



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

The Shop, Distributive and Allied Employees' Association

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**NATIONAL PRESIDENT**

Joe de Bruyn

**NATIONAL SECRETARY**

Gerard Dwyer

27 April 2017

Vice President Hatcher  
Fair Work Commission  
Level 4, 11 Exhibition Street  
MELBOURNE 3000

By email: [chambers.hatcher.vp@fwc.gov.au](mailto:chambers.hatcher.vp@fwc.gov.au); [amod@fwc.gov.au](mailto:amod@fwc.gov.au)

Dear Vice President Hatcher,

**RE: AM2016/36 – 4 yearly review of Modern Awards  
SDA Claim for blood donor and bone marrow leave  
Blood Donor leave  
Amended Draft Determinations**

Further to our amendments filed on 5 April 2017 and 10<sup>th</sup> April 2017, we wish to make a final amendment to our application of blood donor leave prior to filing our submissions.

Please accept the SDA's draft determinations of blood donor leave we are seeking to have inserted in the *Pharmacy Industry Award 2010*; *General Retail Industry Award 2010*; *Hair and Beauty Industry Award 2010*; *Fast Food Industry Award 2010*, and *Mannequins and Models Award 2010*.

If you have any further queries in relation to the above, please do not hesitate to contact Mauro Moretta of our office on (03) 9698 1400 or 0400 524 222.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Gerard Dwyer', written over a white background.

Gerard Dwyer  
**National Secretary**

MA000012 PRXXXXXX

FAIR WORK COMMISSION

DRAFT DETERMINATION

*Fair Work Act 2009*

s156 – 4 Yearly reviews of modern awards

**4 yearly review of modern awards**

(AM2016/36)

**PHARMACY INDUSTRY AWARD 2010**

MA000012

Pharmacy operations

VICE PRESIDENT HATCHER

SYDNEY, DD MM 2017

*Review of modern awards to be conducted.*

A. Further to the Decision and Reasons for Decision <<DecisionRef>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Pharmacy Industry Award 2010* be varied as follows.

1. Insert a new clause Blood Donor Leave:

BLOOD DONOR LEAVE

- x.1 A permanent employee shall be entitled to up to 2 ordinary hours' paid Blood Donor Leave, without deduction of pay, on a maximum of four occasions per year for the purposes of donating blood.
- x.2 The employee shall notify his or her Employer as soon as possible of the time and date upon which he or she is requesting to be absent for the purpose of donating blood.
- x.3 The employee shall arrange for his or her absence to be on a day suitable to the employer and be as close as possible to the beginning or ending of his or her ordinary working hours.

x.4 Proof of the attendance of the employee at a recognised place for the purpose of donating blood and the duration of such attendance shall be produced to the satisfaction of the employer.

B. This determination comes into force on and from DD MM 2017.

PRESIDING MEMBER

MA000004 PRXXXXXX

FAIR WORK COMMISSION

DRAFT DETERMINATION

*Fair Work Act 2009*

s156 – 4 Yearly reviews of modern awards

**4 yearly review of modern awards**

(AM2016/36)

**GENERAL RETAIL INDUSTRY AWARD 2010**

MA000004

Retail operations

VICE PRESIDENT HATCHER

SYDNEY, DD MM 2017

*Review of modern awards to be conducted.*

A. Further to the Decision and Reasons for Decision <<DecisionRef>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *General Retail Industry Award 2010* be varied as follows.

1. Insert a new clause Blood Donor Leave:

BLOOD DONOR LEAVE

- x.1 A permanent employee shall be entitled to up to 2 ordinary hours' paid Blood Donor Leave, without deduction of pay, on a maximum of four occasions per year for the purposes of donating blood.
- x.2 The employee shall notify his or her Employer as soon as possible of the time and date upon which he or she is requesting to be absent for the purpose of donating blood.
- x.3 The employee shall arrange for his or her absence to be on a day suitable to the employer and be as close as possible to the beginning or ending of his or her ordinary working hours.

x.4 Proof of the attendance of the employee at a recognised place for the purpose of donating blood and the duration of such attendance shall be produced to the satisfaction of the employer.

