

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	CFMEU	Sub-02/03/15	10.3(c)	Casual Employment Current award states that casual loading paid instead of <i>'the other attributes of full-time and part-time employment'</i> . Made submissions opposing change of 'attributes' to 'entitlements' in Mining Award exposure draft - sub06/11/14 . Raise same issue in regard to this award, but note there is no exposure draft yet.	Item 4-6, p.1	
2.	CFMEU	Sub-02/03/15	16	Ordinary hours of work Seek that Saturday and Sunday penalty rates apply equally to shiftworkers when work ordinary hours worked on those days. Also, provision should be made for payment of penalty rate for ordinary hours on public holidays for shiftworkers and others. Rate should be triple time consistent with Black Coal Mining industry.	Items 7-11, p.2	

List of abbreviations

CFMEU

Construction, Forestry, Mining and Energy Union,
Mining and Energy Division

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-2/3/2015	14.3	<p>Weekly aggregated wage Unclear what is meant by “weekly aggregated wage”.</p> <p>Use of term in clause 14.3 differs from clause 14.1 and 14.2 which both provide “minimum weekly rates” in respect of different categories of employees.</p> <p>In the absence of a definition of “weekly aggregated wage” it may be unclear which entitlements have been “aggregated” (and as a result it may be unclear which, if any, entitlements remain separately payable).</p>	P.5	Information based on common queries raised with FWO

List of abbreviations

FWO

Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFEREN CE	NOTES
1.	CFMEU - Mining and Energy Division	Sub -02/03/15	13.5	Types of employment Seeks the removal of term “attributes” and replacement with “entitlements”.	Para 6	
2.	CEPU - Electrical Division	Sub -02/03/15	18	Allowances Seeks the inclusion of an ‘electrician’s licence’ allowance.	Page 1	

List of abbreviations

CEPU (Electrical
Division) Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allies Services Union

CFMEU (Mining
and Electrical
Division) Construction, Forestry, Mining and Energy Union

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AIMPE	Sub-02/03/15	4.1	Coverage Because of how the coverage clause is drafted, Inshore Enterprise Agreements incorrectly refer to this Award. Party submits that the Award's coverage is broader than it should be. Propose number of changes to coverage.	Para 1	
2.	FWO	Corro-02/03/15	10.3(b)	Casual loading It is unclear whether the casual loading applies instead of or addition to overtime and shiftwork rates.	Item 30 page 8	
3.	AIMPE	Sub-02/03/15	13.1	Wages Incorrect relativity between the rate of pay for a Master and Engineer. Seeking parity between the Engineer classification at 100% relativity to the Master.	Para 2	
4.	FWO	Corro-02/03/15	18.2	Ordinary hours It is unclear under which circumstances an employee can work ordinary hours on a Saturday or Sunday, given clause 20.1(b) and 20.3 refer to ordinary hours worked on a Saturday or Sunday, whereas clause 18.2 states ordinary hours can be worked Monday to Friday.	Item 31 page 8	

List of abbreviations (in alphabetical order)

AIMPE Australian Institute of Marine and Power Engineers

FWO Fair Work Ombudsmen

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
2.	AIMPE	Sub-02/03/15	4	<p>Coverage - The coverage clause may need revision. There are problems with the manner in which the <i>Ports, Harbours and Enclosed Water Vessels Award 2010</i> is being utilised which impact of the <i>Seagoing Award 2010</i>. (Also see submission in relation to <i>Ports, Harbours and Enclosed Water Vessels Award 2010</i> coverage in table on page 6.)</p> <p>Definitions of Accommodation vessels and Transshipment vessels should be included in the definition of 'Seagoing industry'.</p>	Page 3 - Para 4	
3.	AIMPE	Sub-02/03/15	13	<p>Classifications - Two passenger vessel schedules of classifications should be inserted.</p>	Page 3 - Para 1	
4.	AIMPE	Sub-02/03/15	13	<p>Classifications - A classification of 'electrician' should be added to the 'second mate/second engineer' grading. For passenger vessels, a grading of 'chief electrician' or 'first electrician' should be added.</p>	Page 3 - Para 2	
5.	AIMPE	Sub-02/03/15	13	<p>Classifications - Consideration should be given to including classifications for fitters and boilermakers.</p>	Page 3 - Para 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	FWO	Corro-02/03/15	18.2, 27	Hours of work - Interaction between these two clauses and the NES is unclear.	Para 34	
7.	FWO	Corro-02/03/15	30	Leave—employees on a vessel granted a temporary licence – It is unclear whether the leave payable under this clause is in addition to the NES entitlement or in substitution to it.	Para 35	

List of abbreviations (in alphabetical order)

AIMPE Australian Institute of Marine and Power Engineers
FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	BusSA	Sub-02/03/15	Schedule B	Classification Structure Undergoing further consultation with members regarding inclusion of indicative tasks in classification structure.	p.6	May pursue a variation
2.				Classification Structure Term 'occupational health and safety' does not reflect current legislation and should be amended. May seek to replace the wording in the current award with the term 'work health and safety'.	p.6	

List of abbreviations

BusSA

Business SA

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	Mitolo and others	Sub-02/03/15	4	Coverage May seek changes to the coverage clause depending upon Full Bench decision in C2014/7871.	p.1	
	Ai Group	Sub-02/03/15		Coverage May seek changes to the coverage clause depending upon Full Bench decision in C2014/7871.	para 5	
2.	NFF	Sub-13/03/15	4	Coverage Intends to propose change to give effect to the intention that the Award covers 'agricultural production within the farm gate'.	para 5(a)	
3.	FWO	Corro-02/03/15	10.4(c); 22.1(d) and 22.2(h)	Overtime entitlement for casuals Has received enquires as to whether casual employees are entitled to overtime rates. Interaction of provisions may cause uncertainty amongst award users regarding whether overtime rates in 22.1 and 22.2 apply to casuals.	Item 18 p.6	
	AWU	Sub-02/03/15		Overtime entitlement for casuals Intend to pursue a variation to clarify that casuals receive overtime when they work: <ul style="list-style-type: none"> • In excess of the ordinary hours (clause 10.4(a)); • Outside the span of ordinary hours and maximum 	paras 3-5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				<p>daily hours (clause 22.1); and</p> <ul style="list-style-type: none"> • Outside the span of ordinary hours and maximum shift hours (clause 22.2) <p>Will seek to delete the words 'full-time and part-time' appearing in clause 22.1 and 22.1(d).</p>		
4.	FWO	Corro-02/03/15	10.4(c); 22.1 and 22.2	<p>Shiftwork provisions applying to casuals Unclear whether shiftwork provisions in clause 22.2 can apply to casual employees.</p> <p>May be unclear whether shiftwork provisions in clause 22.2, (which do not mention which types of employees it may cover), should be read in conjunction with clause 22.1 (ordinary hours of work and rostering for full-time and part-time employees).</p>	Item 19 p.6	
5.	FWO	Corro-02/03/15	15	<p>Piecework rate of pay - casuals Have received enquiries about how to calculate piecework rate for casuals. May be unclear whether under clause 15.3 the piecework rate should be calculated:</p> <ul style="list-style-type: none"> • On a compound basis; or • On a cumulative basis. 	Item 21; p.6	
6.			15.5, 22, 25 and 26	<p>Pieceworkers rate of pay when on annual leave/personal leave Received enquiries about how to determine amount a pieceworker should be paid when they take annual leave</p>	Item 20; p.6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				or personal/carers leave under clauses 25.1 and 26. May be unclear how to determine the amount of leave payable and at what rate it should be paid.		
7.	BusSA	Sub-02/03/15	19.3	Payment of wages on termination of employment Current award states wages must be paid on day of termination or forwarded by post next working day. Seek to insert alternative wording into this clause as per the <i>Vehicle Manufacturing Repair, Service and Retail Award 2010</i> .	p.6	
8.	NFF	Sub-13/03/15	Schedule B	Classification Structure and Definitions Intend to propose change to change the process for progression through classifications.	para 5(b)	
9.			New clause	Intends to insert an annual salaries provision .	para 5(c)	

List of abbreviations

Ai Group	Australian Industry Group
AWU	The Australian Workers' Union
BusSA	Business SA
FWO	Fair Work Ombudsman
Mitolo and others	Mitolo Group Pty Ltd; Potatoes SA; Hortex Alliance Incorporated; AusVeg SA; Horticultural Coalition of South Australia admin; Apple & Pear Growers Association of SA Inc.
NFF	National Farmers Federation

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	BusSA	Sub-02/03/15	4.2	Coverage Undergoing further consultation with members regarding coverage clause in respect of the inclusion of businesses that hire plants.	p.7	
2.	BusSA	Sub-02/03/15	10.3	Part-time employment - Rosters Proposes that sub-clause is varied to remove the required 48 hours' notice in emergency situations.	p.7	
3.	FWO	Corro-02/03/15	24.2	Overtime entitlement for casuals Received enquires as to whether casual employees are entitled to overtime rates. Clause 24.2(f) provides that all time worked outside ordinary hours is overtime. May not be clear whether overtime rates can apply to casuals.	Item 28, p.8	

List of abbreviations

BusSA Business SA
FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	NFF	Sub-02/03/15	3	Definitions Amend the definition of 'broadacre field crops' to reflect generic crop descriptors rather than to specific crops.	para 4(a)	
2.	FWO	Corro-02/03/15	35.3 and 35.9	Shiftwork definitions May be unclear under which circumstances an employee should be considered a shiftworker (as 'shiftworker' is not a defined term).	Item 29; p.8	
3.	NFF	Sub-02/03/15	42	Overtime Restore 'milking' as an activity akin to feeding and watering of stock for the purposes of overtime on Sundays.	para 4(e)	
4.	AWU	Sub-02/03/15	42.3	Overtime Currently no penalty rate for employees on poultry farms who work ordinary hours on a Saturday. Intend to seek a variation to clause 42.3 so that it reads: "The rate of pay for overtime will be time and a half, provided that time and a half will be paid for all work performed on Saturday and double time will be paid for all work performed on Sunday except in the case of feeding or watering the stock when such work will be paid for at the time rate of time and a half."	para 6-10	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	AWU	Sub-13/03/15	44.4(b)	Insertion of employment conditions for learners.	para 2	
6.	NFF	Sub-02/03/15	45	Woolclassers' formula Seeks to clarify the method for calculating the Woolclassers' formula.	para 4(b)	
7.	NFF	Sub-02/03/15	45	Rate for crutching stud ewes Seek to clarify the method for calculating the rate for crutching stud ewes.	para 4(c)	
8.	AWU	Sub-13/03/15	45	Rate for crutching stud sheep and rams Seek insertion of higher rates for crutching stud sheep and rams.	para 2	
9.	NFF	Sub-02/03/15	New clause	Insert an annual salaries provision.	para 4(d)	

List of abbreviations

AWU The Australian Workers' Union
FWO Fair Work Ombudsman
NFF National Farmers Federation

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	NOTES
NO AWARD SPECIFIC SUBMISSIONS RECEIVED					

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	NFF	Sub-12/11/15	20.2	Piecework Seeks to reduce current loading of 20% to 12.5%.	Para 4-5	
2.	AMWU	Sub-02/02/15	22.30 and/or 23.3	Tool Allowance Propose the insertion of a tool allowance for apprentices into Award. This could be done by creating a separate entitlement for apprentices or by amending current entitlement to apply to apprentices.	Para 3	
3.	FWO	Corro-02/03/15	11.3(a)	Piecework Rate Query whether the calculation of the minimum piece rate (clause 20.2) for casual employees should include the casual loading and, if so, how the casual loading and the additional 20% piecework loading interact.	Item 37 page 9	
4.	FWO	Corro-02/03/15	20.2(a)	Piecework Rate Query whether the calculation of the minimum piece rate for employees performing work during penalty hours should take into account penalty rates in the Award, and if so, how these and the additional 20% piecework loading interact.	Item 36 page 9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	FWO	Corro-02/03/15	29.2(c)	<p>Sunday Rate It may be difficult to determine the correct Sunday rate for field sector employees, given clause 28.2(c) provides that field sector employees receive time and a half for all ordinary time on Sunday, however clause 31.2(b) provides that all work done on Sunday must be paid at double time rate.</p>	Item 36 page 9	

List of abbreviations (in alphabetical order)

AMWU	Australian Manufacturing Workers Union
FWO	Fair Work Ombudsmen
SAWA	South Australian Wine Industry Association

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	SAWIA	Sub-12/11/2015	28.2	Ordinary hours of work and rostering Seeks to insert a new subclause to include a specific Sunday penalty rate for day workers in the Cellar Dollar Sales Stream at 150%.	Page 1	
2.	SAWIA	Sub - 2/3/2015	13.3	Casual employment Seeks lower minimum engagement for casual employees.	p.1	Variation likely to be proposed
2	SAWIA	Sub - 2/3/2015	New clause 17	Annualised salaries Seeks inclusion of annualised salary to enable employer to pay a salary in satisfaction of certain provisions of the award.	p.1	
3	SAWIA	Sub - 2/3/2015	24.3	Meal allowance Enable employer to provide meal in lieu of paying meal allowance.	p.1	
4	SAWIA	Sub - 2/3/2015	28.2(d)(i)	Vintage ordinary hours Extend vintage ordinary hours to laboratory and cellar employees.	p.1	
5	SAWIA	Sub - 2/3/2015		Vintage ordinary hours Include Sundays in vintage ordinary hours.	p.1	
6	SAWIA	Sub - 2/3/2015	28.2(g)(i)	Penalty rates Reduce Sunday penalty rate.	p.1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
7	SAWIA	Sub - 2/3/2015	28.3(g)	Penalty rate Reduce Sunday penalty rate for shiftworkers.	p.2	
8	FWO	Corro - 2/3/2015	13.2 and 23.2	Piecework rate for Casuals Formula for calculating piecework rate does not refer to casual loading. Uncertainty whether a casual worker who is being paid the piecework rate continues to be entitled to the 25% casual loading in clause 13.2 and if so, how the casual loading and piecework loading interact.	p.10	Information based on common queries raised with FWO
9	United Voice	Sub - 2/3/2015	12	Part time employees Seeks variation to guarantee minimum of 15 hours per week to part-time workers.	p.1	Variation will be sought
10	United Voice	Sub - 2/3/2015	12	Part time employees Introduce requirement for 2 weeks' notice of any agreed variation to a part time worker's established pattern of hours in addition to variation being agreed.	p.1	
11	United Voice	Sub - 2/3/2015	24.1	Travel allowance Seeks payment of travel allowance on travel for training purposes.	p.1	
12	United Voice	Sub - 2/3/2015	24.6(c)	Wine vat allowance Increase Wine Vat allowance from 4.2% to 20% of the standard rate per hour.	p.1	

List of abbreviations (in alphabetical order)

SAWIA South Australian Wine Industry Association

FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AMWU	Sub-12Nov15	Schedule B	Classifications Seeks to develop a career path for technical, supervisory and senior controller/principal technical officer classifications.	Para 6-11	
2.	ALAEA	Sub-03Mar15	15.5, Schedule B	Classifications Insert a new “Technical Support Supervision Stream” and necessary definitions.	Paras 3.2, 4.2	
3.	ALAEA	Sub-03Mar15	21.10	Allowances Insert a new clause providing for payment of an allowance where an employee is required to travel more than 200km from their normal residence.	Paras 3.1, 4.1	Proposed wording provided

List of abbreviations (in alphabetical order)

AMWU	Australian Manufacturing Workers Union
ALAEA	Australian Licenced Aircraft Engineers Association

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-02/03/15	27.2(b)	Ordinary hours of work and rostering - day workers Questions whether day workers can work ordinary hours on a Saturday as clause 30.1 references ordinary hours as occurring Monday to Saturday.	Page 11 Paragraph 1	

List of abbreviations (in alphabetical order)

FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	HIA	Sub-12Nov15	38	Annual leave Seeks to insert the model TOIL clause.	Page 1-2	
2.	MBA	Sub-12Nov15	38	Annual leave Objects to the insertion of the model TOIL clause.	Para 3.1-5.2	
3.	MBA	Sub-2Mar15	1	Title Party suggests changing the year of '2010' to '2015'.	Col 1 of Table	
4.	MBA	Sub-2Mar15	2.1	Commencement and transitional Party suggests changing the commencement date of award to a 'date to be determined'.	Col 2 of Table	
5.	CFMEU	Sub-2Mar15	4	Coverage Seeks to vary clause to ensure the primacy of award applies to employees and employers engaged in the on-site building, engineering and civil construction industry.	Para 4	
6.	AWU	Sub-2Mar15	4.1	Coverage Seeks to vary clause to include "the testing, concrete and aggregate" be identified as a	Para 17	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				broad-banded award classification into the CW/ECW 2 classification.		
7.	CCF	Sub-2Mar15	4.10(b)(ii)	Coverage Seeks to delete clause 4.10(b)(ii) in accordance with s.160 and 163(1) of the <i>Fair Work Act</i> 2009.	Proposed Var 10	
8.	MBA	Sub-2Mar15	9.6	Dispute resolution Party asserts that this clause be deleted as it replicates general law.	Col 3 of Table	
9.	JB	Sub-2Mar15	10.1(a)	Types of employment – daily hire Daily hire is nothing more than casual workers. Party proposes deleting clause as it is essentially casual workers.	Para 310	
10.	JB	Sub-2Mar15	11	Types of employment—daily hire employees Daily hire is nothing more than casual workers. Party proposes deleting clause as it is essentially casual workers.	Para 310	
11.	JB	Sub-2Mar15	13	Types of employment—part- time weekly hire employment Party provides alternative wording for part-time employees.	Para 320-430	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
12.	JB	Sub-2Mar15	14	Types of employment—casual employment Party provides alternative wording for casual employees.	Para 440-590	
13.	CFMEU	Sub-2Mar15	14	Types of employment—casual employment Seeks to add a new provision to address the situation where a casual employee is required to work for more than one engagement per day.	Para 5	
14.	FWO	Sub-2Mar15	14.2 and 23	Casual employment Unclear whether casual employees entitled to inclement weather provisions and if so, how to apply those provisions	Point 5	
15.	FWO	Sub-2Mar15	14.5, 19.1 and 19.3	Casual employment Unclear whether the casual hourly rate should be calculated by adding 25% to the hourly rate, hourly rates of daily and weekly hire employees or any other basis.	Point 4	
16.	FWO	Sub-2Mar15	14.6, 33.1 and 36	Casual employment Unclear how rostered days off and 20 day work cycle should be applied for a casual employee and how to determine a casual's ordinary hours of work.	Point 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
17.	HIA	Sub-2Mar15	17	The industry specific redundancy scheme Party proposes to remove scheme as it adds significant employment costs and regulatory burden. If unsuccessful at removing the scheme, party seeks a small business exemption. If unsuccessful at exempting small business, party seeks to insert incapacity to pay clause.	Para 2.1.1 -Para 2.5.4	
18.	HIA	Sub-2Mar15	17.2	Redundancy definition Proposes current definition be varied. Proposed definition in submission.	Para 2.3.5	
19.	CCF	Sub-2Mar15	17.2	Proposes current definition be varied in accordance with s.141(3) of the <i>Fair Work Act 2009</i> .	Proposed Var 1	
20.	MBA	Sub-2Mar15	17.2	Party asserts that redundancy is not resignation and is contrary to common sense and the modern awards objective. Party seeks for this matter to be deferred pending consideration of ABI's micro business schedule.	Col 3 of Table	
21.	MBA	Sub-2Mar15	17.3(a)	Redundancy pay Party seeks to amend clause to include 'or where the employer	Col 4 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				employs five or fewer employees the period shall be two years'. Party will only press this if ABI application for a separate schedule is unsuccessful.		
22.	MBA	Sub-2Mar15	17.3(b)	Redundancy pay Party asserts that redundancy is not resignation and is contrary to common sense and the modern awards objective. Party seeks for this matter to be deferred pending consideration of ABI's micro business schedule.	Col 5 of Table	
23.	MBA	Sub-2Mar15	17.7	Transfer of business Party suggests amending the wording of this clause. Proposed wording in submission.	Col 6 of Table	
24.	MBA	Sub-2Mar15	19.1(a)	Minimum wages—general Party suggests insertion of junior rates.	Col 7 of Table	Party refers to 19.1(aa) in submission, but appears to be an error.
25.	CCF	Sub-2Mar15		Proposes the insertion of junior rates in Award.	Proposed Var 2	
26.	MBA	Sub-2Mar15	19.2	Leading hands Party proposes to rationalise this clause, in line with submission in 2012 review.	Col 8 of Table	
27.	MBA	Sub-2Mar15	19.2(a)	Leading hands Party proposes to rationalise clause – see attachments B and C	Col 9 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				of submission.		
28.	MBA	Sub-2Mar15	19.3 & 19.3(a)	Hourly rate calculation Party proposes to rationalise clause – see attachments B and C of submission.	Col 10-11 of Table	
29.	CFMEU	Sub-2Mar15	19.3	Hourly rate calculation Seeks to vary clause to include all relevant allowances in the hourly rate calculation.	Para 6	
30.	MBA	Sub-2Mar15	19.5	Mobile cranes capacity adjustment formula Party proposes to rationalise clause as it has no practical effect – see attachments B and C of submission.	Col 12 of Table	
31.	MBA	Sub-2Mar15	19.6(b)	Piece rates Party suggests deleting clause as it replicates general law.	Col 13 of Table	
32.	MBA	Sub-13Oct14	19.7(d)	Apprentice wages Party seeks to retain transitional provisions for two year residential apprenticeships in WA.	Para 3.1	
33.	HIA	Sub-27Oct14		Party seeks to retain transitional provisions for two year residential apprenticeships in WA.	Para 3.1.1	
34.	CFMEU	Sub-10Nov14		Party says that proposed variation offends s.154 of the <i>FW Act 2009</i>	Para 19	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				and opposes proposed variation sought by HIA & MBA.		
35.	HIA	Sub-2Mar15	20	Expense related allowances Party seeks to rationalise and remove allowances that are no longer used across the award.	Para 6.1.1	
36.	MBA	Sub-2Mar15		Party seeks to rationalise all allowances and limit number. See prior submission in transitional review.	Col 14 of Table	
37.	CFMEU	Sub-2Mar15	20	Expense related allowances Seeks to insert a new allowance called 'communications equipment allowance'.	Para 7	
38.	HIA	Sub-2Mar15	20.1	Tool and employee protection allowance Clause implies that there is an obligation on the part of the employee to provide tools other than those supplied as a condition of the allowance. However, the award does not specify this. Party proposes to vary clause to clarify this.	Para 6.2.1	
39.	MBA	Sub-2Mar15	20.1(a); 20.1(b); 20.1(b)(iv); 20.1(b)(vi); 20.1(b)(vii);	Tool and employee protection allowance Party seeks to delete/rationalise clauses as it does not meet the modern awards objective and	Col 15-21 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
			20.1(b)(vii); 20.1(c); 20.1(d); 20.1(d)(iii).	should be deleted as part of the 2014 review.		
40.	MBA	Sub-2Mar15	20.2	Meal allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective and should be deleted as part of the 2014 review.	Col 22 of Table	
41.	MBA	Sub-2Mar15	20.2(a)	Meal allowance Party seeks to rationalise clause, proposes to delete 1.5 hours and replace it with 2 hours. Party seeks to add 'save where an employee given 24 hours' notice of the requirements to work' at end of clause.	Col 23 of Table	
42.	MBA	Sub-2Mar15	20.2(c)	Meal allowance Party seeks to rationalise clause - see attachments B and C of submission.	Col 24 of Table	
43.	MBA	Sub-2Mar15	20.3	Compensation for clothes and tools Party seeks to rationalise clause - see attachments B and C of submission.	Col 25 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
44.	MBA	Sub-2Mar15	20.3(d)	Compensation for clothes and tools Party seeks to delete/rationalise clause as it does not meet the modern awards objective and should be deleted as part of the 2014 review.	Col 26 of Table	
45.	MBA	Sub-2Mar15	21	Site and general wage related allowances Party seeks to rationalise all allowances and limit number. Party also seeks to renumber clause 21 as clause 21A, titled "Industry and general disability related allowances" and create a new clause 21B "Skills based allowance".	Col 27 of Table	
46.	MBA	Sub-2Mar15	21.1	Special allowances Party seeks to rationalise allowance and include current clause 21(1) (Special Allowance) in new clause 21A as clause 21A.1 - see attachments B and C of submission.	Col 28 of Table	
47.	MBA	Sub-2Mar15	21.2	Industry allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective, and include current 21(2) (Industry	Col 29 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Allowance) in new clause 21A as clause 21A.2.		
48.	MBA	Sub-2Mar15	21.3	Underground allowance Party seeks to delete/rationalise clause and include current clause 21(3) in new clause 21A as clause 21A.3 - see attachments B and C of submission.	Col 30 of Table	
49.	MBA	Sub-2Mar15	21.3(a)	Underground allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 31 of Table	
50.	MBA	Sub-2Mar15	21.4	Multistorey allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective. Party proposes new wording in submission.	Col 32 of Table	
51.	MBA	Sub-2Mar15	21.4(d)	Multistorey allowance Party seeks to rationalise clause as it does not meet the modern awards objective - see attachments B and C of submission.	Col 33 of Table	
52.	MBA	Sub-2Mar15	21.4(g)	Multistorey allowance—service cores Party seeks to rationalise allowance as it does not meet the modern awards objective – see	Col 34 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				attachments B and C of submission.		
53.	MBA	Sub-2Mar15	21.5	Laser operation allowance Party seeks to rationalise allowance and move clause to new clause 21B as clause 21B.1.	Col 35 of Table	
54.	MBA	Sub-2Mar15	21.6	Laser safety officer allowance Party seeks to rationalise allowance and move clause to new clause 21B as clause 21B.2 - see attachments B and C of submission.	Col 36 of Table	
55.	MBA	Sub-2Mar15	21.7	Carpenter-diver allowance Party seeks to delete/rationalise allowance and move clause to new clause 21B as 21B.3.	Col 37 of Table	
56.	MBA	Sub-2Mar15	21.8	Refractory bricklaying allowance Party seeks to delete/rationalise allowance and move clause to new clause 21B as clause 21B.4.	Col 38 of Table	
57.	MBA	Sub-2Mar15	21.9	Coffer dam worker Party seeks to delete clause as it does not meet the modern awards objective.	Col 39 of Table	
58.	MBA	Sub-2Mar15	21.9(a), 21.9(b)	Coffer dam worker Party seeks to rationalise clauses - see attachments B and C of submission	Col 40-41 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
59.	MBA	Sub-2Mar15	21.10; 21.10(a)(vi); 21.10(a)(viii)	First aid allowance Party seeks to rationalise clauses – see attachments B and C of submission.	Col 42-43 of Table	
60.	MBA	Sub-2Mar15	21.11	Air-conditioning industry and refrigeration industry allowances Party seeks to delete/rationalise clause as it does not meet modern awards objective. Party also seeks to renumber clause as clause 21A.5.	Col 44 of Table	
61.	MBA	Sub-2Mar15	21.12	Electrician's license allowance Party seeks to delete/rationalise clause and renumber clause as clause 21A.6.	Col 45 of Table	
62.	MBA	Sub-2Mar15	21.13	In charge of plant Party seeks to delete/rationalise clause and renumber clause as clause 21B.6.	Col 46 of Table	
63.	MBA	Sub-2Mar15	21.13(b)	In charge of plant Party seeks to amend current clause wording to 'an employee who is in charge of plant must be paid as a leading hand in charge of 2 to 5 persons'. See attachments B and C of submission.	Col 47 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
64.	MBA	Sub-2Mar15	22	Special rates Party seeks to rationalise clause - see attachments B and C of submission.	Col 48 of Table	
65.	CFMEU	Sub-2Mar15	22	Special rates Seeks the insertion of the consolidated rates allowance as initially proposed during the 2012 Award Review. Proposed wording in submission.	Para 8	
66.	MBA	Sub-2Mar15	22.1	Conditions in respect of special rates Party seeks to renumber clause 22.1	Col 49 of Table	
67.	MBA	Sub-2Mar15	22.1(c); 22.1(d)	Conditions in respect of special rates Party seeks to delete 22.1(d) and 22.1(c) and proposes new wording for 22.1(c) in submission.	Col 50 of Table	
68.	MBA	Sub-2Mar15	22.2(a)	Special rates applicable to all sectors—insulation Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 52 of Table	
69.	JB	Sub-2Mar15	22.2(b)	Special rates applicable to all sectors—hot work Party appears to propose adding a new sub-clause to clause – see	Para 610-620	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				submission for proposed wording.		
70.	JB	Sub-2Mar15	22.2(c)	Special rates applicable to all sectors—cold work Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording.	Para 630	
71.	MBA	Sub-2Mar15	22.2(d); 22.2(d)(i); 22.2(d)(ii)	Special rates applicable to all sectors—confined spaces Party seeks to rationalise clause as it does not meet the modern awards objective.	Col 53-55 of Table	
72.	MBA	Sub-2Mar15	22.2(e)	Special rates applicable to all sectors—swing scaffold Party seeks to rationalise/delete clause as it does not meet the modern awards objective.	Col 56 of Table	
73.	MBA	Sub-2Mar15	22.2(e)(i); 22.2(e)(ii)	Special rates applicable to all sectors—swing scaffold Party seeks to rationalise clause - see attachments B and C of submission.	Col 57-58 of Table	
74.	MBA	Sub-2Mar15	22.2(f)	Special rates applicable to all sectors—explosive power tools Party seeks to delete/rationalise clause as it does not meet the modern awards objective and it also seeks to move clause to new	Col 59 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				clause 21B as 21B.7.		
75.	JB	Sub-2Mar15	22.2(g)	Special rates applicable to all sectors—wet work Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording.	Para 640	
76.	CCF	Sub-2Mar15	22.2(h)	Special rates applicable to all sectors—dirty work Seeks the insertion of a clear definition for “unusually dirty work”.	Proposed Var 4	
77.	JB	Sub-2Mar15	22.2(h)	Special rates applicable to all sectors—dirty work Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording.	Para 640	
78.	MBA	Sub-2Mar15	22.2(i); 22.2(i)(i); 22.2(i)(ii)	Special rates applicable to all sectors—toxic substances Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 60-63 of Table	
79.	MBA	Sub-2Mar15	22.2(j)	Special rates applicable to all sectors—fumes Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 64 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
80.	JB	Sub-2Mar15	22.2(j)	Special rates applicable to all sectors—fumes Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording.	Para 650	
81.	MBA	Sub-2Mar15	22.2(k)	Special rates applicable to all sectors—asbestos Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 65 of Table	
82.	MBA	Sub-2Mar15	22.2(l)	Special rates applicable to all sectors—asbestos eradication Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 66 of Table	
83.	MBA	Sub-2Mar15	22.2(m)	Special rates applicable to all sectors—furnace work Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 67 of Table	
84.	MBA	Sub-2Mar15	22.2(n)	Special rates applicable to all sectors—acid work Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 68 of Table	
85.	MBA	Sub-2Mar15	22.2(o); 22.2(o)(i); 22.2(o)(ii);	Special rates applicable to all sectors—heavy blocks—employees laying other than	Col 69 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
			22.2(o)(iii)	standard bricks Party seeks to delete/rationalise clause as it does not meet the modern awards objective.		
86.	MBA	Sub-2Mar15	22.2(p)	Special rates applicable to all sectors—bitumen Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 70 of Table	
87.	JB	Sub-2Mar15	22.2(p)	Special rates applicable to all sectors—bitumen Party appears to propose adding a new sub-clause for traffic controllers – see submission for proposed wording.	Para 650	
88.	MBA	Sub-2Mar15	22.2(q)	Special rates applicable to all sectors—height work Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 71 of Table	
89.	MBA	Sub-2Mar15	22.2(r); 22.2(r)(i); 22.2(r)(ii)	Special rates applicable to all sectors—suspended perimeter work platform Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 72 of Table	
90.	MBA	Sub-2Mar15	22.2(s)	Special rates applicable to all sectors—employee carrying fuels, oils and greases	Col 73 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Party seeks to delete/rationalise clause as it does not meet the modern awards objective.		
91.	MBA	Sub-2Mar15	22.2(t)	Special rates applicable to all sectors—pile driving Move clause to new clause 21B as clause 21B.8 and rationalise clause – see attachments B and C of submission.	Col 74 of Table	
92.	MBA	Sub-2Mar15	22.2(u)	Special rates applicable to all sectors—dual lift allowance Move clause to new clause 21B as clause 21B.9 and rationalise allowance.	Col 75 of Table	
93.	MBA	Sub-2Mar15	22.2(v)	Special rates applicable to all sectors—stonemasons—cutting tools Party seeks to rationalise clause as it does not meet the modern awards objective.	Col 76 of Table	
94.	MBA	Sub-2Mar15	22.3(a); 22.3(a)(i); 22.3(a)(ii)	Special rates applicable only to the general building and construction sector—towers allowance Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 77-79 of Table	
95.	MBA	Sub-2Mar15	22.3(b)	Special rates applicable only to the general building and	Col 80 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				construction sector—cleaning down brickwork Party seeks to delete/rationalise clause as it does not meet the modern awards objective.		
96.	MBA	Sub-2Mar15	22.3(c)	Special rates applicable only to the general building and construction sector—bagging Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 81 of Table	
97.	MBA	Sub-2Mar15	22.3(d)	Special rates applicable only to the general building and construction sector—plaster or composition spray Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 82 of Table	
98.	MBA	Sub-2Mar15	22.3(e)	Special rates applicable only to the general building and construction sector—slushing Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 83 of Table	
99.	MBA	Sub-2Mar15	22.3(f)	Special rates applicable only to the general building and construction sector—dry polishing of tiles Party seeks to delete/rationalise	Col 84 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				clause as it does not meet the modern awards objective.		
100.	MBA	Sub-2Mar15	22.3(g)	Special rates applicable only to the general building and construction sector—cutting tiles Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 85 of Table	
101.	MBA	Sub-2Mar15	22.3(h)	Special rates applicable only to the general building and construction sector—second-hand timber Party seeks to rationalise clause as it does not meet the modern awards objective – see attachments B and C of submission.	Col 86 of Table	
102.	MBA	Sub-2Mar15	22.3(i); 22.3(i)(i); 22.3(i)(ii)	Special rates applicable only to the general building and construction sector—roof repairs Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 87 of Table	
103.	MBA	Sub-2Mar15	22.3(j)	Special rates applicable only to the general building and construction sector—computing quantities	Col 88 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Move to new clause 21B as clause 21B.10 and rationalise clause – see attachments B and C of submission.		
104.	MBA	Sub-2Mar15	22.3(k)	Special rates applicable only to the general building and construction sector—grindstone allowance Party seeks to rationalise clause as it does not meet the modern awards objective – see attachments B and C of submission.	Col 89 of Table	
105.	MBA	Sub-2Mar15	22.3(l); 22.3(l)(i); 22.3(l)(ii).	Special rates applicable only to the general building and construction sector—brewery cylinders—painters Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 90 of Table	
106.	MBA	Sub-2Mar15	22.3(m)	Special rates applicable only to the general building and construction sector—certificate allowance Move clause to new 21B as clause 21B.11 and rationalise clause – see attachments B and C of submission.	Col 91 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
107.	MBA	Sub-2Mar15	22.3(m)(i); 22.3(m)(ii)	Special rates applicable only to the general building and construction sector—certificate allowance Party seeks to rationalise clause as it does not meet the modern awards objective.	Col 92-93 of Table	
108.	MBA	Sub-2Mar15	22.3(n)	Special rates applicable only to the general building and construction sector—spray application—painters Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 94 of Table	
109.	MBA	Sub-2Mar15	22.3(o)	Special rates applicable only to the general building and construction sector—pneumatic tool operation Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 95 of Table	
110.	MBA	Sub-2Mar15	22.3(p)	Special rates applicable only to the general building and construction sector—bricklayer operating cutting machine Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 96 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
111.	MBA	Sub-2Mar15	22.3(q)	Special rates applicable only to the general building and construction sector—hydraulic hammer Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 97 of Table	
112.	MBA	Sub-2Mar15	22.3(r)	Special rates applicable only to the general building and construction sector—waste disposal Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 98 of Table	
113.	MBA	Sub-2Mar15	22.4(a)	Special rates applicable only to the civil construction sector—pipe enamelling Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 99 of Table	
114.	MBA	Sub-2Mar15	22.4(b); 22.4(b)(i); 22.4(b)(ii); 22.4(b)(iii); 22.4(b)(iv); 22.4(b)(v)	Special rates applicable only to the civil construction sector—powdered lime dust Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 100 of Table	
115.	MBA	Sub-2Mar15	22.4(c)	Special rates applicable only to the civil construction sector—sand blasting	Col 101 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Party seeks to delete/rationalise clause as it does not meet the modern awards objective.		
116.	MBA	Sub-2Mar15	22.4(d)	Special rates applicable only to the civil construction sector—live sewer work Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 102 of Table	
117.	MBA	Sub-2Mar15	22.4(e)	Special rates applicable only to the civil construction sector—timbering Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 103 of Table	
118.	MBA	Sub-2Mar15	22.4(f)	Special rates applicable only to the civil construction sector—special work Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 102 of Table	
119.	MBA	Sub-2Mar15	22.4(g)	Special rates applicable only to the civil construction sector—compressed air work Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 103 of Table	
120.	MBA	Sub-2Mar15	22.4(h)	Special rates applicable only to the civil construction sector—	Col 104 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				cutting stone Party seeks to delete/rationalise clause as it does not meet the modern awards objective.		
121.	CFMEU	Sub-2Mar15	24	Living away from home—distant work Seeks to have clause updated to make the entitlements clearer.	Para 9	
122.	CCF	Sub-2Mar15	24.3(a)(i)	Living away from home—distant work Seeks to insert a sub-clause with the separate monetary values for accommodation and each meal.	Proposed Var 5	
123.	MBA	Sub-2Mar15	24.3(a); 24.3(a)(i); 24.3(a)(iii)	Living away from home—distant work—entitlement Party seeks to rationalise clause as it does not meet the modern awards objective – see attachments B and C of submission.	Col 105-110 of Table	
124.	MBA	Sub-2Mar15	24.3(a)(ii)	Living away from home—distant work—entitlement Amend clause to clarify meanings of the terms “board” and “lodging” and rationalise clause – see attachments B and C of submission.		
125.	MBA	Sub-2Mar15	24.3(b)	Living away from home—distant work—entitlement		

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Party seeks to rationalise clause as it does not meet the modern awards objective.		
126.	MBA	Sub-2Mar15	24.5	Camping allowance Party seeks to rationalise clause – see attachments B and C of submission.	Col 111 of Table	
127.	MBA	Sub-2Mar15	24.7(a); 24.7(a)(i); 24.7(a)(ii); 24.7(iii)	Travelling expenses—forward journey Party seeks to rationalise clause – see attachments B and C of submission.	Col 112 of Table	
128.	MBA	Sub-2Mar15	24.7(b); 24.7(b)(i); 24.7(b)(ii)	Travelling expenses—return journey Party seeks to rationalise clause – see attachments B and C of submission.	Col 113-115 of Table	
129.	MBA	Sub-2Mar15	24.7(d)	Travelling expenses—daily fare allowances Party proposes new wording for clause – see submission.	Col 116 of Table	
130.	MBA	Sub-2Mar15	24.7(e); 24.7(e)(i); 24.7(e)(ii); 24.7(e)(iii)	Travelling expenses—weekend return home Party seeks to rationalise clause – see attachments B and C of submission.	Col 117-120 of Table	
131.	HIA	Sub-2Mar15	25	Fares and travel patterns allowance Party asserts that clause does not	Para 3.1.1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				meet modern award objectives.		
132.	MBA	Sub-2Mar15		Party seeks to rationalise this clause – see attachments B and C of submission.	Col 121 of Table	
133.	MBA	Sub-2Mar15	25.2	Fares and travel patterns allowance—metropolitan radial areas Party proposes to delete the words “other than an employee in the metal and engineering sector”.	Col 122 of Table	
134.	CCF	Sub-2Mar15	25.2	Fares and travel patterns allowance—metropolitan radial areas Seeks to vary award to exclude employees not working on building sites as part of their normal duties.	Proposed Var 6	
135.	MBA	Sub-2Mar15	25.2(a)	Fares and travel patterns allowance—metropolitan radial areas Party proposes to delete ‘50 kilometres’ and replace with ‘75 kilometres’.	Col 123 of Table	
136.	MBA	Sub-2Mar15	25.2(b)	Fares and travel patterns allowance—metropolitan radial areas Party proposes to delete ‘50 kilometres’ and replace with ‘75	Col 124 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				kilometres’.		
137.	MBA	Sub-2Mar15	25.3	Fares and travel patterns allowance—distant work Party proposes to delete ‘50 kilometres’ and replace with ‘75 kilometres’.	Col 125 of Table	
138.	MBA	Sub-2Mar15	25.4	Fares and travel patterns allowance—country radial areas Party seeks to rationalise clause – see attachments B and C of submission.	Col 126 of Table	
139.	MBA	Sub-2Mar15	25.4(a)	Fares and travel patterns allowance—country radial areas Party proposes to delete ‘50 kilometres’ and replace with ‘75 kilometres’.	Col 127 of Table	
140.	MBA	Sub-2Mar15	25.5; 25.5(a); 25.5(b); 25.5(b)(i); 25.5(b)(ii)	Fares and travel patterns allowance—travelling outside radial areas Party seeks to rationalise clause – see attachments B and C of submission.	Col 128-131 of Table	
141.	MBA	Sub-2Mar15	25.7	Fares and travel patterns allowance—travelling between radial areas Party seeks to rationalise clause – see attachments B and C of	Col 132 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				submission.		
142.	MBA	Sub-2Mar15	25.8(b)	Fares and travel patterns allowance—provision of transport Party proposes to delete clause or in the alternative add the words ‘and for no other private use’ at the end of the clause	Col 133 of Table	
143.	CCF	Sub-2Mar15	25.8(b)	Fares and travel patterns allowance—provision of transport Seeks to vary clause to exclude employees who are issued with a company vehicle free of charge by the employer from receiving travel allowance.	Proposed Var 7	
144.	MBA	Sub-2Mar15	25.9; 25.9(a); 25.9(b)	Fares and travel patterns allowance—transfer during working hours Party seeks to rationalise clause – see attachments B and C of submission.	Col 134-136 of Table	
145.	MBA	Sub-2Mar15	25.12(a)	Fares and travel patterns allowance—apprentices Seeks to amend clause as there is no differentiation between junior and adult apprentices.	Col 137 of Table	
146.	MBA	Sub-2Mar15	25.12(b)(iv)	Fares and travel patterns allowance—apprentices	Col 138 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Seeks to insert new clause to align trainee entitlements with apprentice entitlements		
147.	AIG	Sub-2Mar15	28 & Sch C	National training wage Party proposes that the interaction between clause and schedule be clarified.	Page 6	
148.	MBA	Sub-2Mar15	28	National training wage Proposes to delete clause 28 as it is illogical to have national training wage apply to all trainees within Australia.	Col 141 of Table	
149.	FWO	Sub-2Mar15	28.1, 28.3, C5.1 and C5.2	National training wage Unclear whether clause 28.1 has any application to part-time and school-based trainees. Unclear how to apply progression structures in clause 28.2 and 28.2 as award does not define 'stage' or 'skill level'.	Point 6	
150.	CFMEU	Sub-2Mar15	28.2	National training wage Seeks to vary clause to provide for competency based wage progression through the stages similar to that provided for 3 year apprenticeships.	Para 10	
151.	HIA	Sub-2Mar15	31.3	Payment of wages Party asserts that clause does not meet modern award objectives.	Para 4.1.1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
152.	CCF	Sub-2Mar15	31.3	Payment of wages Seeks to vary clause so employees can agree on the timing of payment.	Proposed Var 3	
153.	MBA	Sub-2Mar15	31.3	Payment of wages Proposes to delete and substitute clause. Proposed wording in submission	Col 142 of Table	
154.	MBA	Sub-2Mar15	31.5	Payment of wages Proposes to delete clause as waiting time is anomalous – see submission in Timber Industry Award, attachment D.	Col 143 of Table	
155.	HIA	Sub-2Mar15	33.1	Ordinary hours of work Party asserts that clause does not meet modern awards objective.	Para 5.1.1	
156.	MBA	Sub-2Mar15	33.1(a)(ii)	Ordinary hours of work— agreement on alternate RDOs Proposes to delete words “nominated industry rostered day off” and replace with “prescribed rostered days off as per clause 33.1(a)(i).	Col 144 of Table	
157.	MBA	Sub-2Mar15	33.1(a)(iii)	Ordinary hours of work— agreement on banking RDOs Proposes to delete current clause and replace with alternative wording as it reflects industry practise. Proposed wording in	Col 145 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				submission.		
158.	MBA	Sub-2Mar15	33.1(a)(vi)	Ordinary hours of work— agreement on banking RDOs Proposes to delete current clause and replace with alternative wording as it adds clarity. Proposed wording in submission.	Col 146 of Table	
159.	MBA	Sub-2Mar15	33.1(d)	Ordinary hours of work—work in compressed air Party seeks to delete/rationalise clause as it does not meet the modern awards objective.	Col 147 of Table	
160.	MBA	Sub-2Mar15	33.1(e)(iii)	Ordinary hours of work— hours—underground work Proposes to delete and replace with clause 38.	Col 148 of Table	
161.	MBA	Sub-2Mar15	34	Shiftwork Proposes to amend clause to clarify ordinary hours – see attachment E and F in submission.	Col 149 of Table	
162.	MBA	Sub-2Mar15	34.1	Shiftwork—general building and construction and metal and engineering construction sectors Seeks to amend clause and insert wording to avoid confusion between shift work and work outside the spread of hours.	Col 150 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Proposed wording in submission.		
163.	MBA	Sub-2Mar15	34.1(a)	Shiftwork— general building and construction and metal and engineering construction sectors —definitions Seeks to delete clause and insert new clause. Proposed wording in submission.	Col 151 of Table	
164.	MBA	Sub-2Mar15	34.1(b)	Shiftwork— general building and construction and metal and engineering construction sectors Seeks to delete clause and insert new clause. Proposed wording in submission.	Col 152 of Table	
165.	MBA	Sub-2Mar15	34.2	Shiftwork—civil construction sector—roster Seeks to clarify ordinary hours – see attachment E and F in submission.	Col 153 of Table	
166.	JB	Sub-2Mar15	34.2	Shiftwork—civil construction sector—roster Party appears to propose adding a new sub-clauses to recognise traffic controllers – see submission for proposed wording	Para 660	
167.	MBA	Sub-2Mar15	35.4	Meal breaks—working with toxic materials Seeks to delete clause as it is	Col 154 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				anomalous.		
168.	MBA	Sub-2Mar15	36.7	Overtime Party asserts that this is a replication of clause 15.3(c).	Col 155 of Table	
169.	CCF	Sub-2Mar15	38	Annual leave Seeks to vary award to permit employees to cash accrued Annual Leave in accordance with the terms in section 93 of the <i>Fair Work Act 2009</i> .	Proposed Var 9	
170.	MBA	Sub-2Mar15	38.1(a)	Annual leave—leave entitlement Seeks to amend clause and insert new wording. Proposed wording in submission.	Col 156 of Table	
171	HIA	Sub-2Mar15	38.2	Annual leave loading Party asserts that clause does not meet modern award objective.	Para 7.1.1	
172.	CCF	Sub-2Mar15	38.2(a)	Payment of annual leave Seeks to vary clause so that employers and employees can agree for annual leave to be paid with the normal payroll cycle.	Proposed Var 8	
173.	MBA	Sub-2Mar15	42.3	Lift industry—conditions of employment Seek to amend clause and insert new wording. Proposed wording in submission	Col 157 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
174.	JB	Sub-2Mar15	B.2.3	Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording.	Para 750	
175.	JB	Sub-2Mar15	B.2.4	Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording.	Para 750	
176.	JB	Sub-2Mar15	B.2.5	Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording.	Para 750	
177.	JB	Sub-2Mar15	B.2.6	Classification schedule Party appears to propose adding a new sub-clause to recognise traffic controllers – see submission for proposed wording.	Para 760	
178.	MBA	Sub-2Mar15	B.2.7	Classification schedule Schedule and clause 43 needs to be clearer about the confinement of the On-Site Award to only certain forepersons and that	Col 158 of Table	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				generally they are not covered by the On-Site Award.		

