



PLUMBING TRADES EMPLOYEES UNION
Communications, Electrical and Plumbing Union

VICTORIAN BRANCH

ABN 17 685 414 428

EARL SETCHES
Branch Secretary

PADDY McCRUDDEN
Assistant Secretary

52 Victoria St
Carlton South 3053

Ph: 03 9662 3388
Fax: 03 9663 2613

www.pteu.asn.au

Senior Deputy President Watson

Fair Work Commission

PO Box 1994,

Melbourne Vic, 3001.

11 July 2016

Email: chambers.watson.sdp@fwc.gov.au

Dear Senior Deputy President.

Re: Modern Award Review – Group 4C – AM2014/280

Plumbing & Fire Sprinklers Award 2010 – MA000036.

In accordance with the directions issued by Fair Work on 10th May 2016, the CEPU Plumbing Division would like to provide comments on the Drafting and Technical Issues raised through the Exposure Draft issued 26th May 2016 for the above award.

Parties were asked whether clause 15.3 early start should specify a majority of employees.

The CEPU Plumbing Division believes that the clause should be left how it currently reads.

To insert words stating it only is a majority of employees could substantially impact on an individual employee.

Many workers have commitments in the morning before work. Child and Child care arrangements are amongst these commitments.

The CEPU believe the current wording in clauses 15.3, 15.4, 16.2 and 26.2 are more than adequate and that no party has ever raised these issues before.

Clause 11 Part Time Employment

The CEPU acknowledge proceedings currently before the Commission in relation to part time employment are not yet finalised.

AM2014/196



Clause 12 Casual Employment

The CEPU acknowledge proceedings currently before the Commission in relation to Casual Employment are not yet finalised.

AM2014/197

Clause 13.14(d)(ii)

Parties have been asked if the above clause is permitted in an award.

The CEPU believes this clause is allowable and satisfies the obligations under the Fair Work Act.

Even though the word possible does not enforce an entitlement the CEPU believe that this clause brings people's attention to structuring a career path for workers who do not necessarily have many qualifications and as this clause along with clause 13.14(d)(i) are current clauses the CEPU believes that these clauses have already been deemed allowable.

Clause 16.5 Overtime rest breaks and Clause 16.6 Overtime Meal breaks.

The CEPU believes that the Clause 16.6 (Overtime Meal Breaks) and Clause 16.5 (Overtime Rest Breaks) would be better situated in Clause 21 (Overtime). To avoid any confusion the CEPU suggests that these Clauses are mentioned in Clause 16.

A suggestion would be to include the following words in Clause 16 – *for rest breaks and meal breaks on overtime please see Clause 21.*

Clause 18.8 Payment of Wages.

The parties have been asked if payment by electronic means is an acceptable way to pay wages.

The CEPU believes that payment by electronic means is an acceptable method and believes these words should be included in Clause 18.8.

Part A of Clause 18.8 could read as the following:

(a) All wages, allowances and other monies must be paid in cash, cheque, bank cheque or electronic means (electronic funds transfer) or any combination of these.

Clause 20.3(f) Industry Allowance – fire sprinkler fitter employees

The parties have been asked by the Commission to clarify if the above allowance is payable only to Adult apprentices.

Apprentices whether Adult or not receive this Allowance. The Allowance is payable on a % rate as per the % rate of the applicable year of their Apprenticeship.

Clause 21 Overtime

The CEPU is awaiting the outcome of the matter AM2014/300.

Clause 23 Annual Leave

The CEPU is awaiting the outcome of the matter AM2014/47.

Schedule B – All-purpose rate of Pay

The parties are asked to confirm the inclusion of the Fire Sprinkler Fitting Trade Allowance in Table B.3 Fire Sprinkler Fitting for Apprentices and Adult Apprentices. Clauses 18.2(b)(iii), 18.2(c)(iii) and 18.3(a)(iii) do not refer to this allowance.

This is an allowance is for Trades persons only.

Schedule H – Peak Sports Apprenticeships

Parties are asked if the list is up to date.

The CEPU Plumbing Division believes this list to be up to date.

Schedule I – National Training Wage – Coverage (Training Programs)

Parties are asked to identify any training that achieves the same outcome as the existing apprenticeship training.

The CEPU believes that the only Training is that of an Apprenticeship. The CEPU this is the only Training available to become a registered plumber a position that has not changed since 1997.

Schedule I – National Training Wage – Allocation of Traineeships to Wager Level

Parties are asked to review the listed packages to ensure they are up to date.

The CEPU Plumbing Division believes that the packages listed in Schedule I generally do not apply to Plumbing or Fire Sprinkler Work.

“Construction, Plumbing and Services Integrated Framework” is applicable although the Training package might be worded a bit differently.

It is noted that the Master Plumbers submission suggested deleting all other packages listed.

The CEPU would suggest that all parties look into this further as some parts of Plumbing and or Fire Sprinkler work could fall under packages such as the following:

Wage Level A & B

Gas Industry

Food Processing Industry

Metal and Engineering

Water Industry

Civil Construction

Local Government

Pulp and Paper Manufacturing Industries

The CEPU believes there are no packages in Wage Level C that have any reference to Plumbing and or Fire Protection Industries.

Schedule K Part – Day Public Holidays

The CEPU is awaiting the outcome of AM2014/301

Thank you

Paul Coffey

CEPU Plumbing Division.