

This table is a summary of proposed variations lodged for this award – updated 20 May 2016.

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AIG	Sub-14/04/16	3.4 3.5		Coverage Reference to clauses 3.1 and 3.2 is incorrect, and should be replaced with clause 3.2.	Paras 389–390	
2.	AIG	Sub-14/04/16	6.4		Regular employees Clause does not require part-time employees' hours be fixed. Therefore a part time employee's ordinary hours of work may not necessarily be 'regular'.	Para 387	
3.	AIG	Sub-14/04/16	6.5(c)(ii)		Casual loading The reference to entitlements of full-time and part-time employment is an over simplification which suggests the casual loading exists directly to compensate for comparative entitlements only. It does not take into account broader issues associated with differences in the form of employment.	Paras 391–394	
4.	AIG	Sub-14/04/16	7.2		Classifications Reference to "Schedule B" is incorrect, and should be replaced with "Schedule A".	Para 395	

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5.	AIG	Sub-14/04/16	8.2, 8.3, 8.3(d), 8.6, 8.7, 9.4, 9.5(a), 10.2, 12.2(a)		Regular employees References to “regular employees” have been altered, resulting in substantive change.	Para 386	
6.	AIG	Sub-14/04/16	8.5		Ordinary hours of work and rostering Reference to clause 9 is incorrect and should be replaced with clause 6.5(c).	Para 396	
7.	AIG	Sub-14/04/16	10.4(b)	17.1(a)(i)	Expenses reimbursement Removal of such at the start of clause means payment for expenses is not limited to the type referred to in the preceding clause. This means that <i>any</i> expenses that can reasonably be anticipated will be payable in advance. This change is substantive.	Paras 397–399	
8.	AIG	Sub-14/04/16	13.1		Out of hours penalty <i>Parties are asked to consider whether it would be more appropriate to amend these penalties so they are expressed as percentage of employee’s ordinary hourly rate. Current model of compensation should remain unchanged. The alternative would significantly increase existing payroll costs.</i>	Paras 400–401	

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9.	AIG	Sub-14/04/16	13.2		<p>Out of hours penalty <i>Parties asked to clarify rate at which time off is granted? e.g. one hour for each hour worked?</i> Award does not currently prescribe the quantum of time off that may be taken – this is at the discretion of the employer. Introducing quantum would be a substantive change.</p>	Paras 402–403	
10.	AIG	Sub-14/04/16	17.2		<p>Public holidays New clause is an unnecessary and may cause confusion about the appropriate payment for work on a public holiday. The clause mandates that only one of two payment methodologies can apply.</p>	Paras 404–405	
11.	FWO	Corro-02/03/15		21.2	<p>Ordinary hours of work Application of clause unclear as term “regular employees” is not defined.</p>	Para 26	
12.	AIG	Sub-14/04/16	23.1		<p>Dispute resolution procedure training leave <i>Should ‘Workplace Relations Act 1996 (Cth)’ be updated to ‘the Act’?</i> Reference to <i>Workplace Relations Act 1996 (Cth)</i> should be amended to <i>Fair Work Act 2009 (Cth)</i>.</p>	Para 406	

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13.	AIG	Sub-14/04/16	Schedule A.5		Door-to-door interviewer New clause suggests the roles of Executive (face-to-face) interviewer and door to door interviewer are distinct classifications.	Paras 407–408	

List of abbreviations (in alphabetical order)

AIG Australian Industry Group
FWO Fair Work Ombudsman