List of abbreviations (in alphabetical order)

AWU	Australian Workers' Union
CCF	Civil Contractors Federation
CFMEU	Construction, Forestry, Mining and Energy Union (Construction & General Division)
FWO	Fair Work Ombudsman
HIA	Housing Industry Association Limited
JB	John Broomhead (Individual)
MBA	Master Builders' Association

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	Ai Group	Sub-12/11/15	28	Annual leave Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements.	Para 5-12	
2.	NECA	Sub-12/11/15	24.13(b)	Shift allowances Seeks to remove penalty rate that allows an employee that works on an afternoon or night shift which does not continue for at least five successive afternoons or nights.	Para 5	
3.	Ai Group	Submission - 02/03/15	General comment	Expressed particular interest in this award.	Para 3	
4.	Bus SA	Submission - 02/03/15	General comment	Expressed interest in award and reserve right to respond to submissions of other parties.	Page 9	
5.	AFEI	Submission - 05/03/15	General comment	Expressed particular interest in this award.	Pages 1 - 2	
6.	MEA	Submission - 02/03/15	12.2	Apprentices - State Laws Clause creates inconsistent wages	Para 2.b	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				outcomes and is inconsistent with modern awards objective (s.134(g)). Seek removal of clause.		
7.	MEA	Submission - 02/03/15	16.4(a)(iii) and (b)(iii)	Apprentice minimum wages Seeks clarification as to whether there was an omission in relation to the payment of the allowance in clause 17.2(f) to an apprentice.	Para 2.f	
8.	CEPU (ETU)	Submission - 02/03/15	17.2(c)	Allowances - licence allowance Seek variation to the allowance so it applies to the 'same cohort of employees'.	Page 1	
9.	MEA	Submission - 02/03/15	17.5(d)	Allowances - start/finish on job Seek inclusion similar to clause 32.4(e) of <i>Manufacturing award</i> regarding maximum travel time payment per 24 hours. Also see inclusion of clause similar to clause 24.7(c) of <i>Building and Construction award</i> regarding manner travel time calculated.	Paras 2.c and 2.d	
10.	NECA	Submission - 02/03/15	17.5(d)(iii)	Allowances - fares allowance NECA seeks removal of clause as nature of industry has changed since allowance introduced. The majority of employees provide free transport where employees start/finish work on a job site.	Para 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
11.	MEA	Submission - 02/03/15	24.9	Rest break Seek to move to clause 27 to align clause with other break provisions.	Para 2.e	
12.	NECA	Submission - 02/03/15	25.4	Inclement weather - lost time pay Seek to cap payment to ordinary hours lost due to inclement weather.	Para 5	
13.	NECA	Submission - 02/03/15	27.4	Overtime and rest breaks Seek to introduce minimum period for working on call outs in order to receive rest break. Instead of the on call rest break, NECA seek to introduce a 10 hour break after working overtime instead of 8 hours (as clause 24.16 currently provides for).	Para 1	
14.	NECA	Submission - 02/03/15	28.4	Rostered days off NECA seeks to amend clause to allow for accumulation of RDOs.	Para 3	
15.	NECA	Submission - 02/03/15	28.3	Annual leave loading NECA intends to pursue removal of 17.5% annual leave loading provisions.	Para 4	

List of abbreviations (in alphabetical order)

MEA	Master Electricians Australia
Ai Group	Australian Industry Group
CEPU (ETU)	Electrical Trades Union
NECA	National Electrical and Communications

Bus SA	Association
AFEI	Business SA
	Australian Federation of Employers and Industries

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	HIA	sub-12/11/15	32 – Annual leave	Seeks to insert the model TOIL clause.	Page 1-2	
2.	MBA	sub-12/11/15	38 – Annual leave	Objects to the insertion of the model TOIL clause.	Para 3.1-5.2	
3.	Ai Group	sub-12/11/15	28 – Annual leave	Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements.	Para 5-12	
4.	MBA	sub-02/03/15	3	Definitions Amend definition of joinery work to clarify coverage.	Page 6	
5.	MBA	sub-02/03/15	17.4(c)	Redundancy Propose insertion of subclause where if employer employs 5 or less, provision of clause 17.2(a) and (b) don't apply.	Page 9	
6.	MBA	sub-02/03/15	23.3	Employer and Employee Duties Delete this clause	Page 9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
7.	MBA	sub-02/03/15	24.2(b)	Meal Allowance Delete 1.5 hours and insert 2 hours.	Page 9	
8.	CFMEU C& G	sub-02/03/15	24.5(a)	Living away from home for a distant job Varied to include more comprehensive living away from home clause.	Para 12	
9.	MBA	sub-02/03/15	24.5(a)(ii)	Living away from home for a distant job Amend clause to clarify meanings of the terms “board” and “lodging”.	Page 9	
10.	MBA	sub-02/03/15	26.1	Payment of Wages Amend clause to permit fortnightly wage payments.	Page 9	
11.	MBA	sub-02/03/15	26.3	Payment of Wages Delete.	Page 9	
12.	AiGroup	sub-02/03/15	28	Hours of Work Proposes more flexible and less costly hours of work and shift work provisions.	Page 6	
13.	MBA	sub-02/03/15	28.3(a)	Shiftworkers Delete definition of shifts contained in sub clauses (a), (b), (c) and (d) and insert new shift definitions.	Page 10	
14.	MBA	sub-02/03/15	28.3(d)(i)	Shift rates Delete clause and insert clause	Page 10	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				with revised penalty rates		
15.	MBA	sub-02/03/15	31.1(b)	Alternative Working Arrangement Delete '60%' and replace with 'a majority' of employees.	Page 10	

List of abbreviations (in alphabetical order)

AiGroup	Australian Industry Group
CFMEU C&G	Construction, Forestry, Mining and Energy Union- Construction and General Division
MBA	Master Builders Australia

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	CFMEU C&G	Sub-02Mar15	14.3(e)	Accommodation and overnight allowance should include more comprehensive 'living away from home' provisions, similar to the clause in the Building and Constructions General On-site Award 2010 .	Para 11	

List of abbreviations (in alphabetical order)

CFMEU C&G Construction, Forestry, Mining and Energy
Union (Construction & General Division)

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	An individual	Sub - 12 November 2014		Award does not take into account small business and has a heavy financial impact on small business. Unrealistic demands in Award is damaging industry and placing financial strain on employers.	Page 1, 7-8	
2.	An individual	Sub - 12 November 2015	18	Industry specific redundancy scheme Seeks to remove the entitlement for employees to resign and receive a redundancy payout.	Page 1	
3.	MPG	Sub - 2 March 2015	15.11	Apprenticeship- Common issue clause in relation to apprentice excess travel costs for attendance at block release.	Para 5(iii)	This has been determined by the Full Bench in [2014] FWCFB 9156 .
4.	MPMCA	Sub - 2 March 2015	15.11	Objects to ACTU proposed common issue clause in relation to excess travel costs for attendance at block release training. Concerned introduction may create a precedent for the rest of the awards not affected at this stage.	Item A., Para 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	MPG	Sub - 2 March 2015	15.11	Apprenticeship – Training fees and textbooks – Seeks amendment of definitions of “prescribed fees” and “prescribed textbooks”.	Para 5(i)	
6.	MPG	Sub - 2 March 2015	15.11	Exclude electronic devices from the definition of “prescribed fees” and “prescribed textbooks”- see above submission.	Para 5(ii)	
7.	MPMCA	Sub - 2 March 2015	15.11	Apprentice Conditions Issues - review conditions that apply to apprentices under Award and define the terms “prescribed fees” and “prescribed textbooks”. Absence of parameters in relation to the terms will lead to significant fee increases unless a cap on level of reimbursement is included in Award.	Item A., Para 1	
8.	MPG	Sub - 2 March 2015	15.11(a)	Seeks interpretation of “unsatisfactory progress” and inclusion of a definition.	Para 5(iv)	
9.	MPMCA	Sub - 2 March 2015	15.11(a)	Clause is ambiguous, unclear and open to a range of interpretations. Seek clarity on term “unsatisfactory progress” and suggests a definition be included.	Item A., Para 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
10.	MPG	Sub - 2 March 2015	18	Industry specific redundancy scheme – deletion of the clause or variation to expressly exclude employees receiving redundancy pay where they resign.	Para 1	
11.	MPMCA	Sub - 2 March 2015	18	Clause unduly restricts employment prospects – seeks variation to expressly exclude employees receiving redundancy pay where they resign.	Item B	
12.	FPAA	Sub - 2 March 2015	18.2	Industry specific redundancy scheme – Definition – Support MPMCA – more clearly identify the circumstances surrounding a redundancy situation.	Para 2	
13.	An individual	Sub - 12 November 2014	18	The requirement to pay redundancy when employees resign has a major impact on small businesses. Clause provides incentive for staff to resign and work somewhere else, or to start own business. Clause is being abused. Needs to be reviewed and small business taken into account.	Page 2-7	
14.	An individual	Sub - 12 November 2014	18	Special consideration needs to be given to provision allowing staff that have left employer being able to seek redundancy payment up to six years after resigning.	Page 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Payments crippling business.		
15.	HBG	Sub - 13 November 2014	18	Requires review and amendment. Employees who voluntarily leave employment are able to seek redundancy payments. Not financially viable for small businesses. Will lead to further job cuts and to employees being open to abuse employers.	Page 1	
16.	MPG	Sub - 2 March 2015	18.6	Industry specific redundancy scheme – Transfer of business – support AFEI regarding constraint of operation of s.91 of the Fair Work Act 2009 (FW Act).	Para 6	This was determined by the Full Bench in [2015] FWCFB 3023 at [30] - [39].
17.	MPMCA	Sub - 2 March 2015	18.6	Clause purports to constrain s.91 of FW Act - should be deleted as it is inconsistent with the NES.		
18.	MPG	Sub - 2 March 2015	20	Minimum wages - insert provisions providing for payment of Junior Rates to employees in the Plumbing and Mechanical Services Worker/ Sprinkler Fitting Worker Level 1(a) – 1(d).	Para 2	
19.	An individual	Sub - 12 November 2014	28.5	Superannuation – Absence from work – requiring employers pay superannuation for employees on Work Cover (in	Page 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				addition to long service leave payments under South Australian legislation) is financially unsustainable for small businesses.		
20.	MPG	Sub - 2 March 2015	32	Penalty rates - amend to simplify obligations payable under clause.	Para 3	
21.	MPG	Sub - 2 March 2015	33	Overtime - insert a provision confirming "Each days (sic) overtime stands alone".	Para 4	
22.	FPAA	Sub - 2 March 2015	Schedule B.3	Classification Definitions – Classification structure definitions - review non-trade definitions - level 1(d).	Para 1	

List of abbreviations (in alphabetical order)

MPG	Master Plumbers Group
FPAA	Fire Protection Association Australia
MPMCA	The Master Plumbers and Mechanical Contractors Association of NSW
An individual	An individual
HBG	Hall and Baum Group

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	Sub-03Mar15		Terminology The words 'and Torres Strait Islander' should be added after the word 'Aboriginal' throughout the award (including titles and classifications).	Page 2	
2.	NATSIHWA	Sub-06Mar15		Education and training Award should incentivise ongoing participation in further education.	Para 21	
3.	NATSIHWA	Sub-06Mar15	4	Coverage Scope of award coverage should be extended to all Aboriginal and Torres Strait Islander health workers (beyond Aboriginal community controlled health services).	Paras 7–10	
4.	HSU	Sub-02Mar15	10	Minimum engagement Minimum engagement for all employees should be increased to four hours.	Para 3, 8	
5.	HSU	Sub-02Mar15	10.4	Casual employees Casual loading should be paid in addition to other shift allowances and weekend and public holiday	Para 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				rates.		
6.	NATSIHWA	Sub-06Mar15	14	Minimum wages Improvement to minimum wages is sought.	Para 11	
7.	NATSIHWA	Sub-06Mar15	15	Allowances Variation to allowances is sought, in order to bring them in line with allowances afforded to other health professionals.	Para 12	
8.	NATSIHWA	Sub-06Mar15	15	Allowances An 'isolation allowance' is sought.	Para 13	
9.	HSU	Sub-02Mar15	15	Allowances 'Sole practitioner', 'climatic and isolation' and 'removal expenses' allowances are sought.	Para 11	
10.	HSU	Sub-02Mar15	15.3	Clothing allowance A new entitlement for replacement of damaged clothing is sought.	Para 11	
11.	HSU	Sub-02Mar15	15.4	On call and recall allowances Variations to on call and recall allowances sought.	Para 12	
12.	HSU	Sub-02Mar15	18	Payment of wages Penalty for late payment of wages is sought.	Para 10	
13.	HSU	Sub-02Mar15	22.1	Rostering An allowance for employees who	Para 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				are the subject of a unilateral employer-imposed roster change is sought.		
14.	HSU	Sub-02Mar15	22.1	Rostering Increase from seven days to 14 days is sought.	Para 8	
15.	HSU	Sub-02Mar15	22	Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts, is sought.	Para 8	
16.	HSU	Sub-02Mar15	23	Breaks Inclusion of tea-break provisions is sought.	Para 9	
17.	HSU	Sub-02Mar15	25	Shiftwork Shift allowances be payable regardless of the day of the week and casual loading be paid in addition to other penalties (excluding overtime).	Para 14–15	
18.	NATSIHWA	Sub-06Mar15	30	Ceremonial leave Variation is sought to take into account the broader Aboriginal and Torres Strait Islander concept of family and kinship, and to confirm that ceremonial leave may be used for bereavement related ceremonies and obligations.	Para 14	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
19.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Classifications should be revisited with a view to providing a framework for long-term career paths and promotion to senior roles.	Para 16	
20.	HSU	Sub-02Mar15	Schedule B	Classification definitions Variation of classification nomenclature and terminology is sought.	Para 6	
21.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Definitions for senior level roles should include a reference to mentoring and coaching of junior employees.	Para 16	
22.	NATSIHWA	Sub-06Mar15	Schedule B	Classification definitions Aboriginal knowledge and cultural skills components should be strengthened, including through reference to training courses.	Para 20	
23.	NATSIHWA	Sub-06Mar15	Schedule B.1	Classification definitions Definitions should be supplemented to provide greater guidance on when employees should progress between pay levels.	Para 17	

List of abbreviations (in alphabetical order)

HSU	Health Services Union
NATSIHWA	National Aboriginal and Torres Strait Islanders Health Worker Association
UV	United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

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

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	UV	Sub-03Mar15	15.2	Allowances Variation to clothing and equipment allowance is sought to clarify number of uniforms to be provided.	Page 2	
7.	HSU	Sub-02Mar15	15.2	Allowances Variation is sought to the clothing and equipment allowance.	Para 14	
8.	HSU	Sub-02Mar15	17	Payment of wages Penalty for late payment of wages is sought.	Para 13	
9.	Aged Care Employers	Sub-02Mar15	22.6	Rosters 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	
10.	HSU	Sub-02Mar15	22.6	Rostering An allowance for employees who are the subject of a unilateral employer-imposed roster change is sought.	Para 7	
11.	HSU	Sub-02Mar15	22.7, 22.8, 22.9	Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts, sought.	Para 9	
12.	HSU	Sub-02Mar15	22.7	Minimum engagements Minimum engagement should be	Para 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				four hours for all employees.		
13.	HSU	Sub-02Mar15	22.8	Broken shift Delete provision or, in the alternative, provide for an allowance and overtime to be paid, and for the minimum engagement to apply to each part of the shift.	Paras 10–11	
14.	HSU	Sub-02Mar15	22.9	Sleepovers Variation to applicable sleepover rate is sought.	Para 12	
15.	Anonymous	Sub-20Oct14	22.9	Sleepovers Amendment to sleepover provisions sought.	Pages 1–2	
16.	UV	Sub-03Mar15	22.9	Sleepovers Substantial variation to clause is sought.	Pages 2–4	Proposed wording provided.
17.	HSU	Sub-02Mar15	23, 26	Weekend work Payment of shift allowances and casual loading for weekend work is sought.	Para 16–17	
18.	HSU	Sub-02Mar15	25	Overtime 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	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
19.	HSU	Sub-02Mar15	32	Ceremonial leave Clause should be expanded to include 'Torres Strait Islanders'.	Para 20	
20.	HSU	Sub-02Mar15	Schedule B	Classification Definitions Variation of classification nomenclature and terminology is sought.	Para 6	
21.	UV	Sub-03Mar15	Schedule B.4	Classification definitions Replace "is required to hold a relevant Certificate III" with "holds a relevant Certificate III".	Pages 4-5	

List of abbreviations (in alphabetical order)

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)

List of abbreviations (in alphabetical order)

HSU	Health Services Union
UV	United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	UV	Sub-13Nov15	15	Allowances Seek to include two allowances to reflect the change in legislation which have created new roles. A weekly allowance for an employee appointed as an educational leader and an hourly allowance for a responsible person physically present at a child care centre.	Page 1	
2	G8E	Sub-12Nov15	14	Minimum wages Seeks to insert clause from <i>Educational Services (Teachers) Award 2010</i> at 14.2.	Page 1	
3	An individual	Sub-11Nov15	Schedule B	Classifications Seeks to insert new classifications of Educational Leader as a result of the Education and Care Services National Regulations. Seek to insert qualifications for approved anaphylaxis management training.	Para 1-2	
4			15	Allowances Seeks to insert allowances so the	Para 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Responsible Person can be appropriately remunerated for additional responsibilities and duties.		
5	OSHC	Sub-19Nov15	Schedule B	Classifications Education and Care Services National Regulations are not new and would impose a significant cost per year, if introduced as a new classification.	Page 1-2	
6	UV	Sub-3Mar15	4.1(d)	Coverage Seeks to vary clause to include Clerk Private Sector Award 2010.	Page 2	
7	AFEI	Sub-5Mar15	10.4	Part-time employment Seeks to vary clause so part-time employees may work up to 10 hours per day before overtime applies.	Point 1	
8	BSA	Sub-2Mar15	10.4(e) and 10.5(c)	Casual employment Seeks to clarify wording of clauses as they could cause confusion about the applicable pay requirements in relation to 23.4(e)	Page 9	
9	BSA	Sub-2Mar15	10.5(b)	Casual employment Clause currently only allows for casuals to be engaged if they are required for emergencies or relief purposes – party consulting	Page 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				further with members and may pursue a variation.		
10	CCSA	Sub-2Mar15	10.5(d)	Casual employment Seeks to vary clause to reduce administrative complexity in the many small-to-medium enterprises – proposed wording in submission.	Page 3	
11	CCSA	Sub-2Mar15	10.5(e) and 23.2(a)	Casual employment Seeks to remove casual loading when overtime rates are payable to casual employees.	Page 3	
12	ACSAE	Sub-2Feb15	14	Minimum wages Party seeks the insertion of junior rates into award.	Para 3	
13	CCSA	Sub-2Mar15	14.1	Minimum wages Seeks an additional pay level for the classification of Support Worker Level 3 as a Level 3.2 and Level 3.3.	Page 4	
14	UV	Sub-3Mar15	15	Allowances Seeks to insert new clause/allowance for training as there is no provision currently in the award for training.	Page 5	
15	CCSA	Sub-2Mar15	15	Allowances Seeks introduction of allowances for a Nominated Supervisor, Educational Leader and Certified	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Supervisor.		
16	UV	Sub-3Mar15	15	Allowances Seeks the inclusion of a 'Programming and Administrative' tasks allowance for Children Service Employees that are required to perform additional programming and administrative duties in addition to their rostered hours.	Page 2	
17	CCSA	Sub-2Mar15	15.1	Allowances—broken shift allowance Seeks to clarify what constitutes a broken shift.	Page 4	
18	BSA	Sub-2Mar15	15.2(b)	Allowances—clothing and equipment allowance Seeks to vary clause to include a maximum allowance per week – suggests similar wording to the General Retail Industry and Pharmacy Award 2010.	Page 9	
19	UV	Sub-3Mar15	15.2(b)	Allowances—clothing and equipment allowance Seeks to insert a note below clause – suggested wording in submission.	Page 3	
20	UV	Sub-3Mar15	15.2(c)	Allowances—clothing and equipment allowance Seeks to add the words 'hat, sun	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				protection (including sunscreen lotions)' before the word 'goggles'.		
21	CCSA	Sub-2Mar15	18.1(c)	Higher duties Party proposes deleting this clause.	Page 5	
22	CCSA	Sub-2Mar15	18.1(e)	Higher duties Party proposes deleting this clause.	Page 5	
23	UV	Sub-3Mar15		Seeks to delete clause or delete the phrase '(including in-service training)'.	Page 3	
24	CCSA	Sub-2Mar15	20.5(b)	Superannuation—absence from work Seeks to delete clause as it create administrative complexity which works against the modern awards objective. It also contradicts the Superannuation Guarantee provisions.		
25	ABL	Sub-2Mar15	21 and 10	Ordinary hours of work and rostering Seeks to vary clause to provide employers with greater flexibility to change rosters other than with 7 days' notice.	Para 7	
26	ABL	Sub-2Mar15	21	Ordinary hours of work and rostering Seeks to vary clause to allow	Para 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				ordinary hours to be worked before 6.00 am or after 6.30 pm.		
27	BSA	Sub-2Mar15	21.2	Ordinary hours of work and rostering Seeks to a variation of clause to remove ambiguity regarding broken shifts and ordinary hours.	Page 9	
29	UV	Sub-3Mar15	21.5	Ordinary hours of work and rostering—non-contact time Seeks to vary clause by extending non-contact time to 8 hours per week.	Page 3	
30	UV	Sub-3Mar15	24.4(c)	Annual leave—taking annual leave Seeks to reduce maximum amount of leave without pay for a Christmas close down of 4 weeks to 2 weeks.	Page 4-5	

