



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

Award Review 2014

**Mannequins and Models Award**

**AM2014/196 and AM2014/197**

**Casual clause draft determination**

**SUBMISSION**

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

**3 September 2018**

1. The Shop Distributive and Allied Employees' Association (SDA) makes the following submission regarding the draft determination issued on the 30<sup>th</sup> August 2018 for the Mannequins and Models Award 2010. (MA000117).
2. The SDA would request that the draft determination not be finalised and issued but instead be referred to the Award Review process for consideration.
3. The reason for this is that the structure of the determination for minimum engagements for casual employees does not accord with the current provisions of the Award.
4. Currently casuals can have shorter engagements but are guaranteed a rate for the engagement. This was explained in the SDA submission to the Award Review on the 1<sup>st</sup> July 2018 regarding the exposure draft in matter AM 2014/277.
5. The SDA in that submission made the following comment:

**Clause 11**

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

(Clause 11 refers to the current Clause 10 provisions of the Award.)

6. The draft determination would mean models would need to attend for a period longer than is currently required, without any increase in pay. This is not the intent of inserting minimum engagement for casuals. This would be an unintended consequence due to the structure of payments to casual employees under the award.
7. The SDA believes that it is an issue that is now best suited to be referred to the Award Review stage of the Mannequins and Models Award given the unique structure of the award. This will enable the parties and the Commission to ensure that the intent of the minimum engagement for casuals is provided for if and where necessary, but does not cause unintended consequences.