

From: Chambers - Hampton DP <Chambers.Hampton.DP@fwc.gov.au>
Sent: Friday, 9 December 2022 1:03 PM
To: Claire Gray-Starcevic <claire.gray-starcevic@unitedworkers.org.au>
Cc: stephen.crawford@nat.awu.net.au; Dominic Macken <djmacken@macken.com.au>; Kyle Scott <Kyle.Scott@ablawyers.com.au>; AMOD <AMOD@fwc.gov.au>
Subject: C2019/5259 Review of certain C14 rates in modern award - Funeral Industry Award 2020

OFFICIAL

Good afternoon parties,

The correspondence has been brought to the attention of Deputy President Hampton.

Given the position reached by the parties, the *Funeral Industry Award 2020* will not be considered at the upcoming conference and the outcome will be reported to the Full Bench along with any further developments or submissions from the parties.

An Amended Notice of Listing will be sent to all parties in due course.

This correspondence will be shortly uploaded to the relevant web page on the FWC website for the information of all parties.

Regards,

Luke Johanson

Associate to Deputy President Hampton



Fair Work Commission

Australia's national workplace relations tribunal

T 08 8193 5515

E chambers.hampton.dp@fwc.gov.au

Level 6, Riverside Centre, North Terrace, Adelaide, SA , 5000
PO Box 8072, Station Arcade, SA, 5000

The Fair Work Commission acknowledges that our business is conducted on the traditional lands of Aboriginal and Torres Strait Islander people. We acknowledge their continuing connection to country and pay our respects to their Elders past, present and emerging.

This email was sent from Kurna Country.

From: Claire Gray-Starcevic <claire.gray-starcevic@unitedworkers.org.au>
Sent: Thursday, 8 December 2022 4:28 PM
To: Chambers - Hampton DP <Chambers.Hampton.DP@fwc.gov.au>
Cc: stephen.crawford@nat.awu.net.au; Dominic Macken <djmacken@macken.com.au>; Kyle Scott <Kyle.Scott@ablawyers.com.au>
Subject: C2019/5259 Review of certain C14 rates in modern award - Funeral Industry Award 2020

Dear Associate

C2019/5259 Review of certain C14 rates in modern award - Funeral Industry Award 2020

I refer to the above matter.

Please see attached* correspondence of today's date on behalf of UWU, AWU, AFDA and the ABI and NSW Business Chamber regarding the *Funeral Industry Award 2020*.

In light of the attached, the parties request that the *Funeral Industry Award 2020* be removed from the list of awards to be dealt with at the conference on 14 December 2022.

Yours faithfully

Claire Gray-Starcevic
Industrial Officer – Strategic Power
United Workers Union

M: 0435 800 820

E: claire.gray-starcevic@unitedworkers.org.au

W: unitedworkers.org.au



Email disclaimer: unitedworkers.org.au/emaildisclaimer

8 December 2022

Chambers of Deputy President Hampton
Fair Work Commission
Level 6
Riverside Centre
North Terrace
Adelaide SA 5000

By email: chambers.hampton.dp@fwc.gov.au

Dear Associate

C2019/52929 – Review of certain C14 rates in modern awards

We refer to the above matter and to the conciliation conference listed on 14 December 2022 in relation to the *Funeral Industry Award 2020*. We are writing on behalf of the United Workers Union (**UWU**), Australian Workers Union (**AWU**), Australian Funeral Directors Association (**AFDA**) and the Australian Business Industrial and the NSW Business Chamber (**ABI and the NSW Business Chamber**).

We confirm discussions have taken place between the parties regarding the *Funeral Industry Award 2020*. The parties have reached a consensus position on the following additions and amendments:

12. Classifications

Employees must be classified in accordance with the classification descriptions set out in clause 12.

12.1 Introductory level

An employee at this level will:

- (a) be a new entrant to the funeral industry;
- (b) for up to six (6) months undergo appropriate training, including induction, so as to enable them to achieve the level of competence required to be classified at Grade 1 or above;
- (c) perform routine duties of a basic nature, exercise minimal judgment and work under direct supervision.

12.2 Grade 1

- (a) Funeral director's assistant;
- (b) coffin draper; or
- (c) adult employee with at least six (6) months' experience in the funeral industry who is not mentioned elsewhere in any of Grades 2 to 6.

The consensus proposal includes the addition of a new clause 12.1 introductory level to be paid at the National Minimum Wage rate (**NMW**), being the previous Grade 1 rate of pay.

The proposal is that Grade 1 is then paid at 50% of the difference between the NMW and Grade 2 rates, at \$21.68 per hour $((21.97 - 21.38) \times 0.5 + 21.38)$.

The subsequent classifications remain unchanged save for updating the numbering of the clauses to allow for the addition of the new clause 12.1. The table under clause 15.1 containing the rates of pay would also be updated to reflect the addition of the new introductory level and subsequent increase of pay for Grade 1.

Given the agreement that has been reached, the parties suggest that the *Funeral Industry Award 2020* be removed from the list of awards to be dealt with at the conference on 14 December 2022.

We are happy to provide any additional information the Commission may require.

Yours faithfully



Claire Gray-Starcevic
Industrial Officer
United Workers Union

P: 0435 800 820
E: claire.gray-starcevic@unitedworkers.org.au

Cc Stephen Crawford AWU
Dominic Macken AFDA
Kyle Scott ABI and the NSW Business Chamber