List of abbreviations (in alphabetical order)

ABL	Australian Business Lawyers
ACSAE	Australian Community Services Employers Association, Union of Employers
AFEI	Australian Federation of Employers and Industries
BSA	Business SA
CCSA	Community Connections Solutions

AM2014/263

Children's Services Award 2010

MA0000120

G8E
OSHC
UV

Australia
G8 Education
OSH Club
United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	UV	Submission-11/11/2015	20	Allowances Seeks to include two allowances to reflect the change in legislation which have created new roles. A weekly allowance for an employee appointed as an educational leader and an hourly allowance for a responsible person physically present at a child care centre.	Page 1	
2	An individual	Submission-11/11/2015	Schedule B	Classifications Seeks to insert new classifications of Educational Leader as a result of the Education and Care Services National Regulations. Seeks to insert qualifications for approved anaphylaxis management training.	Para 1-2	
3			15	Allowances Seeks to insert allowances so the Responsible Person can be appropriately remunerated for additional responsibilities and duties.	Para 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4	AFEI	Submission - 02/03/15	General comment	Expressed interest in award but made no specific submissions.		
5	ISV	Submission - 02/03/15	3	Definitions Definitions for four year trained teachers do not accurately represent the qualifications that are accepted and accredited by the State and Territory teacher registration or accreditation authorities.	Page 2, Para 1	
6	IEU	Submission - 02/03/15	3	Definitions - teachers employed as directors Variation of definition of teacher in clause three to ensure coverage of teachers employed as directors previously covered by Children's Services Award.	Para 1	
7	CCSA	Submission - 02/03/15	4	Coverage - early childhood teachers Remove coverage of early childhood teachers as award is focused on requirements of schools and their employees and does not cover unique needs of children's service or early childhood education. CCSA would prefer an industry award that covered the entire children's services and early	Pages 6 - 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				childhood education industry, including ECTs, Children's Services employees and support workers.		
8	CCSA	Submission - 02/03/15	10.1(d) & 10.6	Types of employment Seeks removal of fixed term employment at clauses 10.1(d) and 10.6 for early childhood teachers. The needs of children's services and early childhood education industry can be adequately met by full-time, part-time or casual employment either permanently or on contract.	Page 7	
9	ACA Anors	Submission - 02/03/15	10.4	Roster flexibility Proposed variation to provide employers with greater flexibility to change rosters which may require amendment.	Page 1, para 1	
10	CCSA	Submission - 02/03/15	10.4(c)	Part-time employment – ECTs Propose part-time arrangements for ECTs should match that of all other employees in the children's services and early childhood education industry. 10.4(c) would then become redundant and could be deleted.	Page 7	
11	CCSA	Submission - 02/03/15	10.5	Casual employment – ECTs Descriptions of casual employees	Page 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				for ECTs should be aligned with those in the children's services award to recognise the common environment and conditions.		
12	CCSA	Submission - 02/03/15	11.4	Notice of termination Propose amending clause to require notice be in writing in accordance with s.117(1) of Act.	Page 7	
13	ISV	Submission - 02/03/15	13	Classifications For purpose of recognising experience gained whist the person holds teaching qualifications recognised by relevant state and territory registration or accreditation authority.	Page 2, para 2	
14	FWO	Submission - 02/03/15	10.4(b), 13.4 and 14	Part-time salary scale, pro-rata payment 'Years of service' is not defined for purpose of salary progression in clause 14. It is unclear whether the progression each calendar year should be pro-rated each year or whether this should be done on a calendar year.		
15	IEU	Submission - 02/03/15	14.5(b)(i)	Teachers working a quarter day Proposed variation to ensure	Para 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				employees are only paid the quarter day rate when employed for less than 2 hours and the half day rate when employed for less than 3.8 hours.		
16	CCSA	Submission - 02/03/15	15	Allowances Proposes introduction of allowances for 'nominated supervisor' (if also not director), 'educational leader' and 'certified supervisor placed in day-to-day charge to reflect current legislative requirements.	Page 8	
17	CCSA	Submission - 02/03/15	19	Hours of work – ECTs Seeks variation to clause to permit engagement of early childhood teachers for between 41 - 48 weeks per year to reflect reality of industry. Propose this could be achieved by inserting a clause applicable to ECTs that reflects clause 24.4(a) of the <i>Children's Services Award 2010</i> .	Page 8	
18	IEU	Submission - 02/03/15	19.4	Maximum days for distance education teachers Proposed varying award to cap the number of days teachers in distance education can be	Para 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				required to teach to 205.		
19	ISV	Submission - 02/03/15	20	Breaks Seek to ensure meal break commences no later than five hours after the employee commenced work on the day.	Page 2, para 3	
20	CCSA	Submission - 02/03/15	22	Pro-rata salary inclusive of annual leave Propose removal of formula for ECTs.	Page 8	
21	ACA Anors	Submission - 02/03/15	Schedule B	Variations to HOW Propose variation to allow ordinary hours to be worked before 6 am or after 6.30 pm	Page 1, para 2	

List of abbreviations (in alphabetical order)

ISV	Independent Schools Victoria
IEU	Independent Education Union of Australia
ACA Anors	Australian Childcare Alliance, Australian Business Industrial and New South Wales Business Chamber Ltd
FWO	Fair Work Ombudsman
CCSA	Community Connections Solutions Australia
AFEI	Australian Federation of employers and Industries
UV	United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AFEI	sub-12/11/15	31	Annual leave Seeks to vary clause to allow an employer to direct an employee to take annual leave during a partial or whole close down of employer enterprise.	Page 1	
2.	UV	sub-12/11/15	20	Seeks to vary clause to ensure the payment of travel time for home care workers.	Page 1	
3.	UV	sub-16/11/15	25.5 – Rosters	Seeks three variations: <ol style="list-style-type: none"> 1. Ensure permanent staff are protected and any additional hours required to be worked at short notice are appropriately remunerated for; 2. Inclusion of words for client cancellation “provided that the employer received no payment for the cancelled or changed service”; 3. To delete the right to 	Page 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				direct an employee to work make up hours in circumstances where cancellation occurs.		
4.	NDS	sub-02/03/15	General	Language of the Award Seek variation to the award as the language is often complex to interpret and insufficiently helpful to employers in structuring patterns of work. This means that in some cases, flexibility may exist but is not being well-utilised.	Page 2	
5.	ACE	sub-01/03/15	XX	Telephone Advice Payment Insert a new clause which provides a payment to an employee who makes their services available and participates in an approved roster to provide telephone advice outside their normal rostered ordinary hours of work.	Para 3	
6.	ASU	sub-02/03/15	XX	Community language skills Payment of an allowance to employees who use community language skills during the course of their employment.	Para 9	
7.	ASU	sub-02/03/15	4.2(d)	Coverage Delete clause.	Para 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
9.	CCSA	sub-02/03/15	4	Coverage Move coverage of the family day care scheme in this Award to the Children's Services Award 2010.	Page 9	
10.	HSU	sub-02/05/15	10	Engagement Seek to vary minimum engagement to 4 hours for all employees, regardless of classification, work performed or workplace.	Para 3-4	
11.	JA	sub-02/03/15	10.3	Part-time employment Vary the clause to clarify the extent to which part-time workers can work reasonably flexibly, for example by averaging hours or flexitime, consistent with the intent of the clause to provide reasonable predictability for part-time employees	Para 9	
	ABI&NSWBC	sub-02/03/15		Deletion or variation of clause to provide appropriate and necessary flexibility for part-time employees.	Para 1	
12.	JA	sub-02/03/15	10.4	Casual employment Seek to amend minimum engagement of casual disability support workers engaged in providing in home care under NDIS from 2 hours to 1 hour, to	Para 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				align with existing provisions for Home Care workers.		
13.	HSU	sub-02/05/15	10.4	Casual employees- loading Seek to ensure the casual loading, payable in lieu of the paid leave entitlements of ongoing employees, are paid in addition to other shift allowances, weekend and public holiday rates.	Para 5	
14.	UV	sub-02/03/15	10.4(b)	Casual- Leave Amend clause to include reference to Long Service Leave.	Page 2	
15.	ASU	sub-02/03/15	12.5-12.7	Redundancy Supplementation of NES redundancy entitlements, including for employees who were eligible to receive redundancy entitlements pursuant to these clauses.	Para 5	
16.	HSU	sub-02/05/15	13	Classifications - Seeks to vary the classification criteria contained in the SACS Stream and the Home Care Stream to include Disability specific criteria and remove the current ambiguity created by the general level indicators and disability work, skills, knowledge	Para 6-9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				and qualification levels. - Seeks to vary the Home Care stream to include differentiation between general home based assistance, low to high care needs, and specialised care provided to clients in their own home. - Seek to include standardised nomenclature and current terminology.		
17.	NDS	sub-02/03/15		Seeks changes to classification descriptors which do not accurately reflect the different work contexts in which disability support is provided; are too vague for straightforward worker classification; and which don't help to build career pathways with appropriate skills recognition	Page 2	
18.	AFEI	sub-05/03/15	13.3 and Schedule B	Progression Amend clause so that it is clear that progression between pay points in the various levels in each stream of the award is based on full-time equivalent service (or 1976 hours).	Page 3 item 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
19.	HSU	sub-02/05/15	20	<p>Allowances Seek variations in, or additions to several allowances:</p> <p>a. A new travel allowance applicable for travel between clients [usually place of residence] and in their course of their duties;</p> <p>b. A varied phone allowances to reflect the requirement to have a mobile phone for work related purposes;</p> <p>c. Payment of costs associated with first aid certificate renewal for employees required to hold a current certificate to undertake the work;</p> <p>d. A variation to uniform allowance to ensure a uniform is provided or the allowance is paid;</p> <p>e. A new entitlement for replacement of damaged clothing</p>	Para 23	
20	UV	sub-02/03/15	20.2	<p>Clothing and equipment allowance Clarify the number of uniforms an employee is entitled to. See submission for proposed wording</p>	Page 2	
21.	UV	sub-02/03/15	20.6	<p>Telephone Allowance Seek a variation to include</p>	Pages 2-3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				mobile phones in this provision. The words 'or a mobile phone' should be added after the word 'telephone' in the first sentence. The words 'or to access work related information' should be added after the words 'on call'.		
22.	HSU	sub-02/05/15	20.9	<p>On call and recall Seek the following variations:</p> <p>a. Provision for an on-call penalty payment when an employee is called when not being paid an on-call allowance;</p> <p>b. Provisions for telephone attendance/work for an employee who is on call but not required to physically attend work;</p> <p>c. Minimum recall to work equal to minimum engagement / shift length;</p> <p>d. Recall to work for an employee not receiving an on-call allowance at overtime rates for the minimum shift length/ engagement.</p>	Para 24	
23	AFEI	sub-05/03/15	20.9	<p>Recall and Overtime Vary the clause to clarify what amounts to a recall to duty to perform over-time so that</p>	Page 3 item 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				employees (whether on-call or not) who answer telephone or respond to a text message are not deemed to have been recalled and thus entitled to two hours minimum pay at overtime. Alternatively, the award should be varied to accommodate receiving phone calls.		
24.	HSU	sub-02/05/15	24	Payment of Wages Seeks a new clause providing for the application of a penalty if payment of wages does not occur on the specified payday.	Para 22	
25.	JA	sub-02/03/15	25.1	Hours of Work Propose that there should be explicit provision for other mutually agreed forms of flexible working arrangements such as flexitime and make up time, and that the time frame for averaging weekly hours of work be extended beyond the 4 weeks currently provided.	Para 10	
	ABI&NSWBC	sub-02/03/15		Variation to clause to increase the maximum ordinary hours of work per shift.	Para 2	
26.	ABI&NSWBC	sub-02/03/15	25.3	Rostered days off Variation to clause to replace the	Para 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				words “two full days” with the words “48 hours” to resolve any potential ambiguity surrounding the requisite period of the break between duty.		
27.	ABI&NSWBC	sub-02/03/15	25.4	Rest breaks between rostered work Variation to clause to reduce the minimum breaks between shifts.	Para 4	
28.	HSU	sub-02/05/15	25, 28	Ordinary hours of work and rostering Vary clauses covering the intersection between hours of work, span of hours, rostering, payment of penalty rates and the definitions for day worker and shift worker to ensure: a. Shift allowances are payable for work performed during specified hours; b. Weekend rates are payable to any employee working on the weekend; c. The terms day worker and shiftworker do not apply differentially to overtime, shift rates or weekend rates of pay	Para 10	
29.	JA	sub-02/03/15	25.5	Rosters and Client cancellation Vary the client cancellation	Para 11	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				provisions to apply to disability support work carried out in private residences and also for individualised activities that take place away from the home.		
	HSU	sub-02/05/15		Seek to vary to the client cancellation provisions to provide for a 48-hour minimum cancellation period or payment in lieu, and the redirection provisions to meet both rostering and agreed hours in relation to alternate hours.	Para 13	
30.	UV	sub-02/03/15	25.5	Client cancellation Seek to amend clause. See submission for proposed wording.	Pages 2-3	
31.	ACE	sub-01/03/15	25.5	Rosters Vary clause to allow for a roster to be changed at any time where the employer and employee/s affected agree and/or in circumstances where there is an unexpected absence of an employee.	Para 3	
32.	HSU	sub-02/05/15	25.5(d)	Roster change Seek to vary clause to impose penalty on employer for employer-imposed changes and	Para 11-12	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				seek to include a minimum shift length of 4 hours for all rostered shifts including provisions for sleepovers and broken shifts.		
33.	ABI&NSWBC	sub-02/03/15	25.5 and 25.6	Rosters and Broken Shifts Variation to clauses to relax some of the obligations concerning the display of rosters and changes to rosters to reflect the increasingly changeable nature of work in the industry.	Para 5	
34.	FWO	corro-02/03/15	25.6, 25.7 and 29.2	FWO has received enquiries about how to account for time spent performing a 'sleepover' (in accordance with clause 25.7) for the purposes of applying clauses 29.2 (shiftwork) and 25.6 (broken shifts).	Item 32	
35.	HSU	sub-02/05/15	25.6	Broken Shifts Seeks to delete the provision or in the alternative a new entitlement to an allowance payable to an employee for broken shifts, and payment of overtime where the broken shift finish time is greater than the daily maximum shift length of 10 hours. Also seeks to ensure that the minimum shift length applies to each part of a	Para 14-16	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				broken shift without differentiation between employees.		
	ABI&NSWBC	sub-02/03/15	25.6	Broken Shifts Variation to clause to increase the spread of hours over which a broken shift may be worked and extending the operation of broken shifts to all employees (not just social and community services employees when undertaking disability services work and home care work).	Para 6	
36.	ASU	sub-02/03/15	25.6	Broken Shifts Propose payment of an allowance and/or penalty rate to employees who work broken shifts.	Para 6	
37.	UV	sub-02/03/15	25.6	Total of Broken Shifts Seek to vary clause 25.6(a) to provide for a maximum number of broken shifts which can be worked per day is 2. - propose to amend 25.6(b) so that a shift worker is paid the shift allowance with regard to each part of a broken shift.	Page 3	
38.	JA	sub-02/03/15	25.7	Sleepover Insertion of facilitative provisions for shorter breaks between shifts	Para 12	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				worked in association with sleepover, and for 12 hour shifts to be worked by mutual agreement.		
	HSU	sub-02/05/15		Sleepover-rate Seek to vary the applicable sleepover rate, when a shift, due to multiple disturbances, becomes 'an active' shift, and provide that rostered or known disturbances change the nature of the shift from a sleepover to an active night duty shift.	Para 17-18	
	ASU	sub-02/03/15		Increase in the remuneration payable to employees who work sleepovers and improvements to the conditions which sleepovers are carried out.	Para 7	
39.	ABI&NSWBC	sub-02/03/15	25.7	Sleepover- breaks Variation to clause to allow sleepovers to count as a break between shifts in certain circumstances and subject to certain conditions.	Para 7	
40.	UV	sub-02/03/15	25.7	Sleepover Seek deletion of words 'and is not a 24 hour care shift pursuant to clause 25.8 or an excursion pursuant to clause 25.9' in clause	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				25.7(a)		
41.	AFEI	sub-05/03/15	25.7	Sleepover-flexibility Amend clause so that employers have greater flexibility to roster work on either side of a sleepover period. This variation would include addressing the penalty rates applicable for work adjacent to a sleepover.	Page 3 item 3	
42.	JA	sub-02/03/15	25.8	24 Hour Care Seek that the 24 hour care provisions be extended to cover disability support workers required to provide individual support for clients in their private residence.	Para 13	
43.	HSU	sub-02/05/15	25.8	Seek to delete 24 hour care.	Para 19	
44.	UV	sub-02/03/15	25.8	24 Hour Care Clause is no longer required, or if the clause must remain in the Award, submits that it should be amended. -Would seek an amendment to ensure that employees will be entitled to overtime for all hours worked over 8 hours. - seek to delete the word 'normally' from sub-clause (b).	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
45.	HSU	sub-02/05/15	25.9	Excursions Seeks a new entitlement to additional annual leave for employees engaged in excursions.	Para 20-21	
46.	ASU	sub-02/03/15	25.9	Excursions- rate Increase in the remuneration payable to employees who work excursions and improvements to the conditions under which excursions are carried out.	Para 7	
47.	UV	sub-02/03/15	25.9	Excursions- ordinary hours See submission for proposed wording.	Page 4 -5	
48.	HSU	sub-02/05/15	26	Saturday and Sunday work Seek to ensure that shift allowances are paid when employees are working afternoon or night duty regardless of the day of the week and seek to ensure that casual loading is payable in addition to other penalties for all shifts excluding overtime.	Para 25-26	
49.	UV	sub-02/03/15	27.1(c)	Meal Breaks Clause incorrectly references 27.1(a); it should reference 27.1(b).	Page 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
50.	HSU	sub-02/05/15	28	Overtime Vary clause to ensure it applies to all employees when they work beyond their rostered hours, in excess of the daily maximum of 10 hours or on an averaged weekly hours basis.	Para 28	
51.	UV	sub-02/03/15	28.1(b)	Overtime - casuals Proposed deletion of clause	Page 5	
52.	JA	sub-02/03/15	28.4	Recall to work overtime Propose that the clause be varied to distinguish between recall to the workplace, and recall in order to respond to a phone call, with a reduced minimum overtime payment where there is no need to travel to and from a workplace.	Para 14	
53.	ABI&NSWBC	sub-02/03/15	28.4	Overtime- recall Variation to clause to clarify when overtime rates are payable when employee recalled to work.	Para 8	
54.	HSU	sub-02/05/15	29	Shiftwork Seek to vary clause so that the dislocation of working shiftwork should be payable where an employee works during the applicable shiftwork hours regardless of the day of the week.	Para 27	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
55.	ABI&NSWBC	sub-02/03/15	29	Shiftwork Variation to clause to amend the shift definitions, clarify the interaction between overtime rates and penalty rates, and clarify the appropriate penalty rates that apply to work performed before or after sleepovers.	Para 9	
56.	ASU	sub-02/03/15	31.3	Annual leave loading Clarify clause to ensure annual leave loading is paid upon termination. See submission for proposed wording.	Para 10	
57.	UV	sub-02/03/15	34.2	Public Holiday Proposed insertion of wording rosters are not altered for the purpose of avoiding public holidays entitlements.	Page 5	
58.	JA	sub-02/03/15	Schedule B	SACS Classifications Propose that the classification definitions be updated to reflect the nature of disability work.	Para 15	
59.	ASU	sub-02/03/15	Schedule B	Crisis and Accommodation Employees- Classifications Vary clause to ensure that employees are correctly classified and properly remunerated in respect of the work they perform.	Para 8	

List of abbreviations (in alphabetical order)

ABI&NSWBC	Australian Business Industrial and the New South Wales Business Chamber Ltd.
ACE	Aged Care Employers
AFEI	Australian Federation of Employers and Industry
ASU	Australian Municipal, Administrative, Clerical and Services Union
CCSA	Community Connections Solutions Australia
FWO	Fair Work Ombudsmen
HSU	Health Services Union of Australia
JA	Jobs Australia
NDS	National Disability Service
UV	United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	HSU	Sub-02Mar15	14.4	Wages assessment tool An application to amend the wages assessment tool in the award is ongoing (AM2013/30) and party seeks to continue involvement in these proceedings.	Paras 3–5	
	ABI & NSWBC	Sub-02Mar15			Paras 1.1–1.9	
	DSS	Sub-01Mar15			Pages 1–2	
2.	HSU	Sub-02Mar15		Ceremonial leave 10 days of ceremonial leave for Aboriginal and Torres Strait Islander peoples is sought.		
3.	ABI & NSWBC	Sub-02Mar15	14	Minimum wages Inclusion of minimum rates of pay for apprentices and junior employees is sought.	Para 2.1(a)	
4..	ABI & NSWBC	Sub-02Mar15	14.4	Wage assessment tool Inclusion of a reference to a new version of an existing wage assessment tool is sought.	Para 2.1(b)	
5.	ABI & NSWBC	Sub-02Mar15	18	Payment of wages Timeframe in which an employer can pay termination pay should be increased.	Para 2.1(c)	
6.	ABI & NSWBC	Sub-02Mar15	20.1	Ordinary hours of work Maximum ordinary hours of	Para 2.1(d)	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				work per shift should be increased.		
7.	ABI & NSWBC	Sub-02Mar15	20.2	Span of hours Span of hours should be adjusted.	Para 2.1(e)	
8.	ABI & NSWBC	Sub-02Mar15	20.3, 20.4	Penalty rates Amendment to penalty rates is sought.	Para 2.1(f)	
9.	ABI & NSWBC	Sub-02Mar15	21.5	Overtime Variation is sought to cover a situation where an employee works additional hours prior to the commencement of their ordinary hours.	Para 2.1(g)	
10.	ABI & NSWBC	Sub-02Mar15	22.1(b)	Shiftworker Variation to the definition of shiftworker is sought.	Para 2.1(h)	
11.	ABI & NSWBC	Sub-02Mar15	Schedule B	Classification definitions Variation sought to ensure definitions reflect the work performed by employees under the award.	Para 2.1(i)	

