



**THE UNION FOR WORKERS IN
RETAIL. FAST FOOD. WAREHOUSING.**

Award Review 2014

Mannequins and Models Award

**SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES'
ASSOCIATION**

EXPOSURE DRAFT SUBMISSION

1 July 2018

The SDA makes the following comments regarding the Exposure Draft issued by FWC for the Mannequins and Models Award 2016. The SDA has attempted to answer all the questions or comments posed.

If further clarification is required the SDA is able to provide that.

The terms in the award are defined covering

1. house models and mannequins,
2. mannequin, and
3. model

Previously the award and 2 separate sections , one for house models/mannequins and the other for casual models/mannequins.

This reflects the industry.

House models and Mannequins are still employed.

1. Clause 11

Casual employment and rates are governed by the draft clause 16.2. The various 'engagements' ie parades, paradettes, rehearsals etc have maximum hours built in. The engagement for these can be any minimum ie 30mins but cannot exceed the maximum hours. The engagement has a set rate regardless if the period is 10mins upto the maximum set for the type of engagement ie 'single parade' has a max of 2 hours.

2. Clause 11.3 (b) and (c)

These do apply to postponements

3. Clause 11.3 (a) and (b)

Drafting question

- (a) already says 'less than one day' (b) states 'part of a day and one week' as the 'engagement might be for only part of a day each day ie photo shoot of 3 hours each day for 5 days. So changing it to more than a day would mean this type of engagement would be excluded. So the SDA opposes the suggestion to change this wording.

4. Clause 14

The rest breaks apply to all employees. The terminology should say 'employee' The rest breaks are paid.

5. Clause 15

15.3 should include mannequin as 15.2 includes mannequins. 15.3 should also include film or other recording so that it is consistent with 15.3. It is now also more likely for a mannequins work to be recorded by various means.

15 For consistency this clause should apply to house models/mannequins.

6. Part 4

Comperes are employed on a casual basis only under this award. This is due to the nature of the work. There is no such thing as a 'house' compere which is where PT and FT employees are.

7. Clause 16.2 (k) 'meters ' should be 'metres'

8. Clause 17.2 (b) Delete the word 'payment'

9. Clause 17 (c) Meal Allowance

The reference in cl 17.3 (c) (ii) to cl 17.3(c)(i) should be to 14.2. The entitlement to this meal allowance for late night was not for working overtime but if you were due a second meal break for the day. (see attached extract from the Federal award: clause 31 and 32)

Question on wording 'entrée or joint': To ensure currency the provision should state ' a substantial meal which will consist of soup, a main course of meat, fish or protein with vegetables , and dessert.

10. Clause 17.4

This applies to mannequins as well. The fares are based on the distance from the GPO, not moving from one engagement to the other, so if the engagement is more than 50Km regardless of if it is the second or third engagement on the day then Clause 11 (b) applies otherwise an employee could end up being 130km say away from the GPO.

240 km journey includes the return trip. Ie 120km one way

11. Clause 21 Overtime

Add to Cl 21.1 '(c) 200% of the minimum hourly rate for work on a Sunday'

This is the rate for all Sunday work

12. Clause 22.1

This allowance doesn't apply to Thursday and Friday as the hours 6pm to 9pm are outside ordinary hours and would be paid as overtime.

13. Clause 26 Public Holidays

The rate is found in clause 26.5 (d) which is a drafting/setting out error. This should be a stand alone subclause. (see previous Federal award Cl 49.12)

Clause 26.2 (d) is a standard worded clause from the Public Holiday test case.

14. Schedule A

The tables do not state the \$amount that the additional amounts are added to. At the moment this is confusing as someone could miss that these are additional amounts and assume they are the total amount paid. The evening work rates only apply to hours within the span of ordinary hours.