

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

*Aged Care Award 2010*

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S1.	Aged Care Employers	<a href="#">Sub-02Mar15</a>		<b>Telephone advice payment</b> Insert new clause providing for payment to employees who provide telephone advice outside normal rostered hours.	Page 2	
S2.	HSU	<a href="#">Sub-02Mar15</a>		<b>On call and recall</b> Inclusion of new provisions sought.	Para 15	
S3.	Aged Care Employers	<a href="#">Sub-02Mar15</a>	10.3	<b>Part-time employees</b> Seek removal of the requirement that any additional hours agreed to between an employer and employee be recorded in writing.	Page 2	Referred to Part-time and Casuals Full Bench in <a href="#">AM2014/196</a> and <a href="#">AM2014/197</a>
S4.	HSU	<a href="#">Sub-02Mar15</a>	10.4	<b>Casual loading</b> Casual loading to be paid in addition to other shift allowances and weekend and public holiday rate.	Para 5	Referred to Part-time and Casuals Full Bench in <a href="#">AM2014/196</a> and <a href="#">AM2014/197</a>
S5.	HSU	<a href="#">Sub-02Mar15</a>	15	<b>Allowances</b> Inclusion of the following: phone allowance, on call/recall allowances, reimbursement of costs associated with first aid certificate renewal.	Para 14	

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S6.	UV	<a href="#">Sub-03Mar15</a>	15.2	<b>Allowances</b> Variation to clothing and equipment allowance is sought to clarify number of uniforms to be provided.	Page 2	
S7.	HSU	<a href="#">Sub-02Mar15</a>	15.2	<b>Allowances</b> Variation is sought to the clothing and equipment allowance.	Para 14	
S8.	HSU	<a href="#">Sub-02Mar15</a>	17	<b>Payment of wages</b> Penalty for late payment of wages is sought.	Para 13	Referred to Payment of Wages Full Bench in <a href="#">AM2016/8</a>
S9.	Aged Care Employers	<a href="#">Sub-02Mar15</a>	22.6	<b>Rosters</b> Allow for a roster to be changed at any time where the employer and employee(s) agree and/or where there is an unexpected absence.	Page 2	
S10.	HSU	<a href="#">Sub-02Mar15</a>	22.6	<b>Rostering</b> An allowance for employees who are the subject of a unilateral employer-imposed roster change is sought.	Para 7	
S11.	HSU	<a href="#">Sub-02Mar15</a>	22.7, 22.8, 22.9	<b>Rostering</b> Minimum four hour engagement, including provisions for sleepovers and broken shifts, sought.	Para 9	
S12.	HSU	<a href="#">Sub-02Mar15</a>	22.7	<b>Minimum engagements</b> Minimum engagement should be four hours for all employees.	Para 3	
S13.	HSU	<a href="#">Sub-02Mar15</a>	22.8	<b>Broken shift</b> Delete provision or, in the alternative, provide for an allowance and overtime to	Paras 10–11	

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				be paid, and for the minimum engagement to apply to each part of the shift.		
S14.	HSU	<a href="#">Sub-02Mar15</a>	22.9	<b>Sleepovers</b> Variation to applicable sleepover rate is sought.	Para 12	
S15.	Anonymous	<a href="#">Sub-20Oct14</a>	22.9	<b>Sleepovers</b> Amendment to sleepover provisions sought.	Pages 1–2	
S16.	UV	<a href="#">Sub-03Mar15</a>	22.9	<b>Sleepovers</b> Substantial variation to clause is sought.	Pages 2–4	Proposed wording provided.
S17.	HSU	<a href="#">Sub-02Mar15</a>	23, 26	<b>Weekend work</b> Payment of shift allowances and casual loading for weekend work is sought.	Para 16–17	
S18.	HSU	<a href="#">Sub-02Mar15</a>	25	<b>Overtime</b> Employees should be paid overtime when they work beyond their rostered hours, in excess of the daily maximum of 10 hours or on an average weekly hours basis.	Para 19	
S19.	HSU	<a href="#">Sub-02Mar15</a>	32	<b>Ceremonial leave</b> Clause should be expanded to include ‘Torres Strait Islanders’.	Para 20	
S20.	HSU	<a href="#">Sub-02Mar15</a>	Schedule B	<b>Classification Definitions</b> Variation of classification nomenclature and terminology is sought.	Para 6	
S21.	UV	<a href="#">Sub-03Mar15</a>	Schedule B.4	<b>Classification definitions</b> Replace “is required to hold a relevant Certificate III” with “holds a relevant Certificate III”.	Pages 4-5	

**List of abbreviations**

Aged Care Employers	Aged and Community Services NSW & ACT, Leading Age Services Australia NSWACT, Aged and Community Services Australia, Leading Age Services Australia, Leading Age Services Australia VIC, Aged and Community Services Western Australia, Aged and Community Services SA & NT, Leading Age Services Australia – QLD, Leading Age Services Australia – SA, Leading Age Services Australia – TAS, Leading Age Services Australia – WA, Aged & Community Services Tasmania, Aged and Community Services Australia (Victoria), Aged and Community Services Australia (QLD)
HSU	Health Services Union
UV	United Voice