List of abbreviations (in alphabetical order)

ABI & NSWBC Australian Business Industrial and the
NSW Business Chamber Ltd
HSU Health Services Union
DSS Department of Social Services

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	BSA	Sub-2Mar15	14.1	Minimum wages No junior employees in modern award, where they had been included in previous awards. Party consulting further with members and may pursue a variation to this clause.	Page 9	
2.	BSA	Sub-2Mar15	21.2	Spread of ordinary hours of work Party is consulting further with members regarding spread of ordinary hours and may pursue a variation.	Page 9	
3.	BSA	Sub-2Mar15	22.1	Shiftwork Party is consulting further with members regarding spread of ordinary hours and may pursue a variation.	Page 9	
4.	BSA	Sub-2Mar15	24.2 & 22	Overtime and penalty rates Interaction of these clauses is ambiguous as to when overtime and shiftwork penalties apply. Party consulting further with members and may pursue a variation to this clause.	Page 9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	QFDA & FDANSW	Sub-3Mar15	10.5	Casual employees Party agrees with the submissions made by AIG and requests the clause be amended in accordance with terms set out by AIG, only to the extent that they refer to the minimum engagement for casual employees. Propose to vary clause to provide minimum engagement of 3 hours.	Point 10	Party refers to submission made by AIG in AM2014/196 & AM2014/197 – Submission - 11 November 2014
6.	QFDA & FDANSW	Sub-3Mar15	25	Annual leave No term in award dealing with a requirement to take annual leave or enabling an employee to cash out their annual leave entitlement. Party seeks a determination that clause be amended. Suggested wording in submission.	Point 7	Party refers to their submission in AM2014/47 – Submission - 20 March 2014

List of abbreviations (in alphabetical order)

BSA Business SA
 QFDA & Queensland Funeral Directors Association
 FDANSW Limited & Funeral Directors Association
 of New South Wales Limited

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Sub-2Mar15	21.1(b), 23.2, 23.4(a)	Ordinary hours of work and rostering Unclear what circumstances an employee should be considered a shiftworker as it is not defined in the Award.	Point 8	
2.	FWO	Sub-2Mar15	25.6(b)	Annual leave—payment and loading Unclear whether the additional loading is compared on a daily basis with each day of annual leave being assessed separately or as a whole over the entire period of annual leave.	Point 9	

List of abbreviations (in alphabetical order)

FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	Sub-3Mar15	4	Coverage Clause does not provide coverage for security officers and cleaners with sufficient clarity. Seeks to vary clause to clarify coverage of cleaners and security officers.	Page 1	
2.	UV	Sub-3Mar15	8	Facilitative provisions Clause may be too broad and unnecessary in the context of the award flexibility provisions at clause 7. Provision undermines the award flexibility scheme provided by the <i>FW Act 2009</i> .	Page 1	
3.	UV	Sub-3Mar15	26.3(c)	Allowances—hot places Provides payment for an allowance for work in the shade in places where temperature is raised by artificial means. Party submits that temperature should be determined by agreement between supervisor and employee.	Page 1	
4.	AIG	Sub-2Mar15	28.3	Payment of wages on termination Clause should enable employers	Page 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				who pay by electronic funds transfer to pay termination monies in accordance with the employer's pay cycle.		
5.	BSA	Sub-2Mar15	28.3	Payment of wages on termination Party consulting further and may pursue a proposal to vary clause.	Page 9	
6.	FWO	Sub-2Mar15	30.2(c)	Ordinary hours of work and rostering Unclear whether this means it can be increased by one hour at one end, at both ends or shifted at both ends of the spread by up to one hour.	Point 13	
7.	FWO	Sub-2Mar15	30.2(d)	Unclear whether this applies to only employees who are "getting the plant in a state of readiness" or in other circumstances where employees perform work prior to but continuous with the spread of ordinary hours.	Point 14	
8.	UV	Sub-3Mar15	31	Shiftworker Seek to vary award so that a shiftworker is defined as a 7 day shiftworker who is regularly rostered to work on weekends and public holidays.	Page 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
9.	UV	Sub-3Mar15	32.2 & 32.5	Meal breaks Confusion about the operation of these clauses regularly leads employers to refuse payment of the meal break penalty when legally obliged to do so.	Page 2	
10.	UV	Sub-3Mar15	33	Overtime Seeks to vary clause so that first 2 hours worked in excess of ordinary hours will be paid at time and a half and double time thereafter.	Page 2	
11.	AIG	Sub-2Mar15	34.5	Annual leave loading Proposes an amendment to ensure that employers are not obliged to pay for shift loadings twice when shiftworkers take annual leave.	Page 5	

List of abbreviations (in alphabetical order)

AIG	Australian Industry Group
BSA	Business SA
FWO	Fair Work Ombudsman
UV	United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-02Mar15	23	It may be unclear under what circumstances an employee should be considered a shiftworker, as the term is undefined.	Table 2, para 24	

List of abbreviations (in alphabetical order)

FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AAMRI & APESMA	Sub - 12 November 2015	4	Coverage Seeks to vary clause to include MRI research employees.	Para 4-11	
2.	APESMA	Sub - 26 February 2015	2.2	Commencement and transitional Has concerns some employers using clause to absorb all Award entitlements through annualised salaries. Acknowledges will be dealt with as a common issue but will, if necessary, seek relevant amendments to ensure clause is only applicable to overaward payments and cannot be used to absorb other Award entitlements.	Para 3	General drafting issue to be dealt with across all awards (Insert link to relevant decision).
3.	APESMA	Sub - 26 February 2015	4	Coverage and classifications Seeks to have Engineering Technologists covered under Award.	Para 2	
4.	APESMA	Sub - 26 February 2015	11.8	Types of employment – Professional Development Seeks to explore amendment to provide for reimbursement of costs of obtaining and maintaining professional	Para 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				registration where registration is a specific requirement of the job.		
5.	APESMA	Sub - 26 February 2015	18.2	<p>Ordinary hours of work and rostering – Employers will compensate for:</p> <p>Concerns regarding the lack of transparency which can exist regarding compensation for certain working arrangements. Would like to explore variation to clause to provide for the right for employee to request information on the specific compensation which applies.</p>	Para 4	

List of abbreviations (in alphabetical order)

APESMA The Association of Professional Engineers,
 Scientists and Managers, Australia

AAMRI Association of Australian Medical
 Research Institutes

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	MIL	Sub-25Feb15		Coverage of irrigation infrastructure operator (IIO) Party submits that if IIOs are to be covered by this award, a number of changes would be required, but that these would not impact on any parties already covered by the award.	Pages 2–5	
2.	UV	Sub-03Mar15	4	Coverage Seeking amendment to clarify that an employer “in the water industry” does not mean the employer operates exclusively in the water industry.	Page 1	
3.	UV	Sub-03Mar15	19.5(a)(iv)	Normal starting point allowance Variation sought to ensure that where a “region (is) specified by the employer” the associated allowance is still adequate compensation.	Pages 1–2	
4.	UV	Sub-03Mar15	22.1	Higher duties Variation sought to provide that all hours worked at higher duties are paid at the higher minimum	Page 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				wage, and that that rate be paid for the entire shift where higher duties are performed for two hours or more.		

List of abbreviations (in alphabetical order)

MIL Murray Irrigation Ltd
 UV United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	Sub-4Mar15	15.3	Allowances—protective clothing allowance Seeks to clarify wording ‘fair wear and tear excepted’ as it is vague.	Page 1	
2.	UV	Sub-4Mar15	15.5(b)	Allowances—uniform allowances Seeks to replace current allowance with a laundry allowance of a defined amount.	Page 1	
3.	UV	Sub-4Mar15	18	Higher duties Seeks to vary clause so that an employee is paid the higher minimum wage for the entire shift after performing higher duties for 2 hours.	Page 1	
4.	UV	Sub-4Mar15	22	Overtime Seeks to vary clause so that the first 2 hours worked in excess of ordinary hours is paid at time and a half and double time thereafter.	Page 1-2	

5.	UV	Sub-4Mar15	22.5(a)	Saturday work Seek to vary clause to provide for all ordinary time performed on a Saturday to be at the rate of time and a half.	Page 2	
6.	UV	Sub-4Mar15	23.1	Shiftworker definition Proposes a single definition of shift worker to be used in all situations.	Page 2	

List of abbreviations (in alphabetical order)

UV United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	AIG	Sub-2Mar15	4	Coverage Seeks a variation to the coverage of the Award to avoid a potential overlap with other awards.	Page 6	
2.	NRA	Sub-2Mar15	8.1	Consultation Vary clause to reflect historical award provisions.	Point 4	
3.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include the requirement for agreement in writing 'at the time of engagement on a regular pattern of work and the requirements for variation of the pattern of work'.	Point 4	
4.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include minimum shift of 4 hours for full-time employees. Currently no minimum shift entitlement for full-time employees	Point 5	
5.	NRA	Sub-2Mar15	12	Part-time employees Vary clause to introduce flexibility in rostering part-time employees.	Point 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	AIG	Sub-2Mar15	13	Casual employment Proposes that the minimum engagement period for casual employees be changed to 2 hours instead of 3 hours.	Page 6	
7.	NRA	Sub-2Mar15	13.4	Casual employment Reduce minimum shift engagement for casual employees from 3 hours to 2 hours.	Point 4	
8.	SDA	Sub-2Mar15	19	Allowances Seeks to insert new clause which will provide all fast food employees working at airports an allowance of \$6.52 or with parking at the employer's expense.	Point 19	
9.	NRA	Sub-2Mar15	19.2(b)	Allowances—special clothing Vary clause to confirm its applicability to the dry cleaning of garments.	Point 4	
10.	SDA	Sub-2Mar15	22	Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period.	Point 6	
11.	SDA	Sub-2Mar15	22	Payment of wages Seeks to vary clause to require the employer to notify the employee in writing as to which	Point 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				day is the pay day and provide 4 weeks' written notice if they wish to change the pay day.		
12.	SDA	Sub-2Mar15	25	Hours of work Award currently contains rostering provisions in the overtime clause which are not referred to in the hours of work clause. Party submits alternative wording in submission.	Point 12	
13.	SDA	Sub-2Mar15	25	Hours of work Seeks to insert a maximum roster period of four weeks into Award.	Point 14	
14.	SDA	Sub-2Mar15	25	Hours of work Seeks to insert a new provision which would ensure employees under 18 years of age are not permitted to work in a fast food establishment after 10pm on any night.	Point 28	
15.	R&CL	Sub-4Dec14	25.5	Penalty rates Party seeks the removal of late night penalties.	Point 6	
16.	AIG	Sub-2Mar15	25.5(a)(ii)	Hours of work Party notes the ambiguity in the application of the evening penalty and proposes end time of 5 am.	Page 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
17.	BSA	Sub-2Mar15	25.5(a)(ii)	Hours of work Current clause does not indicate when the 15% penalty rate ceases to apply.	Page 9	
18.	FWO	Sub-2Mar15		Current clause does not indicate when the 15% penalty rate ceases to apply.	Point 11	
19.	AIG	Sub-2Mar15	25.5(b)	Hours of work Reference to “span of hours” is unnecessary and confused - it should be deleted.	Page 7	
20.	FWO	Sub-2Mar15	25.5(c) & 26	Hours of work Unclear how clauses 25.5(c) and 26 interact.	Point 12	
21.	R&CL	Sub-4Dec14	26	Overtime Party seeks to reduce the over-time rate for full-time, part-time and casual employees. Party has provided proposed percentages in submission.	Point 7	
22.	SDA	Sub-2Mar15	26.5	Overtime Seeks to insert wording to ensure that there is no ambiguity as to the payment of overtime for all permanent and casual employees performing work outside ordinary hours.	Point 15	
23.	AIG	Sub-2Mar15	27.1	Breaks Proposes greater flexibility	Page 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				should exist to allow for the applicable 10 minute break to be taken as a 2 x 5 minute rest break.		
24.	SDA	Sub-2Mar15	29	Annual leave Seeks to insert Blood and Bone Marrow Donor Leave. Proposed wording in submission.	Point 20	
25.	SDA	Sub-2Mar15	29	Personal/carer's leave and compassionate leave Party seeks to vary compassionate leave clause. Proposed wording in submission.	Point 16	
26.	SDA	Sub-2Mar15	30	Public holidays Seeks to have a provision which would allow an employee who works public holidays to elect to be paid 150% and receive an equivalent day or time off in lieu of the penalty rate.	Point 17	
27.	SDA	Sub-2Mar15	Schedule B	Classifications Seeks to insert wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner.	Point 18	

List of abbreviations (in alphabetical order)

R&CL	Restaurant and Catering Industrial
AIG	Australian Industry Group
SDA	Shopping, Distributive and Allied Employees' Association
BSA	Business SA
NRA	National Retail Association
FWO	Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	TWU	Sub-2Mar15	4 & 16	Coverage and classifications Party proposes variations to clauses as there is an overlap between the two awards.	Page 1	
2.	NRA	Sub-2Mar15	8.1	Consultation regarding major workplace change Vary clause to reflect historical award provisions.	Point 5	
3.	NRA	Sub-2Mar15	12	Part-time employees Vary clause to introduce flexibility in rostering part-time employees.	Point 5	
4.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include the requirement for 'agreement in writing at the time of engagement' on a regular pattern of work.	Point 4	
5.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include a minimum shift of 4 hours for full-time employees.	Point 5	
6.	SDA	Sub-2Mar15	13.4	Casual employees Seeks deletion of minimum 1.5 hour shift for secondary students.	Point 6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
7.	SDA	Sub-2Mar15	18	Junior rates Seeks to vary clause to provide for the payment of junior rates to Level 1 employees only.	Point 7	
8.	SDA	Sub-2Mar15	20	Allowances—airport employees allowance Seeks to insert new clause which will provide all retail employees working at airports with an allowance of \$6.52 per day or shift or with parking at the employer's expense.	Point 22	
9.	NRA	Sub-2Mar15	20.2(b)	Special clothing allowance Vary clause to confirm its applicability to the dry cleaning of garments.	Point 5	
10.	SDA	Sub-2Mar15	23	Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period.	Point 9	
11.	SDA	Sub-2Mar15	27	Hours of work Seeks to simplify clause by proposing 10pm for the finish time on Monday to Friday.	Point 13	
12.	SDA	Sub-2Mar15	28	38 hour week rosters Seeks to clarify the applicability of rostering provisions to all employees by rearranging current	Point 15	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				provisions. Proposed wording in submission.		
13.	NRA	Sub-2Mar15	28	38 hour week Vary clause to address ambiguity and uncertainty around its application.	Point 5	
14.	SDA	Sub-2Mar15	29	Overtime and penalties Seeks to insert wording to ensure there is no ambiguity as to the payment of overtime for all permanent and casual employees. Provide casual with overtime rates for work in excess of 38 hours per week.	Point 16 (a) & (b)	
15.	FWO	Sub-2Mar15	29.1(a) & 29.2	Overtime and penalties Clauses unclear if the exclusion of casual employees in 29.1 affects whether casual employee can work overtime hours, and if overtime hours may be worked, whether overtime rates in clause 29.2 apply (or if these hours should be otherwise paid at ordinary time rates of pay).	Point 17	
16.	SDA	Sub-2Mar15	29.2(a)(i)	Overtime and penalties Vary clause to provide payment of double time after 2 hours worked.	Point 16 (c)	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
17.	SDA	Sub-2Mar15	29.4	Overtime and penalties Seeks the full casual loading for such employees at all times which incur penalty rates.	Point 17	
18.	FWO	Sub-2Mar15	30	Shiftwork Unclear of the meaning of the term “specifically employed as shiftworkers” – whether it is sufficient that an employee is rostered to work shiftwork hours or whether the employee must be expressly told that they have been employed as a shiftworker.	Point 19	
19.	FWO	Sub-2Mar15	31.2(b)	Breaks between work periods Unclear as to the appropriate calculation method of this penalty in instances where the employee would be entitled to additional payments.	Point 20	
20.	SDA	Sub-2Mar15	32	Annual leave—blood and bone marrow donor leave Seeks to include a Blood and Bone Marrow Donor leave clause.	Point 23	
21.	FWO	Sub-2Mar15	32.3(b)	Annual leave loading Unclear whether the two entitlements are to be compared on a daily basis with each of annual leave being assessed	Point 21	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				separately or as a whole over the entire period of annual leave.		
22.	SDA	Sub-2Mar15	33	Personal/carer's leave and compassionate leave Seeks to vary clause to include terms 'foster parent' and 'step parent'; increase leave entitlement to 3 days; insert wording which clearly states casual are to be re-engaged following such leave; include additional leave of absence for eligible interstate and/or overseas deaths; and provide that paid compassionate leave includes any applicable penalty rates.	Point 19	
23.	SDA	Sub-2Mar15	34	Public holidays Seeks to vary clause so work on a public holiday is to be at the election of the employee and the insertion of a provision which would allow an employee who works on a public holiday to elect to be paid time and a half and receive equivalent day or time off in lieu.	Point 20	
24.	SDA	Sub-2Mar15	Schedule B	Classifications Seeks to insert into the Classification structure for all	Point 21	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				employees (Retail Employee Level 1 – 8) wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner, as this is not part of retail duties and functions.		

List of abbreviations (in alphabetical order)

SDA	Shop, Distributive & Allied Employees' Association
TWU	Transport Workers' Union of Australia
NRA	National Retail Association
FWO	Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	NRA	Sub-2Mar15	8.1	Consultation regarding major workplace change Seeks to vary clause to reflect historical award provisions.	Point 6	
2.	SDA	Sub-2Mar15	11	Full-time employees Seeks to vary clause to include 'the requirement for agreement in writing at the time of engagement on a regular pattern of work'.	Point 4	
3.	NRA	Sub-2Mar15	12	Part-time employees Seeks to vary clause to introduce flexibility in rostering part-time employees.	Point 6	
4.	BSA	Sub-2Mar15	19.3	Minimum rates for pre-apprentices No definition of a 'pre-apprentice'; however there are minimum rates for a pre-apprentice. Party consulting further with members and may pursue a proposal to vary clause.	Page 10	
5.	HABA	Sub-2Mar15	19.5	Apprentice conditions of employment Seeks variations to the apprentice structure as it relates to pay	Para 2.9	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				generally, entry level pay and adult apprentices.		
6.	FWO	Sub-2Mar15	19.6, 19.7 & Schedule D	Apprentices and trainees No definitions for “trainee” and “graduate” - unclear how clause 19.6 interacts with the trainee provisions separately set out under Schedule D and how to identify which employees should be regarded as a “graduate” under clauses 19.6 and 19.7.	Point 22	
7.	SDA	Sub-2Mar15	21	Allowances—airport employees allowance Seeks to insert new clause which will provide all retail employees working at airports with an allowance of \$6.52 per day or shift or with parking at the employer’s expense.	Point 22	
8.	SDA	Sub-2Mar15	25	Payment of wages Seeks to vary clause so that all wages shall be paid on a regular pay day within 4 days of the end of the pay period.	Point 6	
9.	SDA	Sub-2Mar15	29	Notification of rosters Party seeks to amend this clause. Their proposed wording in submission.	Point 13	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
10.	SDA	Sub-2Mar15	29.4	Casual rate for evening and weekend work Seeks to vary clause so the full casual loading for casual employees working weekends as it is currently absorbed by the weekend rates.	Point 17	
11.	SDA	Sub-2Mar15	30	Rostering principles Seeks to insert a provision for employees regularly working Sundays, to ensure that those employees are entitled to have three consecutive days off each four weeks which includes a Saturday or Sunday.	Point 15	
12.	NRA	Sub-2Mar15	30	Rostering principles Seeks to vary clause to address ambiguity and uncertainty around its application.	Point 6	
13.	HABA	Sub-2Mar15	30	Rostering principles Seeks a variation allowing an employer and an employee to mutually agree to substitute the days they are rostered off.	Para 2.4	
14.	HABA	Sub-2Mar15	30.3	Consecutive days off Seeks to vary provision to allow employers and employees to mutually agree to a pattern of work in which the employee is	Para 2.6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				not provided with two consecutive days each week or three consecutive days off in a two week period.		
15.	SDA	Sub-2Mar15	31	Overtime Seeks to insert wording to ensure there is no ambiguity as to the payment of overtime for all permanent and casual employees performing work beyond ordinary hours. Seeks to also vary clause so double time is paid after 2 hours worked.	Point 16	
16.	SDA	Sub-2Mar15	33	Annual leave—blood and bone marrow donor leave Seeks to include a Blood and Bone Marrow Donor leave clause.	Point 23	
17.	SDA	Sub-2Mar15	34	Personal/carer's leave and compassionate leave Seeks to vary clause to include terms 'foster parent' and 'step parent', increase leave entitlement to 3 days, insert wording which clearly states casual are to be re-engaged following such leave, include additional leave of absence for eligible interstate and/or overseas	Point 19	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				deaths, and provide that paid compassionate leave includes any applicable penalty rates.		
18.	SDA	Sub-2Mar15	35	Public holidays Seeks to vary clause so work on a public holiday is to be at the election of the employee and the insertion of a provision which would allow an employee who works on a public holiday to elect to be paid time and a half and receive equivalent day or time off in lieu.	Point 20	
19.	SDA	Sub-2Mar15	Schedule B	Classifications Seeks to insert into the Classification structure for all employees (Retail Employee Level 1 – 8) wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner, as this is not part of retail duties and functions.	Point 21	

List of abbreviations (in alphabetical order)