B. This determination comes into force on and from DD MM 2017.

PRESIDING MEMBER

MA000005 PRXXXXXX

FAIR WORK COMMISSION

DRAFT DETERMINATION

*Fair Work Act 2009*

s156 – 4 Yearly reviews of modern awards

**4 yearly review of modern awards**  
(AM2016/36)

**HAIR AND BEAUTY INDUSTRY AWARD 2010**  
MA000005

Hair and beauty operations

VICE PRESIDENT HATCHER

SYDNEY, DD MM 2017

*Review of modern awards to be conducted.*

A. Further to the Decision and Reasons for Decision <<DecisionRef>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Hair and Beauty Industry Award 2010* be varied as follows.

1. Insert a new clause Blood Donor Leave:

BLOOD DONOR LEAVE

- x.1 A permanent employee shall be entitled to up to 2 ordinary hours' paid Blood Donor Leave, without deduction of pay, on a maximum of four occasions per year for the purposes of donating blood.
- x.2 The employee shall notify his or her Employer as soon as possible of the time and date upon which he or she is requesting to be absent for the purpose of donating blood.
- x.3 The employee shall arrange for his or her absence to be on a day suitable to the employer and be as close as possible to the beginning or ending of his or her ordinary working hours.

x.4 Proof of the attendance of the employee at a recognised place for the purpose of donating blood and the duration of such attendance shall be produced to the satisfaction of the employer.

B. This determination comes into force on and from DD MM 2017.

PRESIDING MEMBER

**MA000003 PRXXXXXX**

**FAIR WORK COMMISSION**

**DRAFT DETERMINATION**

*Fair Work Act 2009*

s156 – 4 Yearly reviews of modern awards

**4 yearly review of modern awards  
(AM2016/36)**

**FAST FOOD INDUSTRY AWARD 2010  
MA000003**

Fast food operations

VICE PRESIDENT HATCHER

SYDNEY, DD MM 2017

*Review of modern awards to be conducted.*

A. Further to the Decision and Reasons for Decision <<DecisionRef>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Fast Food Industry Award 2010* be varied as follows.

1. Insert a new clause Blood Donor Leave :

**BLOOD DONOR LEAVE**

- X.1 A permanent employee shall be entitled to up to 2 ordinary hours' paid Blood Donor Leave, without deduction of pay, on a maximum of four occasions per year for the purposes of donating blood.
- x.2 The employee shall notify his or her Employer as soon as possible of the time and date upon which he or she is requesting to be absent for the purpose of donating blood.
- x.3 The employee shall arrange for his or her absence to be on a day suitable to the employer and be as close as possible to the beginning or ending of his or her ordinary working hours.



x.4 Proof of the attendance of the employee at a recognised place for the purpose of donating blood and the duration of such attendance shall be produced to the satisfaction of the employer.

B. This determination comes into force on and from DD MM 2017.

PRESIDING MEMBER

MA000117 PRXXXXXX

FAIR WORK COMMISSION

DRAFT DETERMINATION

*Fair Work Act 2009*

s156 – 4 Yearly reviews of modern awards

**4 yearly review of modern awards**  
(AM2016/36)

**MANNEQUINS AND MODELS AWARD 2010**  
MA000117

Mannequins and models

VICE PRESIDENT HATCHER

SYDNEY, DD MM 2017

*Review of modern awards to be conducted.*

A. Further to the Decision and Reasons for Decision <<DecisionRef>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *Mannequins and Models Award 2010* be varied as follows.

1. Insert a new clause Blood Donor Leave:

BLOOD DONOR LEAVE

- x.1 A permanent employee shall be entitled to up to 2 ordinary hours' paid Blood Donor Leave, without deduction of pay, on a maximum of four occasions per year for the purposes of donating blood.
- x.2 The employee shall notify his or her Employer as soon as possible of the time and date upon which he or she is requesting to be absent for the purpose of donating blood.
- x.3 The employee shall arrange for his or her absence to be on a day suitable to the employer and be as close as possible to the beginning or ending of his or her ordinary working hours.

x.4 Proof of the attendance of the employee at a recognised place for the purpose of donating blood and the duration of such attendance shall be produced to the satisfaction of the employer.

B. This determination comes into force on and from DD MM 2017.

PRESIDING MEMBER