

### FURTHER REVISED SUMMARY OF SUBMISSIONS

This table is a summary of submissions lodged for this award on or before 5.00pm on 4 November 2016 and has been updated following the Conference on [4 August 2016](#) [PN398–604]. Updates since last publication on 24 June 2016 are marked in red text.

The summary does not include materials filed in relation to AM2016/5 – regarding award coverage and classification see Statement [\[2016\] FWC 1191](#).

ITEM	PARTY	DOCUMENT	CLAUSE (Exposure draft)	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1.	MIAL	<a href="#">Sub – 14/04/16</a>	3.2	4	<b>Coverage</b> Subject to review in AM2016/5. Consequential amendments to coverage may be necessary.	Page 2	To be determined by Full Bench – Mention <a href="#">6 June 2016</a> [PN207].  <b>Confirmed above at conference <a href="#">4 August 2016</a> [PN405–408].</b>
2.	SeaSwift	<a href="#">Sub – 12/04/16</a>	3.2	4.1	<b>Coverage</b> Delete word ‘above’ and insert ‘following’.	Page 3	To be dealt with after Full Bench – Mention <a href="#">6 June 2016</a> [PN208].  <b>Confirmed above at conference <a href="#">4 August 2016</a> [PN405–408].</b>
	MUA	<a href="#">Sub – 14/04/16</a>			Change ‘above awards’ to ‘awards identified in clause 3.3’.	Page 4, item 1	
	MIA	<a href="#">Sub – 14/04/16</a>			Referencing anomaly at clause 3.2.	Page 2	
	SeaSwift	<a href="#">Sub – 15/04/16</a>			Referencing error at clause 3.2.	Item 65	
	AWU	<a href="#">Reply–5/05/16</a>			Agrees with MUA, MIAL	Para 12, 13	
3.	SeaSwift	<a href="#">Sub – 12/04/16</a>	3.3	4.1	<b>Coverage</b> Delete ‘(f) the <i>Seagoing Industry Award 2016; and</i> ’, and renumber accordingly.	Page 3	To be determined by Full Bench – Mention <a href="#">6 June 2016</a> [PN207].  <b>Confirmed above at</b>
		<a href="#">Sub – 15/04/16</a>			Seeks clearer demarcation between Seagoing, Maritime and PHEWV Awards. Deletion of exclusions will	Items 66 – 68	

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					<p>nullify any contention contract towage operations are not covered by award by virtue of an exclusion referring to employees wholly or substantially covered by another award. This would remove ambiguity and uncertainty. Seek application be dealt with by Full Bench in AM2016/5.</p>		<p><a href="#">conference 4 August 2016 [PN405-408]</a>.</p>
	AMOU	<a href="#">Sub – 05/05/16</a>			Opposed to SeaSwift claim.	p. 1	
	MUA	<a href="#">Sub – 14/04/16</a>			Opposes SeaSwift proposal	Page 4, item 2	
4.	SeaSwift	<a href="#">Sub – 12/04/16</a>	3.3	4.1	<p><b>Coverage</b> Insert a new clause 3.3(a). Draft clause provided in submission.</p>	Pages 3 - 4	<p>To be determined by Full Bench – Mention <a href="#">6 June 2016 [PN208]</a>.</p> <p><a href="#">Confirmed above at conference 4 August 2016 [PN405-408]</a>.</p>
	MUA	<a href="#">Sub – 14/04/16</a>			Oppose SeaSwift proposal	Page 4, item 2	
5.—	AIMPE	<a href="#">Sub-02/03/15</a>	3.3	4.1	<p><b>Coverage</b> <del>Because of how the coverage clause is drafted, Inshore Enterprise Agreements incorrectly refer to this award. Award's coverage broader than it should be. Propose number of changes to coverage.</del></p>	Para 1	<p>Withdrawn – Mention <a href="#">6 June 2016 [PN214-15]</a></p> <p><a href="#">Confirmed matter is withdrawn.</a> <a href="#">Conference 4 August 2016 [PN405-408]</a>.</p>
6.	AWU	<a href="#">Sub – 18/04/16</a>	6.4(g)	10.4(f)	<p><b>Part-time</b> Reference to 'regular' part-time employee unnecessary and creates</p>	Para 6	<p>Not opposed – Mention <a href="#">6 June 2016 [PN219]</a>.</p>