SDA Shop, Distributive & Allied Employees' Association

HABA	Hair & Beauty Australia Industry Association
BSA	Business SA
NRA	National Retail Association
FWO	Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	sub-13/11/15	27.1	Annualised salaries Seeks to vary clause so it is clear that a reconciliation can take place between the wages that would have been paid under weekly pay for the work and the actual amount paid under an annualised salary arrangement when the arrangement ends before a year and the employee remains employed.	Page 2	
2.	AHA	sub-12/11/15	3	Definitions Seeks to vary clause by expanding the definition of "ordinary hourly rate" to encompass all classifications.	Para 16	
3.	AHA	sub-12/11/15	20.2	Minimum wages Seeks to vary clause to include minimum hourly wage for Managerial Staff.	Para 16	
4.	AHA	sub-12/11/15	20.3	Minimum wages Seeks to vary clause to include minimum hourly wages for all levels within the Casino Gaming classifications.	Para 16	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	AHA	sub-12/11/15	20.4	Minimum wages Seeks to vary clause to include references to the “standard hourly rate”.	Para 16	
6.	AHA	sub-12/11/15	32.1	Penalty rates Seeks to remove reference to “minimum wage rate” and replace with “minimum hourly rate” or “ordinary hourly rate”.	Para 16	
7.	AHA	sub-12/11/15	33.3	Overtime Seeks to remove references to “normal rate of pay” and replace with “ordinary hourly rate”.	Para 16	
8.	AHA	sub-12/11/15	27.2(c)	Salaries absorption Seeks to vary clause so that an employer and employee can extend the 28 day timeframe by agreement.	Para 19-22	
9.	AHA	sub-12/11/15	32.2(a)	Public holidays Seeks to vary clause to clarify that the minimum four payments for permanent employees and two hours for casual employees refers to the hours worked during a shift, not only to the hours worked on the day that is a public holiday.	Para 24-27	
10.	AHA	sub-12/11/15	32.2(b)	Public holidays Seeks to vary clause so that an		

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				employee and employer can agree to take the one day instead of the public holiday outside the 28 day timeframe.		
11.	AHA	sub-12/11/15	New clause – Abandonment of Employment	Seeks to insert an abandonment of employment clause.		
12.	AHA	sub-02/03/15	XX	Multi-hire arrangements Seeks to introduce clause allowing permanent employees to work casual shifts via multi-hire arrangements.	Page 3	
13.	RCI	sub-02/03/15	1	Title Amend title of Award to Hotels, Accommodation and Casinos Award.	Para 5	
14.	AHA	sub-02/03/15	3	Definitions Insertion of a new/amended definition for ‘catering employee’, a motel employee; and ;accrued rostered day off’ and ‘liquor service employee’.	Page 3	
15.	RCI	sub-02/03/15	4	Coverage Insert “caterers covered by the Restaurant, Cafe and Catering Industry Award”.	Para 6	
				Delete word “caterers” from clause 4.2.	Para 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
16.	UV	sub-02/03/15	13	Casual Amend clause so that casual employees have a 4 hours minimum engagement.	Page 2	
17.	AHA	sub-02/03/15	13.3	Payment for casuals Amend clause to provide consistency with clause 26— payment of wages.	Page 3	
18.	AHA	sub-02/03/15	14	Apprentices Introduce competency based pay scale.	Page 3	
19.	AHA	sub-02/03/15	14 and Schedule F	Apprentices and Trainees Introduce exclusion for an apprentice or trainee undertaking nationally recognised training being subject to the liquor service employee definition.	Page 3	
20.	AHA	sub-02/03/15	15	Juniors Amended junior rates structures to reflect single junior rates structure.	Page 3	
21.	AHA	sub-02/03/15	20.2	Minimum wages Introduce base rates of pay for part time and casual employees within the Managerial staff (Hotels) classification.	Page 3	
22.	AHA	sub-02/03/15	21.1(b)	Clothing, Equipment and Tools Allowance Provision of a security bond for	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				cost of identified employer property provided to the employee as part of their employment.		
	UV	sub-02/03/15		Tool allowance needs to be increases to align with other awards equivalent allowance rate.	Page 2	
23.	AHA	sub-02/03/15	21.3	Allowances Amend to clarify the compensation and duration of work.	Page 3	
24.	UV	sub-02/03/15	27	Annualised Salaries Insert clause where salary arrangements must pass a 'better off overall test', outline employees' ordinary hours and employees under these arrangements cannot be asked to work unreasonable hours in excess of their agreed ordinary hours.	Page 2	
25.	UV	sub-02/03/15	27.1(e)	Clause should be expanded to add a provision to clarify that employees have a right to access and make copies of any daily records.	Page 3	
26.	AHA	sub-02/03/15	29.1	Full-time employees Amend the averaging arrangements to take into account	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				industry and work environment/ location specific needs.		
27.	UV	sub-02/03/15	30	Rostering Amend so casuals are provided a roster.	Page 2	
28.	AHA	sub-02/03/15	31	Breaks Amend to clarify the concept of shift length versus work performed for the purposes of attracting additional paid breaks.	Page 3	
29.	AAA	sub-04/12/14	32	Penalty Rates Seeks a reduction in penalty rates for Sunday work and late night penalties.	Para 8 and 9	
	RCI	sub-04/12/14		Seeks a reduction in penalty rates for Sunday work and late night penalties.	Para 6 and 7	
30.	AHA	sub-02/03/15	32.3	Other penalties Amend to clarify the way in which penalty is paid for part hour worked.	Page 3	
	FWO	corro-02/03/15		Concerns raised over the calculation of evening and night penalties where an employee performs work for part of hours, and whether the penalties are payable in units of whole hours only or whether the penalties are payable on a pro rata basis for	Item 23	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				part hours worked.		
31.	AHA	sub-02/03/15	33	Overtime Introduce time in lieu arrangements where overtime is performed.	Page 3	
32.	UV	sub-02/03/15	33	Casuals-Overtime Amend clause so that casual employees are entitled to overtime when they work in excess of their rostered hours.	Page 2	
33.	AHA	sub-02/03/15	33.3	Overtime rates Amend to reflect term 'ordinary rate of pay' defined at clause 3.	Page 3	
34.	AHA	sub-02/03/15	34	Cashing Out Subject to a decision on the Annual Leave Common Issue, the AHA proposes the insertion of a clause to allow employees to request cash out of accrued annual leave.	Page 1	
35.	AHA	sub-02/03/15	38	Deductions Sought provision to make deductions in circumstances of employee negligence.	Page 3	
36.	AHA	sub-02/03/15	39.2	Deduction for accommodation Restructure table to accurately reflect the types of accommodation provided and appropriate deduction amounts.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
37.	AHA	sub-02/03/15	Schedule D	Classifications Amend to insert the relevant wage level in brackets after each classification.	Page 3	
	AHA	sub-02/03/15		Clarify the duties of Front Office Grade 12 and a Clerical Grade 3 employee can undertake.	Page 3	

List of abbreviations (in alphabetical order)

AAA	Accommodation Association of Australia
AHA	Australian Hotels Association
FWO	Fair Work Ombudsmen
RCI	Restaurant and Catering Industrial
UV	United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	CAI	Submission - 16/11/15	4	Coverage Seeks to vary the existing definition of Club to remove ambiguity around those that are covered by the RCLA award.	Page 1-2	
2.	CAI	Submission - 16/11/15	26.7 & 28.5	Ordinary hours of work and rostering and overtime Seeks remove clause 26.7 and expand 28.5 which will remove the inconsistent interaction.	Page 2-3	
3.	CAI	Submission - 16/11/15	10.5 & 29.1	Casual employees and penalty rates Seeks to vary clause so it is clear that the maintenance and horticultural employees.	Page 3-4	
4.	CAI	Submission - 16/11/15	3	Definitions Seeks to vary existing shift worker definition to provide greater clarity around annual leave entitlement but does not have a finalised position.	Page 4	
5.	CAI	Submission - 16/11/15	3	Definitions Seeks to vary Club Manager definition to reflect all employees engaged in work within the	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				classifications of clause C.11.		
6.	CAI	Submission - 16/11/15	24.4	Meal breaks Seeks to vary clause so provision should apply to clubs who employ fewer than 15 employees.	Page 5	
7.	CAI	Submission - 16/11/15	17.3	Club employees Seeks to vary clause so that 20% and 50% exemption should be extended to all employees. Seeks to also vary clause so employees who receive 50% above the award rate should be excluded from leaving loading.	Page 5	
8.	CAI	Submission - 16/11/15	Schedule C	Classification definitions Seeks to vary clause so that maintenance and horticultural references be amended to reflect "grades" not "levels".	Page 6	
9.	CAI	Submission - 16/11/15	Schedule C	Classification definitions Seeks the inclusion of level 2 and potentially 2 employees who engage as tender boat drivers or deckhands. Seeks to vary clerical classifications. Seeks to expand the classifications and special arrangements for work performed by fitness/swim instructors.	Page 6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
10.	UV	Submission - 13/11/15	17	Minimum wages Seeks to vary clause to include a provision for reconciliation.	Page 2	
11.	CAI	Submission - 30/07/14 Submission - 06/08/14 Submission 10/01/14 Submission - 30/01/15 Submission 10/11/14 Submission - 02/12/15 Submission - 19/12/14	10.4(a) & (b)	Continuation of State-based part-time provisions respectively Current 10.b(b) & (c) continued to VIC and NSW State-based provisions which continue to 31 December 2013. Sought to convene a conference to consider solution or program for dealing with issue prior to 31 December 2014. Subsequent submissions relate to determining issue and seek interim provisions be made.	Pages 1 - 2	Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561]
12.	UV	Submission - 13/01/14 Submission - 11/01/14 Submission - 10/12/14	10.4(a) & (b)	Continuation of State-based part-time provisions respectively Transitional provision should not be maintained past 31 December 2014. Opposed continuation of transitional part-time provisions	Pages 1 - 2	Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561]
13.	NSWBC & ABI	Submission - 08/12/14	General comment	Video-link request for Sydney	Page 1	
14.	Business SA	Submission - 02/03/15	General comment	Expressed general interest in award No specific variations sought but	Pages 4, 10	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				reserved position to do so in future.		
15.	UV	Submission - 02/03/15	General comments relating to three awards	<p>Overtime/rosters/minimum engagement</p> <p>Overtime provisions may not be meeting the modern awards objective as casual employees not eligible for overtime payment. Not consistent with principle of equal pay for equal work. Casual employees not entitled to a roster or 2 hour minimum engagement. Seek changes to clauses above. Award specific submissions will follow.</p>	Pages 1-3	

List of abbreviations (in alphabetical order)

CAI Clubs Australia Industrial
 NSWBC & ABI NSW Business Chamber and Australian
 Business Industrial
 Business SA Business SA
 UV United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	UV	sub-13/11/2015	28	Annualised salary arrangements Seeks to vary clause so it is clear that a reconciliation can take place between the wages that would have been paid under weekly pay for the work and the actual amount paid under an annualised salary arrangement when the arrangement ends before a year and the employee remains employed.		
2.	RCI	sub-02/03/15	XX	Deductions for Accommodation and Meals Seek to include a new clause for deductions to be made for employers providing accommodation and meals to employees.	Para 15	
3.	RCI	sub-02/03/15	1	Title Seek to change the title of the Award to the Restaurant, Café and Catering Industry Award to compliment the proposed new coverage clause.	Para 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
4.	RCI	sub-02/03/15	3	Definitions Insert new definition of Restaurant and related businesses in line with new coverage clause. - Delete definition of appropriate level of training.	Para 6	
5.	RCI	sub-02/03/15	4	Coverage Seek to vary the coverage of the award through the inclusion of 'stand-alone caterers' and the deletion of clause 4.8 (a).	Para 7	
6.	UV	sub-02/03/15	13,	Casual Employees Seek variations to ensure casual employees receive overtime when they work in excess of their rostered hours, have a right to a roster and a 4 hour minimum engagement.	Page 2 and 3	
7.	RCI	sub-02/03/15	15	Junior employees Seek the removal of the requirement to pay junior employees at the full adult rate (see clause 20.1) for liquor service.	Para 8	
	FWO	corro-02/03/15		Inquiries have been received regarding the definition of "liquor service employee".	Item 30	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8.	RCI	sub-02/03/15	20 and Schedule B	Classification structure and wage levels Seek to reduce the classification structure to four levels and amend the classification structure definitions accordingly.	Para 9	
9.	RCI	sub-02/03/15	27	Payment of wages Seek to delete the prohibition of payment of wages on a Friday, Saturday or Sunday.	Para 10	
10..	RCI	sub-02/03/15	28	Annualised Salaries Seek an alteration to clause 28.1(a) to expressly state annualised salaries include absorption of the annual leave loading prescribed in clause 35.2(b).	Para 11	
11.	RCI	sub-02/03/15	31	Hours of work Seek change of Clause 31.2 (d) in order to provide relief to operators by varying the minimum break between shifts to 8 hours.	Para 12	
12.	Business SA	sub-02/03/15	31.2	Minimum Employment Period Clause should be varied to clarify that the minimum of six hours work applies only to full time employees.	Page 10	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
13.	RCI	sub-02/03/15	32	Meal Breaks Seek to vary the meal breaks provision specifically to vary terminology to allow for greater flexibility on the taking of breaks in the workplace and seek the deletion of sub clause 32.3 and 32.4 of the Award.	Para 13	
14.	RCI	sub-02/03/15	33	Overtime Seek the removal of the terminology 'rostered day off' or 'RDO' from clauses 27.3, 31.6(b), 33.2(d), 38.2 and F.1 (d).	Para 14	
15.	FWO	corro-02/03/15	38.2	Rostered Day Off Inquiries received regarding the meaning of the term 'rostered day off' as this is not a defined term. Given it is undefined, this has implications when the term is used in clauses 27.3 (payment of wages), 33.2(d) (overtime rates) and item F.1(d) of Schedule F (part-day public holidays).	Page 10	

List of abbreviations (in alphabetical order)

Business SA Business SA - South Australian Chamber
of Commerce and Industry

CAI Clubs Australia

RCI Restaurant & Catering Industrial
UV United Voice

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	BusSA	Sub-02/03/15	10.2(c)	Part-time employment Part-time clause is too restrictive - does not allow for working additional hours by agreement.	p.5	
2.	FWO	Corro-02/03/15	22.1	Span of hours Shift span can be varied “on not more than one night per week” ordinary hours may be worked up to 9.00 pm. FWO has had inquiries about whether the extension of ordinary hours can apply on a Saturday.	p.1	
3.	ABI&NSW	Sub-12/11/2015	22.8(a)(i)	Shiftworker Seeks to vary clause to include a clear span of hours for shiftworkers of “Monday to Fridays or on Saturdays between 8am and 12pm” as it does not currently include clear span of hours.	Para 2.1-2.7	
4.	BusSA	Sub-02/03/15	22.8(a)	Afternoon shift This clause defines afternoon shift as a shift finishing between 6.00 pm and midnight. The ordinary hours are from 7.00 am to 7.00 pm. Clause leads to ambiguity about whether a day worker who finishes between 6.00 pm and 7.00 pm is entitled to an afternoon shift penalty.	p.5	
5.	FWO	Corro-02/03/15	22.8(a)(iv) & 22.8(b)	Night shift Whether night shift penalties will apply to a person finishing a shift between midnight Friday and 8.00 am Saturday.	p.1	

List of abbreviations (in alphabetical order)

ABI&NSW	Australian Business Industrial and NSW Business Chamber
BusSA	Business SA
FWO	Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-02/03/15	22.1(b)(ii)(A)	Undefined phrase ‘country territory’ Clause provides a higher vehicle allowance for employees in a ‘country territory’. This term is not defined.	p.1	
2.	BusSA	Sub-02/03/15	25.4	Termination of employment Requirement to pay wages on the day of the termination or by post the next working day. Employers may not be able to comply with this clause. Suggested alternative wording was inserted into the <i>Vehicle Manufacturing, Repair, Service and Retail Award 2010</i> .	p.5	
3.	FWO	Corro-02/03/15	27.9	Undefined phrase ‘country employees’ Clause provides different hours of work for ‘country employees’. This term is not defined	p.1	
4.	FWO	Corro-02/03/15	27.1 and 28.1	Undefined term ‘shiftworker’ FWO has had enquiries about the circumstances in which an employee should be considered a shiftworker.	p.1	
5.	FWO	Corro-02/03/15	27.2(a)	Ordinary hours ‘altered at either end’ Ambiguity about whether the hours can be altered at one end to increase span by one hour, at both ends to move span or at both ends to increase span by two hours.	p.2	
6.	FWO	Corro-02/03/15	31.6(b)	Undefined phrase ‘country areas’ Clause provides additional annual leave for	p.1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				employees operating in country areas. This term is not defined.		

List of abbreviations

BusSA

Business SA

FWO

Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	Russell Kennedy and others	Sub-02/03/15		Amalgamation of Clerks Award and Legal Services Award - Preliminary view is that they do not support amalgamation of these two awards.	Page 1	
2.	CCSA	Sub-02/03/15	4.6	Coverage Propose variation to include <i>Children's Services Award 2010</i> in the list of industry awards excluded from coverage of the <i>Clerks Award</i> , in order to remove ambiguity.	Page 2	
3.	ASU	Sub-02/03/15	17	Annualised salaries Propose deleting current clause and inserting a new clause.	Item 16, p.5	Proposed wording is provided.
4.	FWO	Sub-02/03/15	24.5(b)	Superannuation FWO has received enquiries as to how to apply the maximum 52 week limit. i.e. whether it should be applied 52 weeks per workers compensation claim OR 52 consecutive weeks OR 52 weeks over the course of the employees entire employment.	Page 2	
5.	FWO	Sub-02/03/15	25.1 and 28.1	Shiftworker FWO has received enquiries about when an employee should be considered a shiftworker (term not defined). e.g. employee finishing after 7pm could be considered a day worker (working outside spread of ordinary hours) or an afternoon shiftworker.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	FWO	Sub-02/03/15	25.2	Spread of hours FWO has received enquiries as to what ' <i>spread of hours may be altered by up to one hour at either end of the spread</i> ' means. E.g. whether 7am-7pm may be changed to 7am - 8pm (increase at one end of spread), 6am-8pm (increase both ends of spread) or 6am-6pm (shifting spread).	Page 3	
7.	FWO	Sub-02/03/15	26.1 & 28.4(f)	Shiftworkers - meal breaks and related penalties FWO has received enquiries as to whether 20 minute paid crib break applies instead of, or in addition to, 30 minute unpaid meal break and if both apply, how they should be applied. Also, whether penalty of double time applies if shiftworker works through crib break.	Page 3	
8.	FWO	Sub-02/03/15	28.4 & 28.7	Special rates FWO has received enquiries about the meaning of 'special rates'. No definition in award. Unclear under what circumstances 28.7 applies and which of the listed entitlements in 28.4 constitute a special rate.	Page 4	
9.	ASU	Sub-02/03/15	29.2	Definition of shiftworkers Propose deleting current clause and inserting new clause.	Item 12, p.4	
10.	FWO	Sub-02/03/15	29.3	Annual leave loading FWO has received enquiries about applicable loading payable on annual leave. In determining which rate to apply, may not be clear whether the two entitlements are to be compared on daily basis	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				with each day of annual leave assessed separately, or as a whole over entire period of leave.		
11.	ASU	Sub-02/03/15	29.3(b)	Annual leave loading - termination Proposes new clause in relation to annual leave loading on termination. Award currently silent.	Item 15, p.4	
12.	ASU	Sub-02/03/15	30.2	Personal/Carer's Leave and Compassionate Leave Proposes inserting new clause in relation to 'evidence supporting claim'.	Item 13, p.4	

List of abbreviations (in alphabetical order)

ASU	Australian Services Union
CCSA	Community Connections Solutions Australia
FWO	Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	News Corp and others	Sub-02/03/15	24	Annual leave Subject to the pending decision of the FWC, propose that the award be amended to provide for cashing out of annual leave.	Para 1	
2.	News Corp and others	Sub-02/03/15	24	Annual leave Subject to the pending decision of the FWC, propose that the award be amended to provide for more flexibility for an employer to direct an employee to take annual leave where more than four weeks' annual leave is accrued.	Para 2	

List of abbreviations (in alphabetical order)

News Corp and others News Corp, Bauer Media Ltd, Pacific Magazines Pty Ltd, GNM Australia Pty Ltd, Seven Network (Operations) Limited and its related entities, Network Ten Pty Ltd and its related entities, Prime Media Group and its related entities operating in the broadcasting and publishing media industries

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	ASU	Sub-12/11/2015	18.5	Annualised salaries Seeks to vary clause to include NES entitlement for annualised salaries.	Para 30	
2.	Ai Group	Sub-12/11/2015	27	Annual leave Seeks to vary clause to remove inappropriately entitling employees to either payment of both the relevant shift loading and an additional annual leave loading or, alternatively, potentially requiring the payment of shift loadings twice when an employee receives annual leave entitlements.	Para 5-12	
3.	CPSU	Sub-02/03/15	18.1 and Schedule B	Classifications & minimum wages Propose amendment to classifications to provide for coverage of employees performing work as trainers and provide a rate of pay.	Para 7 and attached draft determination	
4.	ASU	Sub-02/03/15	18.5	Annual salaries Propose deleting current clause and inserting a new clause.	Para 16	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	FWO	Corro-02/03/15	24.6(b) and (c)	Spread of ordinary hours of work May be unclear what rate should be paid to an employee for the performance of work prior to the spread of ordinary hours which is continuous with ordinary hours.	Item 12	
6.	FWO	Corro-02/03/15	24.8(a)(i)	Changing spread of hours at either end Has received enquiries in relation to what “ <i>spread of hours may be altered by up to one hour at either end of the spread</i> ” means. E.g. whether 7am-7pm may be changed to 7am - 8pm (increase at one end of spread), 6am-8pm (increase both ends of spread) or 6am-6pm (shifting spread).	Item 13	
7.	FWO	Corro-02/03/15	27.4(a) and (b)	Annual leave loading Has received enquiries about the method of determining which rate applies - whether they are compared on a daily basis or over the entire period of annual leave.	Item 14	

List of abbreviations (in alphabetical order)

Ai Group Australian Industry Group
ASU Australian Services Union

CPSU (PSU
Group)
FWO

Community and Public Sector Union
Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	GA	Sub-12/11/2015	3	Coverage Seeks to vary clause by including “gymnastic services, activities or classes” in the definition of the fitness industry.	Para 9-10	
			Schedule B	Classification and definition structure Seeks to vary classifications to better reflect the nature of work performed by gymnastics coaches.	Para 11-17	
			13	Casual employment Seeks to vary clause with the effect that casual employees classified at Level 5 may be engaged for a minimum period of one hour’s work.	Para 18-19	
2.	TA	Sub-11Feb15	3, 13.5, B.1.1(c), B.2.2(b), B.4.1, B.6.1, B.7.1	Coverage Award should be more explicit in specifying coverage for tennis coaches. They also propose additional text in the classifications schedule to include tennis coaching in a number of classification levels.	Attachment pages 1-2	Proposed wording is provided.
	FA	Sub-02Mar15		The variations proposed by Tennis Australia are not opposed.	Para 3	
3.	SA & ASCTA	Sub-26Feb15	10, 11, 12	Types of employment A reference to ‘weekly seasonal or fixed-	Page 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				term employment' should be included.		
4.	FWO	Corro-02Mar15	13.3, 26.3(c)	Casual employees The rates payable to casual employees on public holidays is unclear.	Para 17	
5.	BusSA	Sub-02Mar15	18.4	Broken shift allowance The term 'excess fares' is used but not defined and no explanation of the application of the allowance is provided.	Page 6	
6.	SA & ASCTA	Sub-26Feb15	Schedule B	Classifications Classifications relating to Swim Teachers, Coaches and Support Staff engaged in swim schools should be amended.	Page 1	

