



**Business SA Submission**

# Plain English Pilot Pharmacy Industry Award 2015

**10 December 2015**

**BusinessSA**

South Australia's Chamber of  
Commerce and Industry

**Why this matter is important to South Australian businesses**

As South Australia's Chamber of Commerce and Industry, Business SA is the peak business membership organisation in the State. We represent thousands of businesses through direct membership and affiliated industry associations. Whilst these businesses come from all industry sectors, ranging in size from micro-business to multi-national companies, a large proportion of Business SA's members are small business owners. One of the major reasons listed for joining Business SA is to gain access to industrial relations representation and support, and we provide a number of targeted services to support legislative and regulatory compliance.

Business SA strives to ensure small business and South Australian industries are covered by awards that meet the modern awards objective and in particular:

- promote flexible modern work practices and the efficient and productive performance of work
- provide a simple, easy to understand, stable and sustainable modern award system

We also strive to ensure that the process in particular takes into account the likely impact of any exercise of modern award powers on business, including on productivity, employment costs and the regulatory burden.

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### **Pharmacy Industry Award 2015**

The submissions that follow relate to the Pharmacy Industry Award 2015 (Plain English Exposure Draft), published on 27 November 2015. Business SA has identified the following issues regarding the exposure draft:

1. Clause 6 Facilitative provisions– Business SA suggests the contents of the table in this clause are award specific and should be addressed in Part A of this process.
2. 7.7(c) The original clause refers to payment of wages to be made at the end of each engagement. The new clause requires payment to be made at the end of each day. Business SA submits that, because an engagement may be for longer than one day, this is a substantive change to the award.
3. Subclauses 12.2 and 12.3 of Clause 12 Wages were to have replaced current award clause 10.1(c). It seems, however, that the ability of the employer to move a student up a pay level, if they accelerate their course completion, or to leave them at that rate for more than 1 year if that section of the course is not completed within the year, has been removed. Business SA submits this is substantive change to the award.
4. Business SA submits parts of Clause 16 Overtime are not as clear as they could be. Specifically, 16.2 must also be subject to 7.6 (g) and at 16.3 mention of table 2 must stipulate the table's name and clause number.

### **Conclusion**

In addition to the above mentioned points, Business – SA also identified areas of the award which will be addressed in Part B of this process but which may need review from an award specific perspective.

Business SA supports a considered approach to the translation of industrial awards to plain English and looks forward to continued involvement in this matter.