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					ambiguity. There is no other type of part-time employee.		Confirmed that matter is being dealt with by Part-time and Casual Employment Full Bench in <a href="#">AM2014/196</a> and <a href="#">AM2014/197</a> . Conference 4 August 2016 [PN405–408].
7.	MUA	<a href="#">Sub – 14/04/16</a>	6.4(h)	10.4(g)	<b>Part-time overtime</b> <i>Parties are asked to make submissions on how clause 6.4(h) applies. In particular, how does a part-time employee work additional hours that aren't overtime hours?</i> Provision based on AN120376. Words 'excluding any additional hours' is confusing in context of MA. Words should be deleted.	Item 1	To be referred to conference – Mention <a href="#">6 June 2016</a> [PN222].  Directions for the filing of further material will be issued. Conference <a href="#">4 August 2016</a> [PN423–458].
	BusSA	<a href="#">Sub–15/04/16</a>			If wording 'additional hours' is kept, a definition should be inserted into Sch D. Historically 'additional hours' systems were agreed between employers and unions. Commission should seek feedback as to whether the system still operates in the industry.	12.1.1	
	AWU	<a href="#">Sub–18/04/16</a>			Overtime is payable outside ordinary	Paras 2 – 4	

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					hours. Proposed amended clause contained in submission.		
	AWU	<a href="#">Reply-5/05/16</a>			Agree with MUA's submission, clause is confusing. Agrees with BusSA's proposal for 'additional hours' to be defined in award, rather than AWU submission <a href="#">Sub - 18/04/16</a> at para 4.	Para 1	
	MIAL	<a href="#">Reply-5/05/16</a>			Part-time employee may work additional hours within span of hours defined in cl.7.2. AWU submission would facilitate this practice.	Page 1	
8.	FWO	<a href="#">Corr-02/03/15</a>	6.5(b)(i)	10.3(b)	<b>Casual loading</b> Unclear whether casual loading applies instead of, or in addition to overtime and shiftwork rates.	Item 30 page 8	Being dealt with by Part-time and Casuals Full Bench in <a href="#">AM2014/196</a> and <a href="#">AM2014/197</a> .
	AWU	<a href="#">Sub-18/04/16</a>			Casual loading applies on overtime hours in accordance with award. Propose same wording as <i>Building MA</i> .	Para 5	
	MUA	<a href="#">Sub-28/05/15</a>			Proposes to add after 'loading which incorporates the casual employees' entitlements to annual leave, annual leave loading and any other rates and allowances contained in this award <u>except overtime and shift allowances</u> '.	Page 1	
	MUA	<a href="#">Sub - 14/04/16</a>			Suggest amendment to clarify casual loading is in addition to overtime and shiftwork penalties.	Item 11	Proposed clause at item 11 of submission.
	AWU	<a href="#">Reply - 5/05/16</a>			Agrees with MUA's proposal.	Para 11	

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9.	FWO	<a href="#">Corro-02/03/15</a>	7.2	18.2	<b>Ordinary hours</b> Unclear under which circumstances an employee can work ordinary hours on Saturday or Sunday, given cl. 20.1(b) and 20.3 refer to ordinary hours worked on Saturday or Sunday, whereas cl. 18.2 states ordinary hours can be worked Monday to Friday.	Item 31 page 8	To be referred to conference – Mention <a href="#">6 June 2016</a> [PN222].  <b>Linked to item 23. Directions for the filing of further material will be issued. Conference 4 August 2016</b> [PN459–493, PN594 and PN598–602].
10.	MUA	<a href="#">Sub – 14/04/16</a>	8.2 to 8.4	19	<b>Breaks</b> <i>Parties should make submissions to clarify which of the breaks in clauses 8.2 to 8.4 are paid and which are unpaid.</i> Clause based on AP816677 breaks clause and did not specify which breaks were paid. Suggest all breaks (cl.8.2, 8.3, 8.4) unpaid. No payment for breakfast break consistent in context of option to convert it to a paid 20 minute break.	Item 2	Agreed breaks are unpaid – Mention <a href="#">6 June 2016</a> [PN225-28].  <b>Agreed – ED amended to clarify breaks are unpaid. FWC query removed.</b> <b>Conference 4 August 2016</b> [PN411–412].
	BusSA	<a href="#">Sub – 15/04/16</a>			Meal breaks in cl. 8.2-8.4 are unpaid.	12.2.2	
	MIAL	<a href="#">Sub – 14/04/16</a>			Meal breaks in cl. 8.2-8.4 are unpaid.		
	AWU	<a href="#">Sub – 18/04/16</a>			Meal breaks in cl. 8.2-8.4 are unpaid. Where breaks are not taken, payment as per 8.2(c) apply.	Page 3, paras 2 – 3	
	AWU	<a href="#">Reply –</a>			Agree with MUA, MIAL, BusSA. All	Para 2, 14, 22	

