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Sent: Wednesday, 29 January 2020 3:32 PM
To: Chambers - Hatcher VP <Chambers.Hatcher.VP@fwc.gov.au>
Subject: AM2014/286 – Supported Employment Services Award 2010

We refer to the above and to the issues discussed at PN86-120 of the Transcript of the conference on 20 December 2019 and referred to at paragraph [5] of the Statement of 21 January 2020.^[1]

Attached to this correspondence, we provide an extract of the classification descriptors for Grades 4 – 7, which were contained in the proposed determination issued with the Commission’s decision of 3 December 2019.^[2] The extract has been marked up to indicate our proposed modifications, as requested.

The issues which are intended to be addressed in the attachment are confined to the following:

- Inconsistency between the minimum mandatory qualification requirements within those Grades as between the SES Award and the SES Award as proposed to be varied by the Commission;
- A lack of uniformity between the qualification requirements of the Grades in SES Award as proposed to be varied and the award classifications referenced in those grades as examples of work that may be performed at those grades; and
- A lack of uniformity between the competency requirements of the Grades in SES Award as proposed to be varied and the award classifications referenced in those grades as examples of work that may be performed at those Grades.

We intend to participate in the conference scheduled on 10 February 2019 to progress the issues raised in the attached document. We would be assisted if a video link were made available to facilitate that participation.

Yours faithfully,

Trevor Clarke
ACTU

^[1] [2020] FWCFB 343.

^[2] [2019] FWCFB 8179.

B.7 Grade 4

Employees at this grade will perform work above the beyond the skill of an employee at Grade 3 and below and to their level of training. ~~Such employees will hold a qualification at or equivalent to AQF II or above.~~ Employees at this grade ~~will~~ may:

- hold a qualification at or equivalent to AQF II or above;
- hold licences for the operation of specific vehicles, machinery or equipment;
- have completed relevant units of competency;
- work independently from complex instructions and procedures; ~~and~~
- assist in the provision of on the job training for other employees; ~~and~~
- co-ordinate work in a team environment or work individually under general supervision; and/or
- be responsible for ensuring the quality of their own work.

~~Employees at this grade. This may include the performance of perform~~ work included in the following award classifications:

- *Dry Cleaning and Laundry Industry Award 2010: Laundry employee level 3*
- *Food, Beverage and Tobacco Manufacturing Award 2010, Level 4*
- *Gardening and Landscaping Services Award 2010, Level 3*
- *Manufacturing and Associated Industries and Occupations Award 2010, Level C11*
- *Storage Services and Wholesale Award 2010, Storeworker grade 2*
- *Textile, Clothing, Footwear and Associated Industries Award 2010, Skill Level 3*
- *Waste Management Award 2010, Level 3*

~~The skill and competency requirements for the performance by a Grade 4 employee of work included in any of the above award classifications are those (if any) specified in those award classifications.~~

B.8 Grade 5

Employees at this grade will perform work above the beyond the skill of an employee at Grade 4 and below and to their level of training. ~~Such employees will hold a trade certificate or equivalent qualification.~~ Employees at this grade will perform work primarily involving the skills of their trade or occupation and may also perform work that is incidental to that work.

Employees at this grade may:

- hold a trade certificate or qualification at or equivalent to AQF III or above;
- hold licences for the operation of specific vehicles, machinery or equipment; and/or
- have completed relevant units of competency

~~This may include the performance of~~ Employees at this grade may perform work included in the following awards classifications:

- *Dry Cleaning and Laundry Industry Award 2010: Laundry Employee Level 4*
- *Food, Beverage and Tobacco Manufacturing Award 2010: Level 5*
- *Gardening and Landscaping Services Award 2010: Level 4*
- *Manufacturing and Associated Industries and Occupations Award 2010: Level C10*
- *Storage Services and Wholesale Award 2010: Storeworker grade 4*
- *Textile, Clothing, Footwear and Associated Industries Award 2010: Skill Level 4*
- *Waste Management Award 2010: Levels 4, 5 and 6*

~~The skill and competency requirements for the performance by a Grade 5 employee of work included in any of the above award classifications are those (if any) specified in those award classifications.~~

B.9 Grade 6

~~This grade is equivalent to Level C7 of the Manufacturing and Associated Industries and Occupations Award 2010.~~ Employees at this grade will perform work above the beyond the skill of an employee at Grade 5 and below and to their level of training. Such employees will hold a qualification at or equivalent to AQF ~~IV-III~~ or above or equivalent experience and skills. Such employees will perform the work described below:

- assess the ability of an employee with disability to carry out specific work tasks; or
- design, develop and provide individual instruction or training for an employee with a disability; or
- undertake specialist functions in the workplace such as procurement or marketing; or
- supervise employees in a section of the workplace.

B.10 Grade 7

~~Employees at this grade will hold a qualification at or equivalent to AQF IV or above, of which one third of the competencies are related to the supervision or training of employees.~~ Employees at this grade will perform work above and beyond the skill of an employee at Grade 6 and below and to their level of training. Such employees will be:

- co-ordinating and supervising employees; or
- conducting on the job training; and
- capable of operating all of the equipment or tools to be used by employees that they are supervising or training.

Employees at this level will have completed formal training in the supervision or training of employees and will hold:

- A qualification at or equivalent to AQF III or above, or equivalent classification, experience and training;
- or
- A qualification at or equivalent to AQF IV or above, of which one third of the competencies are related to the supervision or training of employees.