List of abbreviations (in alphabetical order)

BusSA	Business South Australia
GA	Gymnastics Australia
FA	Fitness Australia
FWO	Fair Work Ombudsman
SA & ASCTA	Swim Australia & Australian Swimming Coaches and Teachers Association
TA	Tennis Australia

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-02Mar15	10.3(d)	Part-time employment Clause may be in conflict with the NES.	Para 22	
	Jobs Australia	Sub-02Mar15		Part-time employment Clause may be in conflict with the NES and should be deleted.	Page 2	
2.	Jobs Australia	Sub-02Mar15	10.4	Casual employment Supports a variation to clarify the interaction between casual loading and penalty rates, and whether overtime rates are calculated on a daily or weekly basis.	Page 2	
3.	Jobs Australia	Sub-02Mar15	10.5	Sessional employment Award should be varied to clarify that sessional employment is a sub-category of casual employment.	Page 2	
4.	FWO	Corro-02Mar15	16.5, 23.1	Excursions It is unclear whether an employee entitled to the allowance under clause 16.5 is also entitled to overtime payments under clause 23.1	Para 23	

5.	FWO	Corro-02Mar15	23.2(c), 28.2	Public holidays The interaction between these two clauses is unclear, as both provide for penalty rates for work performed on public holidays.	Para 24	
6.	ASU	Sub-02Mar15	25.2	Annual leave loading The award is silent on payment of leave loading on termination. Proposes inserting additional sentence.	Paras 33-34	Proposed wording provided.
7.	Jobs Australia	Sub-02Mar15	Schedule B	Classifications Definitions should be updated and expressed as generic skills-based levels rather than as job titles.	Pages 2-3	

List of abbreviations (in alphabetical order)

ASU Australian Services Union
FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
General submissions						
1.	Russell Kennedy and ors	Sub-02Mar15		Amalgamation of award The suggestion that the <i>Clerks—Private Sector Award 2010</i> and the <i>Legal Services Award 2010</i> should be amalgamated is opposed.	Page 1	
Clause specific submissions						
2.	Russell Kennedy and ors	Sub-02Mar15	3	Definitions Definition of ‘law graduate’ should be amended.	Attachment B - para 1	Proposed wording is provided.
3.	Russell Kennedy and ors	Sub-02Mar15	10.5(c)	Casual employees Minimum engagement for casual employees should be increased to four hours.	Attachment B - para 2	Proposed wording is provided.
4.	Russell Kennedy and ors	Sub-02Mar15	24.1(a)	Weekly hours of work Facilitative provision should be inserted allowing averaging of hours over a period greater than 28 days (but less than 12 months).	Attachment B - para 3	Proposed wording is provided.
5.	Russell Kennedy and ors	Sub-02Mar15	28.1	Daylight saving Clause should be amended so that employees are paid for the actual number of hours worked.	Attachment B - para 4	Proposed wording is provided.
6.	Russell Kennedy and	Sub-02Mar15	30	Annual salary Annual salary should be payable in	Attachment B - para 5	Proposed wording is provided.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
	ors			satisfaction of shiftwork allowances and rates.		
	ASU	Sub-02Mar15		Annual salary should be payable in satisfaction of a greater number of provisions of the award, and should be more prescriptive in terms of how the agreement is made and terminated.	Paras 31-32	Proposed wording is provided.
7.	Russell Kennedy and ors	Sub-02Mar15	33.2(a)	Rest breaks The two rest periods afforded to employees should be subject to the 'reasonable business needs of the practice'.	Attachment B - para 6	Proposed wording is provided.
8.	Russell Kennedy and ors	Sub-02Mar15	34.5	Time off instead of payment for overtime The employer should be able to elect for the employee to be given time off instead of receiving payment for overtime.	Attachment B - para 7	Proposed wording is provided.
9.	Russell Kennedy and ors	Sub-02Mar15	39	Special conditions of employment—law graduate Provisions allowing law graduates paid leave for study and exams should be more prescriptive.	Attachment B - para 8	Proposed wording is provided.

List of abbreviations (in alphabetical order)

ASU Australian Services Union
 Russell Kennedy and ors Russell Kennedy, Norton Rose Fulbright, Arnold Bloch Leibler, Hall & Wilcox, Clayton Utz, Thomson Geer, Corrs Chambers Westgarth, Maddocks, DLA Piper, Allen & Overy, Piper Alderman, Dibbs Barker, Ashurst, Herbert Smith Freehills, Allens, Gilbert & Tobin, Lander & Rogers, King & Wood Mallesons, Davies Collison Cave,

Gadens

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	FWO	Corro-02/03/15	21.2	Ordinary hours of work Application of clause unclear as it specifies ordinary hours of work of “regular employees” but does not define that term.	Para 26	

List of abbreviations (in alphabetical order)

FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO AWARD SPECIFIC SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	REEF	Sub-10/11/15	16.2(e)	Commission only employment Seeks to remove the restriction which prevents a commission-only salesperson from being engaged on a “casual” basis.	Page 1	
2.	RRESSA	Sub-23/01/15	3	Definitions and interpretation Insert a new definition of “mobile communications device”.	Para 1	
3.	RRESSA	Sub-23/01/15	14.1	Minimum weekly wages Delete and replace classifications and wage amount with respect to all adult property classifications.	Para 2	Proposed wording is provided.
4.	RRESSA	Sub-23/01/15	15.2	Payment of wages with commission, bonus or incentive payments Insert a new clause 15.2 and renumber existing clause as 15.3.	Para 3	Proposed wording is provided.
5.	RRESSA	Sub-23/01/15	16	Commission-only employment Delete existing clauses 16.1, 16.2 and 16.3 and replace with party’s proposed clauses.	Para 4	Proposed wording is provided.
6.	REEF	Sub-27/02/15	16	Commission-only employment 1) Redraft Minimum Income Threshold Test (MITT) to remove ambiguity about methodology used to determine whether employee as satisfied the MITT. 2) Clarify how MITT should apply to an employee who performs work of a buyer’s agent. 3)	Para 5	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Remove restriction preventing commission-only employees being employed on a casual basis.		
7.	FWO	Corro-02/03/15	16	Commission-only employment Queries whether “real estate sales” in clauses 16.2 and 16.3 should be calculated on gross sale amount of properties sold, the commission received by the employer, the commission received by the employee, or some other amount	Para 32	
8.	RRESSA	Sub-23/01/15	17.1	Matters relating to commission, bonus or incentive payments—Written agreements generally Amend clause by inserting a new paragraph (c)	Para 5	Proposed wording is provided
9.	RRESSA	Sub-23/01/15	17.3	Matters relating to commission, bonus or incentive payments—Entitlements after employment ends Amend clause by inserting a new paragraph (c).	Para 5	Proposed wording is provided.
10.	REEF	Sub-27/02/15	17.3	Matters relating to commission, bonus or incentive payments—Entitlements after employment ends Amend clause to clarify an employee is only entitled to portion of commission where an existing legally enforceable contract was in place prior to cessation of employee’s employment.	Para 6	

11.	RRESSA	Sub-23/01/15	17.5	<p>Matters relating to commission, bonus or incentive payments—Calculation of NES entitlements</p> <p>Delete paragraphs (a) and (b) and renumber existing paragraphs (c) and (d) as (a) and (b), respectively.</p>	Para 5	
12.	FWO	Corro-02/03/15	17.5	<p>Matters relating to commission, bonus or incentive payments—Calculation of NES entitlements</p> <p>Clause may be inconsistent with NES as commission-only employees may be paid entitlements to annual, leave, personal leave, or any other NES entitlements in advance.</p> <p>Pre-payment of annual leave considered to be a form of cashing out in a manner inconsistent with the NES in the Full Bench decision of Canavan Building Pty Ltd [2014] FWCFB 3202</p>	Para 33	
13.	REEF	Sub-27/02/15	18	<p>Allowances</p> <p>Insert an allowance on a per kilometre basis for employees who provide a motor cycle.</p>	Para 7	
14.	RRESSA	Sub-23/01/15	18.6	<p>Allowances—Mobile telephone allowance</p> <p>1) Delete paragraph (a) and replace with party's proposed clause. 2) Delete paragraph (c) and replace with party's proposed clause. 3) Delete the word "telephone" from (e) and replace with "communication device".</p>	Para 6	Proposed wording is provided.

15.	RRESSA	Sub-23/01/15	18.9	Allowances—Adjustment of expense related allowances Insert additional index figure to read “Communications sub-group” in “Applicable Consumer Price Index” column.	Para 6	
16.	RRESSA	Sub-23/01/15	20	Stand-by and call-out 1) Amend clause 20.2 by inserting party’s proposed wording after words “identified in the agreement”. 2) Delete clause 20.3 and renumber clause 20.4 and 20.3. 3) Renumber clause 20.5 as clause 20.4.	Para 7	Proposed wording is provided.
17.	RRESSA	Sub-23/01/15	23	Ordinary hours of work and rostering Insert a new 23.5 with party’s proposed wording.	Para 8	Proposed wording is provided.
18.	RRESSA	Sub-23/01/15	24	Overtime—Time off instead of payment for overtime 1) Delete words “if requested by the employee” from clause 24.2. 2) Insert new clause 24.3 with party’s proposed wording.	Para 9	
19.	RRESSA	Sub-23/01/15	25.3	Annual leave Delete words “Subject to clause 17.5” and capitalise the word “payment”.	Para 10	
20.	REEF	Sub-27/02/15	B.1.1(a)	Schedule B—Classifications Amend role definition for a Property Sales Associate to prescribe than an employee can assist either a Property Sales Representative or a Property Sales Supervisor.	Para 8	

List of abbreviations (in alphabetical order)

FWO	Fair Work Ombudsman
REEF	Real Estate Employers' Federation
RRESSA	Registered Real Estate Salespersons Association of SA

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	BusSA	Sub - 2 March 2015	18.4	<p>Allowances—overtime meal allowance Payable to clerical administrative staff when required to work overtime after 7pm. Appears to be payable even when at least 24 hours notice has been given to work overtime, thereby allowing the employee make appropriate arrangements, including bringing a meal.</p>	Page 7	

List of abbreviations

BusSA Business SA

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	CPSU	Sub - 02/02/15	Schedule B	Classifications structure and definitions Seeks the inclusion of a new classification for 'Customer Contact Trainer' as they appear to be excluded from coverage from the Award.	Para 4-7	Draft Determination has been included in the submission.
2.	FWO	Sub - 02/03/15	11.3(b) & 21.1(a)	Types of employment and overtime Seeks clarification as to whether the calculation of the overtime rate for casual employees includes or excludes the casual loading.	Para 38	

List of abbreviations

CPSU The Community and Public Sector Union
FWO Fair Work Ombudsman

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
General issues						
1.	NTEU	Sub-02/03/15	-	Postgraduate qualifications Propose to update the language used to describe postgraduate qualifications throughout the award.	p.1	
Clause specific issues						
2.	FWO	Corro-02/03/15	3.1 and Sched C	Teaching qualifications FWO has had enquiries about what the appropriate classification is for an employee to does not hold a teaching qualification and is teaching a course or units of a course which are accredited (does not appear to fall into either “teacher” or “tutor/instructor”).	p.5	
3.	AHEIA	Sub-02/03/15	7	Award flexibility Full breadth of award flexibility provisions to be included.	p.4	
4.	NTEU	Sub-02/03/15	10.6(a)	Casual or sessional employees - deemed continuous Propose to vary this clause by extending the 8 weeks to 12 weeks.	p.1	
5.	IEU	Sub-02/03/15	11	Notice period for casual employees Propose to include notice provisions for continuous casuals.	p.1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	NTEU	Sub-02/03/15	14.2	PHD point for casual employees Higher casual rates apply if an employee has a doctoral qualification OR full subject coordination duties. This reflects levels A2 and A6 in the full-time scale.	p.6	
7.	IEU	Sub-02/03/15	14.5	Daily rate for casuals Propose to remove the daily rate for casuals and only have an hourly rate.	p.1	
8.	AHEIA	Sub-02/03/15	16	Accident pay Delete as sunset date has expired.	p.4	
9.	BusSA	Sub-02/03/15	21.1	Afternoon shift penalty Clause 21.1(a) provides that a general staff day worker can work until 8 pm up to 8 day within a 28 day cycle without attracting overtime provisions. Ambiguity with shiftwork clause where employees who work until 8 pm entitled to a shift penalty.	p.6	
10.	ABI and NSWBC	Sub-03/03/15	23	Penalty rates Intend to pursue variation of this clause to expressly confirm that the penalty rates only apply to a 'general staff member'.	p.1	
11.	BusSA	Sub-02/03/15	24.1	Minimum period for overtime Clause states that the minimum payment is 30 mins per week. Party's view is that is too onerous.	p.6	

12.	IEU	Sub-02/03/15	Schedule C	<p>Recognition of experience Propose to vary classifications to recognise a wider range of settings including experience as a casual teacher teaching relevant subjects to adult or secondary students.</p>	p.1	
-----	-----	------------------------------	------------	--	-----	--

List of abbreviations (in alphabetical order)

ABI and	Australian Business Industrial and New South Wales
NSWBC	Business Chamber Ltd
AHEIA	Australian Higher Education Industrial Association
BusSA	Business SA
FWO	Fair Work Ombudsman
IEU	Independent Education Union of Australia
NTEU	National Tertiary Education Industry Union

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	Their reference	NOTES
1.	VAPS & GSV	Sub - 02/02/15	15.3	Junior rates Parties seek that junior rates be introduced into Award for sports coaches and support persons for coaches. Seek introduction of more classifications for these types of employees at grades 1, 2 & 3.	Page 1	
2.	VAPS & GSV	Sub - 02/02/15	22	Hours of work Parties seek change in ordinary hours of work (not specified).	Page 1	
3.	IEUA	Sub - 02/03/15	22.2 and 16.6	Boarding house employees Party concerned employees employed in boarding houses have been disadvantaged by award. Exemptions in 22.2 from penalties and 16.6 sleepover allowance are harsh and unfair. Submit exclusions should be removed.	Page 1	
4.	ISV	Sub - 02/03/15	24.1	Breaks - break after 5 hours Seeks variation to clause 24.1 to ensure meal break commences no later than five hours after the employee commenced work on the day.	Point 1, page 1	
5.	ISV	Sub - 02/03/15	24.2	Breaks - variation to timing of breaks Seeks variation to clause 24.2 to ensure alternative arrangement for classroom support services employees is at direction of employer.	Point 2, Page 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	Their reference	NOTES
6.	VAPS & GSV	Sub - 02/02/15	26	Penalty rates Parties seek reduction in penalty rates for work carried out before and after ordinary school hours and on weekends.	Page 1	
7.	ISV	Sub - 02/03/15	Schedule B	Classifications - instructional services employees Submit that a separate classification be established for persons employed to undertake coaching or training in sporting activities.	Point 3, Page 1	

List of abbreviations (in alphabetical order)

IEUA	Independent Education Union of Australia
ISV	Independent Schools Victoria
VAPS & GSV	Victorian Association of Public Schools and Girls Sport Victoria

REVISED SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	Universities	Sub - 02/03/15	General	Minor drafting error and other issues Will be subject of discussions between parties. NTEU will seek this and other minor drafting changes.	Para 3	
	NTEU	Sub - 02/03/15			p.6	
2.	NTEU	Sub - 02/03/15	4	Coverage of research institutes Seek to vary award to cover general, technical and research staff in medical, health and science research institutes.	p.6	
3.	AHEIA	Sub - 02/03/15	4.3	Coverage Propose to delete subclause, no longer applicable.		
4.	AHEIA	Sub - 02/03/15	7	Award flexibility 'Full breadth' of award flexibility provisions should be included.	Attach 1	To be dealt with as part of the award flexibility common issue - AM2014/300–Award flexibility
5.	AHEIA	Sub - 02/03/15	11.1	Full-time employment Definition and consequential - replace with “Continuing employment”.	Attach 1	
6.	AHEIA	Sub - 02/03/15	11.3	Fixed-term employment categories Add new paragraph (f) to provide for where an area is under review.	Attach 1	
7.	AHEIA	Sub - 02/03/15	12.4	Fixed-term expiry severance pay Propose severance pay provisions upon expiration of fixed term employment be deleted.	Attach 1	
	Universities	Sub - 02/03/15			Para 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8.	NTEU	Sub - 02/03/15	New provision (Part 3, clause 13?)	Conversion of Casual Academic work NTEU has developed a draft claim for the conversion of academic work within institutions (as distinct from incumbents). Refer to ACTU common claim.	p.3	To be dealt with at the conclusion of the Common issue - AM2014/197—Casual employment , dealing with ACTU claim.
9.	AHEIA	Sub - 02/03/15	17	Industry specific redundancy provisions Delete clause 17. Clause 15.2(b) to apply to all employees.	Attach 1	
10.	Universities	Sub - 02/03/15	17.6	Redundancy - notice Entitlement to notice payment is based upon the age of the employee not on service. May be discriminatory and inconsistent with modern redundancy standards.	Para 2	
11.	NTEU	Sub - 02/03/15	New provision (Part 4, new clause?)	ICT allowances Apply for allowances to be paid with respect to the costs of establishing, maintaining and using such ICT facilities when a worker is required to do so in order to satisfactorily perform their duties.	p.6	
12.	NTEU	Sub - 02/03/15	New provision (Part 4, new clause?)	Professional and Discipline Currency Allowance No provision for remuneration for casual staff for the specific work required to maintain currency in their discipline and relevant pedagogy, or to keep abreast of extensive institutional	p.2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				policies, both of which are inherent requirements of the job (as reflected in the fact that full time academics are paid to do this work.		
13.	NTEU	Sub - 02/03/15	New provision (Part 5?)	Hours of work Propose to insert term providing ordinary hours of work for academic staff.	p.1	
14.	NTEU	Sub - 02/03/15	18 and schedule A	Classification of academic staff NTEU propose a variation to provide that in the absence of a bona fide academic promotion system (and only in that circumstance) academic employees may seek to enforce the correct classification and rate of pay for the work that they perform on the basis of the Minimum Standards for Academic Levels (Sched A).	p.3	
15.	AHEIA	Sub - 02/03/15	23.3	Annual Leave Loading Replace “August quarter” with “May quarter”.	Attach 1	
16.	Universities	Sub - 02/03/15			Para 3	

List of abbreviations (in alphabetical order)

AHEIA	Australian Higher Education Industrial Association
NTEU	National Tertiary Education Industry Union
Universities	University of Melbourne, Monash University, University of Sydney,

University of New South Wales,
Australian National University,
Adelaide University, and
University of Western Australia.

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	Universities	Sub - 02/03/15	General	Minor drafting error and other issues Will be subject of discussions between parties. NTEU will seek this and other minor drafting changes.	Para 3	
	NTEU	Sub - 02/03/15			p.6	
2.	NTEU	Sub - 02/03/15	4	Coverage of research institutes Seek to vary award to cover general, technical and research staff in medical, health and science research institutes.	p.6	
3.	AFEI	Sub - 05/03/15	4	Coverage Seeks to clarify interaction between this award and other industry awards for university and student union organisations that are engaged in multiple industries.	p.2	
4.	AHEIA	Sub - 02/03/15	7	Award flexibility 'Full breadth' of award flexibility provisions should be included.	Attach 2	To be dealt with as part of the award flexibility common issue - AM2014/300–Award flexibility
5.	AHEIA	Sub - 02/03/15	10.1	Full-time employment Definition and consequential - replace with “Continuing employment”.	Attach 2	
6.	AHEIA	Sub - 02/03/15	10.3	Fixed-term employment categories Add new paragraph (f) to provide for where an area is under review.	Attach 2	
7.	AHEIA	Sub - 02/03/15	11.4	Fixed-term expiry severance pay Propose severance pay provisions upon expiration of fixed term employment be deleted.	Attach 2	
	Universities	Sub - 02/03/15			Para 1	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8.	NTEU	Sub - 02/03/15	15	Rates of pay - linking to classification descriptors Currently no words stating that classifications (sched B) are the determinant for classifying general staff. Seek to correct an anomaly omitted in error from the final General Staff Award in 2010.	pp.4-5	
9.	AHEIA	Sub - 02/03/15	18.3	Accident pay Propose to delete, sunset date passed.	Attach 2	
10.	NTEU	Sub - 02/03/15	18 new provision	ICT allowances Apply for allowances to be paid with respect to the costs of establishing, maintaining and using such ICT facilities when a worker is required to do so in order to satisfactorily perform their duties.	p.6	
11.	NTEU	Sub - 02/03/15	23	Working hours and overtime Seek variation that imposes an obligation on employers to take active steps to ensure staff are only working additional hours if they are appropriately compensated through overtime payments, time off in lieu or similar.	p.4	
12	AHEIA	Sub - 02/03/15	30.3	Annual Leave Loading replace “August quarter” with “May quarter	Attach 2	
	Universities	Sub - 02/03/15			Para 3	
13.	NTEU	Sub - 02/03/15	Sched B	Classification Definitions Seek to up-date descriptions to reflect work in universities in 2014. Do not seek to vary work value or relativities between job levels.	p.4	
14.	AMWU	Sub - 02/03/15	15.2 / Sched G	Apprentices Intends to propose changes to apprenticeship	Para 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				rates		

List of abbreviations (in alphabetical order)

AFEI	Australian Federation of Employers and Industries
AHEIA	Australian Higher Education Industrial Association
AMWU	Australian Manufacturing Workers Union
NTEU	National Tertiary Education Industry Union
Universities	University of Melbourne, Monash University, University of Sydney, University of New South Wales, Australian National University, Adelaide University, and University of Western Australia.

