payment of leave.</p> <p>(l) Leave granted pursuant to this clause counts as service for all purposes of this award.</p>
<i>Victorian Public Service Award 2016</i>	MA000135	N/A
<i>Victorian State Government Agencies Award 2015</i>	MA000134	<p>27. Dispute resolution ...</p> <p>27.7 Dispute resolution training leave</p> <p>To assist in the resolution of disputes at a workplace, an employee appointed to represent the employees will be granted leave to attend short courses conducted by a recognised training provider which are specifically directed towards effective dispute resolution. The grant of leave will be subject to the operating requirements of the agency. The specific training course will be agreed between the employer and the individual employee. An employee granted leave of absence under this subclause will not suffer any loss of pay.</p>
<i>Viterra Bulk Handling and Storage of Grains, Pulses and Minerals Award 2015</i>	MA000136	<p>12. Redundancy</p> <p>12.1 Discussion before redundancy</p> <p>(a) Where an employer has made a firm decision that the employer no longer requires the job the employees have been doing by anyone, and that decision may lead to termination of</p>

Award title	Award code	Existing award terms
		<p>employment, the employer must have discussions, as soon as practicable, with the employees directly affected and their representative. Discussions must include:</p> <p>...</p> <p>13. Classifications</p> <p>...</p> <p>13.2 The classifications set out in Schedule C and Schedule D —Skills Based Career Path will be reviewed by the employer every four years. The first four yearly review commenced in 2014. As part of this review process, the employer will consult with its employees and their representatives.</p> <p>28. Dispute resolution procedure training leave</p> <p>28.1 For the purpose of this clause, an eligible employee representative is an employee who is a shop steward, a delegate, or an employee representative duly elected or appointed by the employees in an enterprise or workplace or part of an enterprise or workplace for the purpose of representing those employees in the dispute resolution procedure.</p> <p>28.2 Other than casuals, eligible employee representatives shall be allowed leave with pay up to a maximum of five days per annum per group to attend trade union training courses subject to the following conditions:</p> <p>(a) Not less than four weeks’ notice in writing is given to the employer of the date of commencement of the training course including an agenda with the times on which the course is to be conducted, such notice to be endorsed by the branch secretary of the relevant union.</p> <p>(b) That the employer is able to make adequate staffing arrangements during the period of such leave.</p>

Award title	Award code	Existing award terms
		<p>(c) Leave taken pursuant to this clause shall be counted as continuous service for all purposes of the award and for purposes of long service leave entitlements.</p> <p>(d) That an employee shall have completed 12 months' service with the employer before becoming eligible for leave pursuant to this clause.</p> <p>(e) At any one time, no more than one employee of any one establishment of the employer shall be on leave pursuant to this clause unless otherwise agreed.</p>
<i>Waste Management Award 2020</i>	MA000043	<p>31. Dispute resolution training leave</p> <p>31.1 An employee representative is entitled to leave with pay each calendar year, non-cumulative, to a maximum of 5 days per employee per year, to attend courses which are specifically directed towards effective resolution of disputes regarding industrial matters under this award and/or industrial issues which arise at the workplace. Union delegates and/or employee representatives are only entitled to leave in accordance with clause 31 for bona fide courses.</p> <p>31.2 For the purposes of clause 31 , a bona fide course means a Dispute Resolution Training Leave Course conducted by or on behalf of a registered training organisation whose scope of registration includes industrial relations training. Nothing in clause 31 will prevent the employee representative and the employer from reaching agreement that such training can be provided by a union or other accredited training provider/s.</p> <p>31.3 An employee representative must give the employer 6 weeks' notice of their intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.</p>

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		<p>31.4 The notice to the employer must include details of the type, content and duration of the course to be attended. Upon request, the course curriculum must be provided to the employer.</p> <p>31.5 Leave is to be available according to the following scale for each yard, depot or garage of an employer:</p> <table border="1" data-bbox="757 523 1783 836"> <thead> <tr> <th data-bbox="757 523 1137 635">No. of full and part-time employees covered by this award</th> <th data-bbox="1137 523 1496 635">Max. no. of employee representatives eligible to attend per year</th> <th data-bbox="1496 523 1783 635">Max. no. of days permitted per year</th> </tr> </thead> <tbody> <tr> <td data-bbox="757 635 1137 676">5–15</td> <td data-bbox="1137 635 1496 676">1</td> <td data-bbox="1496 635 1783 676">5</td> </tr> <tr> <td data-bbox="757 676 1137 718">16–30</td> <td data-bbox="1137 676 1496 718">2</td> <td data-bbox="1496 676 1783 718">10</td> </tr> <tr> <td data-bbox="757 718 1137 759">31–50</td> <td data-bbox="1137 718 1496 759">3</td> <td data-bbox="1496 718 1783 759">15</td> </tr> <tr> <td data-bbox="757 759 1137 801">51–100</td> <td data-bbox="1137 759 1496 801">4</td> <td data-bbox="1496 759 1783 801">20</td> </tr> <tr> <td data-bbox="757 801 1137 836">101 and over</td> <td data-bbox="1137 801 1496 836">5</td> <td data-bbox="1496 801 1783 836">25</td> </tr> </tbody> </table> <p>31.6 An employer will not be liable for any additional expenses associated with an employee’s attendance at a course other than the payment of ordinary time earnings for such absence. For the purposes of clause 31 ordinary time earnings are defined as the ordinary hourly rate and shiftwork rates, where relevant, plus over award payment where applicable.</p> <p>31.7 Leave of absence on training leave will be counted as service.</p> <p>31.8 The employee must provide the employer with proof of attendance.</p>	No. of full and part-time employees covered by this award	Max. no. of employee representatives eligible to attend per year	Max. no. of days permitted per year	5–15	1	5	16–30	2	10	31–50	3	15	51–100	4	20	101 and over	5	25
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101 and over	5	25																		
<i>Water Industry Award 2020</i>	MA000113	N/A																		
<i>Wine Industry Award 2020</i>	MA000090	N/A																		

Award title	Award code	Existing award terms
<i>Wool Storage, Sampling and Testing Award 2020</i>	MA000044	N/A