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 26 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	USU	Sub-06/03/15	3	Definitions and Interpretations Propose amendment to insert new definitions: “competency based training”; “council”; “days”; “employer”; “hourly ordinary time rate”; “local government entity”; and “ordinary pay”	Para 1	
2.	USU	Sub-06/03/15	3	Definitions and Interpretations Propose variation to delete definitions: “employer”; “full rate of pay”; “hourly ordinary time rate”; and “local government entity”	Para 2	
3.	Local Government Associations and ASU	Sub-02/03/15	3.1	Definitions and interpretation Propose variation to amend definition of “recreation centres” to include golf courses.	Schedule 1, para 3	
4.	USU	Sub-06/03/15	4.3	Coverage Delete clauses 4.3(d) and (e)	Para 5	
5.	Local Government Associations and ASU	Sub-02/03/15	4.3(e)	Coverage Propose variation by deleting clause because the local government in Victoria provides education programs for four year old children in kindergartens.	Schedule 1, para 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	USU	Sub-06/03/15	8	Consultation Propose deleting clause and replacing with new text.	Paras 6–7	Proposed wording is provided.
7.	USU	Sub-06/03/15	9	Dispute resolution Propose variation to insert a new “Dispute Resolution Training” clause.	Paras 8–9	Proposed wording is provided.
	ASU	Sub-02/03/15		Propose variation to insert a new “Dispute Resolution Training” clause.	Para 18	Proposed wording is provided.
8.	USU	Sub-06/03/15	10	Employment categories Propose new “Employment categories” clause.	Paras 10–11	Proposed wording is provided.
9.	USU	Sub-06/03/15	11	Termination of employment Propose deleting clause and replacing with new text.	Paras 12–13	Proposed wording is provided.
10.	USU	Sub-06/03/15	12	Redundancy Propose deleting clause and replacing with new text.	Paras 14–15	Proposed wording is provided.
11.	FWO	Corro-02/03/15	10.5(b); 10.5(c); 23; and 24.2	Employment categories; Penalty rates; Overtime Received enquiries in relation to whether casual loading is payable during overtime hours due to the interaction between clause 10.5(b) and 10.5(c)	Item 25	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
12.	USU	Sub-06/03/15	14	Rates of pay Propose deleting clause and replacing with new text.	Paras 16–17	Proposed wording is provided.
13.	USU	Sub-06/03/15	15	Allowances Propose deleting clause and replacing with new text.	Paras 18–19	Proposed wording is provided.
14.	USU	Sub-06/03/15	18	Higher duties Propose deleting clause and replacing with new text.	Paras 20–21	Proposed wording is provided.
15.	USU	Sub-06/03/15	19	Payment of wages Propose deleting clause and replacing with new text.	Paras 22–23	Proposed wording is provided.
16.	Local Government Associations and ASU	Sub-02/03/15	20.4(h)	Superannuation Propose variation because the name of the fund has changed.	Schedule 1, para 1	
17.	USU	Sub-06/03/15	21	Ordinary hours of work Propose deleting clause and replacing with new text.	Paras 24–25	Proposed wording is provided.
18.	ASU	Sub-02/03/15	21.2(b)(vii)	Days on which ordinary hours can be worked Propose amendment to delete subclause “garbage, sanitary and sullage services”	Para 19	
19.	ASU	Sub-02/03/15	21.2(b)(ix)	Days on which ordinary hours can be worked Propose amendment to delete subclause “libraries”	Para 20	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
20.	ASU	Sub-02/03/15	21.2 and 21.3	Days on which ordinary hours can be worked Propose variation to delete subclause 21.3 and insert new subclause 21.2(d) and 21.3	Paras 21–22	Proposed wording is provided.
21.	ASU	Sub-02/03/15	21.5; 23.3; 24.2(b); 24.3(b); 24.6(b)	Multiple provisions Propose variation to delete current clause and insert new.	Paras 23–27	
22.	USU	Sub-06/03/15	23	Penalty rates Propose deleting clause and replacing with new text.	Paras 26–27	Proposed wording is provided.
23.	USU	Sub-06/03/15	24	Overtime Propose deleting clause and replacing with new text.	Paras 28–29	Proposed wording is provided.
23.	USU	Sub-06/03/15	25	Annual leave Propose deleting clause and replacing with new text.	Paras 30–31	Proposed wording is provided.
24.	USU	Sub-06/03/15	25A	Personal/carer's leave Propose deleting clause and replacing with new text.	Paras 32–33	Proposed wording is provided.
25.	USU	Sub-06/03/15	27	Parental leave Propose deleting clause and replacing with new text.	Paras 34–35	Proposed wording is provided.
26.	USU	Sub-06/03/15	28	Public holidays Propose deleting clause and replacing with new text.	Paras 36–37	Proposed wording is provided.
27.	ASU	Sub-02/03/15	Insert new	Propose variation to insert new Part 7 to the award titled 'Further	38	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Conditions of Employment'		
28.	ASU	Sub-02/03/15	Insert new	Propose variation to insert new Schedule F in relation to rates of pay	43	

List of abbreviations (in alphabetical order)

ASU Australian Services Union
FWO Fair Work Ombudsman
USU United Services Union

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 27 March 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
General issues						
1.	CPSU	Sub-27/02/15	-	Confirm request that award be dealt with concurrently with proceedings in relation to state reference public sector transitional award modernisation process for the State agencies group (AM2013/31 and others)	Para 1.1	
2.	APESMA	Sub-02/03/15	-	Support the request of the CPSU that the award be dealt with concurrently with proceedings in relation to state reference public sector transitional award modernisation process for the State agencies group (AM2013/31 and others)		
3.	APESMA	Sub-02/03/15	-	Support the submission of the CPSU.		
Clause specific issues						
4.	CPSU	Sub-27/02/15	1	Title Propose that the award be titled <i>State Government Agencies Award</i>	Item 2.1	
5.	CPSU	Sub-27/02/15	13; 14 and Schedule B	Classifications; Minimum wages; and Position Statements	Item 2.2	

				Vic Roads road worker classification renamed as 'Field work stream' needs to be included in the classification structure.		
6.	CPSU	Sub-27/02/15	25	Personal/carer's leave and compassionate leave Supplement NES with superior public sector standards for sick leave; and compassionate leave.	Item 2.4	
7.	CPSU	Sub-27/02/15	28	Parental leave Supplement NES with superior public sector standard for parental leave.	Para 2.5	

List of abbreviations (in alphabetical order)

APESMA	Association of Professional Engineers, Scientists and Managers, Australia
CPSU	The Community and Public Sector Union

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 December 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	PGA	Sub-28/09/15	4	Coverage Seeks to vary clause to include Professional Golfers.	Page 1-5	
2.	AFEI	Sub-05/03/15	10.4(e)	Types of employment-casual Proposes to vary award to reduce casual minimum engagement	Page 3	
3.	Skate Intl	Sub-02/05/14	10.4(e)	Types of employment-casual Amend clause to read: "A casual employee will be engaged for a minimum period of two hours work or "one session""	Page 2 Paragraph 3	
4.	FWO	Corro-02/03/15	23.3	Overtime and penalty rates Inconsistency as to correct penalty rate for Sundays with rate prescribed in clause 23.1	Page 11 Paragraph 2	
5.	Skate Intl	Sub-02/05/14	23.3	Overtime and penalty rates Proposes Sundays and public holidays be paid at normal award wage without penalties	Page 1 Paragraph 3	
6.	ABI and ors	Sub-17/02/15	B.9	Schedule B – Classification Structure Proposes to Delete clause and replace text in new B.9	Paragraphs 1, 2	

List of abbreviations (in alphabetical order)

ABI and ors	Australian Business Industrial, New South Wales Business Chamber and the Pet Porpoise Pool Pty Ltd
AFEI	Australian Federation of Employers and Industries
FWO	Fair Work Ombudsman
PGA	Professional Golfers Association
Skate Intl	Skate International Pty Ltd

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
NO SUBMISSIONS RECEIVED						

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	MEAA	Sub-02/03/15	4.1	Coverage Proposes to amend definition to refer to 'cinemas' and amend title of the Award to 'Broadcasting, Recorded Entertainment and Cinemas Award'.	Paragraph 6	
2.	SPA	Sub-02/03/15	10.5(b)	Casual loading Proposes to reduce casual leave loading from 25%. Rate is not in line with the benefits afforded to contract or full time employees.	Issue 3	
3.	BCC and ors	Sub-21/01/15	14.2(d)	Classifications and minimum wages–Common salary structure–Grade 4 Insert additional classification of team leader to be designated 'Cinema Worker Level 3, with the higher classifications being redesignated 'Cinema Worker Level 4' to Cinema Worker Level 7', respectively.	Page 4 Issue 3	
4.	CPSU	Sub-04/02/15	14.2(d)	Classifications and minimum wages–Common salary structure–Grade 4 Insert additional classification of	Paragraph 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Trainee Captioner/Audio Describer.		
5.	CPSU	Sub-04/02/15	14.2(e)	Classifications and minimum wages–Common salary structure–Grade 5 Insert additional classification of Trainee Subtitler/Subtitling Editor.	Paragraph 3	
6.	CPSU	Sub-04/02/15	14.2(h)	Classifications and minimum wages–Common salary structure–Grade 8 Insert additional classification of Captioner/Audio Describer	Paragraph 4	
7.	CPSU	Sub-04/02/15	14.2(k)	Classifications and minimum wages–Common salary structure–Grade 11 Insert additional classification of Multi-skilled Captioner/Audio Describer	Paragraph 5	
8.	CPSU	Sub-04/02/15	14.2(n)	Classifications and minimum wages–Common salary structure–Grade 14 Insert additional classification of Advanced Multi-skilled Captioner/Audio Describer	Paragraph 6	
9.	CPSU	Sub-04/02/15	14.2(o)	Classifications and minimum wages–Common salary structure–Grade 15 Insert additional classifications of	Paragraphs 7, 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Subtitler/Subtitling Editor and Captioner/Audio Describer Shift Leader or Trainer		
10.	BCC and ors	Sub-21/01/15	14.4(a)	Junior employees Insert a new paragraph (aa): 'Provided that a junior employee in a cinemas shall be paid the percentage in clause 14.4(a) of the adult minimum wage for the appropriate classification'	Page 4 Issue 2	Previously raised by MEAA in 2012 Review and considered in [2012] FWA 8761 at [30]
11.	Seven and ors	Sub-02/03/15	15.2	Payment of wages Amend to provision to provide for wages to be paid monthly.	Issue 2	
12.	Seven and ors	Sub-02/03/15	21	Higher duties Amend clause to provide more flexibility for employees to work higher duties.	Issue 3	
13.	Seven and ors	Sub-02/03/15	23	Annual leave - cashing out Amend award to provide for cash out of annual leave.	Issue 1	
14.	SPA	Sub-02/03/15	23.7(b)	Annual leave loading Loading should only be payable after an employee had completed 12 months' service - not as pro rata.	Issue 3	
15.	BusSA	Sub-02/03/15	26.3(b)	Public holidays - special provisions for employees in cinemas Current wording is confusing.	Page 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Party seeks to simplify language or include a definition.		
16.	CPSU	Sub-04/02/15	27	Ordinary hours of work and rostering Insert the following above clause 27: 'This Part 6 applies to those employees classified as Captioners/Audio Describers and Subtitlers/Subtitling Editors contained in Schedule B'	Paragraph 9	Proposed wording is provided.
17.	FWO	Corro-02/03/15	27.3	Ordinary hours of work and rostering Unclear whether a 'rostered day off' has the same or different meaning to an 'accrued day off' as references in clauses 27.6, 39.6, 52.2 and K.1 of Schedule K	Page 13 Issue 3	
18.	Seven and ors	Sub-02/03/15	27.6	Ordinary hours of work and rostering - rostering Amend clause to provide greater flexibility in relation to rostering arrangements and roster changes.	Issue 4	
19.	CPSU	Sub-04/02/15	28	Meal breaks Insert new clause 28.6.	Paragraph 10	Proposed wording is provided.
20.	CPSU	Sub-04/02/15	30	Shift and weekend penalties Insert new clause 30.9.	Paragraph 11	Proposed wording is provided.
21.	BusSA	Sub-02/03/15	36.2	Rosters - technical staff Party has raised concerns with clause and is consulting further	Page 8	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				with its members		
22.	BusSA	Sub-02/03/15	41.4	Penalty rates - announcers and broadcaster/journalists - shift penalties Interchange of the terms 'penalty' and 'allowances' may lead to confusion.	Page 8	
23.	BusSA	Sub-02/03/15	42.1(d)	Penalty rates - technical staff - shift penalties Interchange of the terms 'penalty' and 'allowances' may lead to confusion.	Page 8	
24.	BCC and ors	Sub-21/01/15	54.3(a)	Types of employment-part-time Insert the words 'within the terms of this clause and clause 55.1(c)' after 'continuous employment'.	Page 3 Issue 1	
25.	BCC and ors	Sub-21/01/15	55.1(c)	Ordinary hours of work and rostering Amend second sentence to read: 'The agreement about <i>the number of</i> ordinary hours to be worked will be in writing...'	Page 3 Issue 1	
26.	MEAA	Sub-02/03/15	59	Special definitions - artist Amend part 10 to include dancers within the definition of artist. Also amend definition by deleting words ' the production of the film'.	Paragraphs 5, 10	
27.	MEAA	Sub-02/03/15	59	Special	Paragraph 12	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				definitions - performance Amend definition of 'performance' for consistency in relation to employees in film and non film settings.		
28.	SPA	Sub-02/03/15	62.11	Release allowances payable to performers - feature films only Provision for the purchase of 'additional allowances' should be removed.	Issue 1	
29.	MEAA	Sub-02/03/15	73.1(a)	Hours of work Amend clause to clarify 'days of up to 10 hours each' includes 7.6 ordinary hours and 2.4 hours of schedule overtime, calculated in accordance with clause 76.4.	Paragraph 22	
30.	MEAA	Sub-02/03/15	74.2	Breaks between shifts Amend term 'single time additional' to 'double time'.	Paragraph 16	
31.	SPA	Sub-02/03/15	74.2	Break between shifts Penalty should apply to affected hours and not entire shift. Party also proposes inserting clause to address the case of 2 consecutive days off (54 clear hours between finish of work prior to days off and the start of work following the days off).	Issue 2	
32.	SPA	Sub-02/03/15	75.1	Meal breaks	Issue 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Delay meal break to commence up to 6 hours from the start of the work period or last break.		
33.	MEAA	Sub-02/03/15	76.2	Overtime Insert definition of 'unscheduled overtime'.	Paragraph 18	
34.	MEAA	Sub-02/03/15	76.3	Overtime Amend clause to clarify 'days of up to 10 hours each' includes 7.6 ordinary hours and 2.4 hours of schedule overtime, calculated in accordance with clause 76.4.	Paragraph 22	
35.	SPA	Sub-02/03/15	77.1	Calculations of penalties and provision of rosters Revert to pre-reform entitlement with no penalty payable after 6am.	Issue 2	
36.	CPSU	Sub-04/02/15	B.1	Schedule B - Television Broadcasting - Classifications Insert new clause B.1.23..	Paragraph 11	Proposed wording is provided.
37.	CPSU	Sub-04/02/15	B.1.1	Schedule B- Television Broadcasting - Definitions Insert new clauses B.1.1(e), B.1.1(f), B.1.1(g) and B.1.1(h).	Paragraph 12	Proposed wording is provided.
38.	BCC and ors	Sub-21/01/15	E.1.3	Schedule E-Cinema Worker Level 3 Insert new E.1.3 clause and redesignate E.1.3 to E.1.7 to E.1.4 to E.1.8 , respectively.	Page 5 Issue 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
39	MEAA	Sub-02/03/15	F.1	Schedule F - Actors - Classifications Insert classification descriptors for dancers at clauses F.1.4 and F.1.5. Also seeks to amend provisions as reference to 'number of lines of dialogue' is not applicable to mime or dance.	Paragraphs 6, 7	

List of abbreviations (in alphabetical order)

BCC and ors	Birch Carroll & Coyle Limited, Greater Union Organisation Pty Ltd, Hoyts Corporations Pty Ltd and Village Roadshow Limited
BusSA	BusinessSA
CPSU	Community and Public Sector Union
FWO	Fair Work Ombudsman
MEAA	Media, Entertainment and Arts Alliance
Seven and ors	Seven Network (Operations) Limited, Network Ten Pty Ltd, Nine Network Pty Limited and Prime Media Group
SPA	Screen Producers Australia

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	News Corp	sub-02/03/15	XX	Cash out of annual leave Subject to pending FWC decision, propose insertion of clause which allows for cash out of annual leave.	Page 1	
2.	MEAA	sub-02/03/15	3.1	Definitions Amended definition of 'editorial employees' to ensure it is relevant by including "editors, multimedia editors or producers, social media editors or producers and art directors".	Para 4—5	
3.	MEAA	sub-02/03/15	4.9	Coverage Propose to make the circumstances where an employee is exempt from Award coverage conditional by increasing threshold of exempt employees.	Para 7—9	
4.	MEAA	sub-02/03/15	4.10(a)	Exclusions- Editorial Delete clause 4.10(a) and clause 4.11 to reduce the exclusions of certain award provisions for editorial employees.	Para 10—12	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
5.	MEAA	sub-02/03/15	4.13	Exclusions- Specialist publications Delete clause 4.13 and 23.	Para 13—15	
6.	MEAA	sub-02/03/15	21.1	Shiftwork penalties Amend clause to remove the words ‘or part thereof’ and replace with ‘of the shift’ to remove any ambiguity.	Para 24—26	
7.	MEAA	sub-02/03/15	21.2(b)	Weekend penalties Remove the words ‘regional daily newspaper or a country non-daily newspaper’ and replace with ‘any other employer’.	Para 27—29	
8.	MEAA	sub-02/03/15	21.4	Weekend penalties- editorial employees Amend clause to remove the words ‘this subclause does not apply to employees employed in a country non-daily newspaper’.	Para 30—32	
9.	MEAA	sub-02/03/15	22.3(d)	Overtime Remove the words ‘subject to the forfeiture for inadequate notice as provided for under clause 11.2’ as this is inconsistent with clause 11.2.	Para 34—37	
10.	MEAA	sub-02/03/15	24.2	Additional Annual Leave Amend clause so more employees accrue additional leave.	Para 39—41	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
11.	MEAA	sub-02/03/15	24.5	Annual Leave loading Clause should be simplified to provide greater clarity.	Para 42—44	
12.	MEAA	sub-02/03/15	27.3(a)	Annual Leave in lieu of Public Holidays Correct cross reference in clause to subclause 24.3.	Para 45—47	

List of abbreviations (in alphabetical order)

MEAA Media, Entertainment and Arts Alliance
 News Corp News Corp, Bauer Media Ltd, Pacific
 Magazines Pty Ltd and GNM Australia Pty
 Ltd

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	MEAA	sub-02/03/15	3.1	Definition Insert proposed definition of 'musician' which will amend definition of 'performer' Amend definition of performance.	Para 4—9	
2.	AEIA	sub-02/03/15	10	Types of Employment Considering application to delete this clause in its entirety as it has no application to parts 4-7 of Award.	Para 3	
3.	AEIA	sub-02/03/15	11.4(c)	Special Notice Delete sub-clause	Para 4	
4.	MEAA	sub-02/03/15	13.4	Rates of Pay Amend sub-clause to highlight cross reference to clause 30 which has musicians' rates of pay.	Para 10—12	
5.	MEAA	sub-02/03/15	14.5(a), (d) and (e)	Travel Allowance Seek monetary amount of the weekly allowances be increased to seven times the daily rate where employees are required to be present for the week.	Para 16—18	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
6.	AEIA	sub-02/03/15	14.5(f)(ii)	Travel Allowance - eligibility Propose to amend clause.	Para 5	
7.	AEIA	sub-02/03/15	24.6(a)	Casuals- performance Considering a proposal to amend clause to provide for a 1 hour break after 4pm with the agreement of the case.	Para 7	
8.	AEIA	sub-02/03/15	26.1	Ordinary Hours Delete clause as it duplicates clause 25.5(a).	Para 6	
9.	AEIA	sub-02/03/15	27.2	Breaks Considering a proposal to amend clause to provide for a 1 hour break after 4pm with the agreement of the case.	Para 8	
10.	AEIA	sub-02/03/15	27.6	Breaks between performances Vary clause to provide for appropriate breaks between performances of up to one hour.	Para 9	
11.	AEIA	sub-02/03/15	28.2	Overtime for casuals Propose to amend clause to ensure appropriate overtime payments for a casual performer engaged to perform in a performance of up to one hour are clear without ambiguity.	Para 10	
12.	AEIA	sub-02/03/15	28.5(c)(ii)	Work on Sundays Amend clause to ensure consistency with first paragraph	Para 11	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				of clause 28.5.		
13.	AEIA	sub-02/03/15	31.7	Upkeep allowance Amend clause to remove technical problem to provide allowances to be paid on a per call basis.	Para 12	
14.	AEIA	sub-02/03/15	47.3(a)	Travelling home Delete clause as it duplicates clause 14.3.	Para 13	
15.	AEIA	sub-02/03/15	47.4(c)	Travel on Sunday Propose to vary to provide for payment for travelling on a Sunday and/or a rostered day off.	Para 14	
16.	AEIA	sub-02/03/15	47.6	Provisions for Crewing Services Employees Amend clause to clarify the hours of work, overtime and penalty provisions for the crewing services sector of industry.	Para 15	
17.	AEIA	sub-02/03/15	Schedule B	Headings Propose to amend Schedule by deleting certain words in the heading of clause B.5.1, B.6.1, B.8.2 to reflect Lewin C Decision of 02/03/11.	Para 16	

List of abbreviations (in alphabetical order)

AEIA	Australian Entertainment Industry Association trading as Live Performance Australia
MEAA	Media, Entertainment and Arts Alliance

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	NSWBC & ABI	Submission - 08/12/14	n/a	Request for VC for hearing	Page 1	
2.	Business SA	Submission - 02/03/15	n/a	No variations to pursue at this time, however, reserve right to participate in proceedings	Page 10	
3.	FWO	Submission - 02/03/15	Interaction clause 29 with 13.2, 13.5, 14.2, 14.3, 19	Casual employment 'relevant minimum wage' Seeks clarification as to appropriate rate to be paid to casual employees for overtime. Casual employees not excluded from cl 29 except between 11 pm and 7 am. Unclear how to identify 'the relevant minimum wage' as that may be to clause 19 rate, clause 19 rate + 25%, or the loaded hourly rates set out at clause 14.3 for 'casual employees - liquor employees'.	Para 26	
4.	AFEI	Submission - 05/03/15	n/a	Notified significant interest in award.	Page 1	

List of abbreviations (in alphabetical order)

NSWBC & ABI	New South Wales Business Chamber and Australian Business Industrial
Business SA	Business SA
FWO	Fair Work Ombudsman
AFEI	Australian Federation of Employers and Industries

SUMMARY OF PROPOSED VARIATIONS

This table is a summary of proposed variations lodged for this award on or before 5.00pm on 7 April 2015.

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	SG	Sub-02Mar15	23	Penalty rates Party submits that the terms and conditions of the award already take into account the nature of the industry and that the Modern Awards Objectives (including s. 134(1)(da)) are met by the current award.	Pages 2–5	

List of abbreviations (in alphabetical order)

SG Showmen's Guild