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		<a href="#">5/05/16</a>			parties agree these breaks are unpaid.		
11.	AIMPE	<a href="#">Sub-02/03/15</a>	9.1	13.1	<b>Wages</b> Incorrect relativity between rate of pay for Master and Engineer. Seeking parity between Engineer classification at 100% relativity and Master.	Para 2	To be referred to a separately constituted Full Bench for determination – AM2016/5.
12.	MUA	<a href="#">Sub – 14/04/16</a>	9.1	13.1	<b>Wages – crane driver</b> <i>Parties are asked to clarify payment for a crane driver at 20 tonnes.</i> Rate sourced from AN120350, which only provided for rates over and under 20 tonnes. Propose a driver of 20 tonne crane be paid higher rate. Amend wording to “Crane Driver (20 tonnes or over)”.	Item 3	<b>Not agreed – will be addressed after Full Bench has determined coverage issue in AM2016/5. Conference 4 August 2016 [PN413–421 and PN494–547].</b>
	BusSA	<a href="#">Sub – 15/04/16</a>			Will seek member feedback regarding appropriate rate of pay for Crane Driver at 20 tonnes.	12.2.3	
	AWU	<a href="#">Reply – 5/05/16</a>			Agree with MUA, crane diver of a 20 tonne crane should be paid the higher rate. AWU reserves position pending BusSA submission.	Para 3, 23	
	MIAL	<a href="#">Reply – 5/05/16</a>			Submits, as identified by MUA, the schedule relating to crane drivers appears to derive from <i>Motor Boats and Small Tugs (State) Award</i> . MIAL submits clause to be amended to read ‘under and including 20,000 tonnes’		

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13.	MUA	<a href="#">Sub – 14/04/16</a>	9.1	13.1	<b>Wages – classification definitions</b> <i>Parties are asked whether classification definitions should be inserted in this award.</i> Issue was raised during making of award. Classifications definitions should not be inserted.	Item 4.	To be dealt with by Group 3 Full Bench – Mention <a href="#">6 June 2016</a> [PN234].  Not agreed – Parties will be provided with a further opportunity to comment after the revised ED is published. Conference <a href="#">4 August 2016</a> [PN547–555].
	BusSA	<a href="#">Sub – 15/04/16</a>			Supports insertion of classification definitions into award.	12.2.3	
	MIAL	<a href="#">Sub – 14/04/16</a>			This will be dealt with by full bench.	Page 2	
	AWU	<a href="#">Sub – 18/04/16</a>			Classifications are not necessary.	Page 3, para 4	
	AWU	<a href="#">Reply – 5/05/16</a>			Agree with MUA	Para 4	
	MIAL	<a href="#">Reply – 5/05/16</a>			MIAL notes other parties do not consider definitions necessary, MIAL is content with this position but reserves its position should definitions currently contained in the award change.	Page 2	
14.	AWU	<a href="#">Sub – 18/04/16</a>	9.3	14.27	<b>Higher duties</b> Suggest the following change: “... on <del>duties</del> <u>work</u> carrying a higher rate than their ordinary classification level”. Change would reflect that not all the duties of the classification must be performed on each particular occasion.	Page 2, Para 1	Not opposed – Mention <a href="#">6 June 2016</a> [PN237-41]  Not opposed, ED amended – conference <a href="#">4 August 2016</a> [PN421].

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15.	AWU	<a href="#">Sub – 18/04/16</a>	10.1(d)	14.4	<b>Allowances – dual capacity allowance</b> This is an all-purpose allowance and should be expressed as an hourly rate. Suggest allowance reads “...will be paid an allowance of \$4.68 [(0.58c per hour)] for each day...”	Page 3, para 5	Not opposed – Mention <a href="#">6 June 2016</a> [PN241-42] <b>Not opposed, ED amended – conference <a href="#">4 August 2016</a> [PN421].</b>
16.	MUA	<a href="#">Sub – 14/04/16</a>	10.1(e), (f) and (o)	14.6, 14.7, 14.18	<b>Allowances – uniforms, compensation for loss of personal effects, waiting orders</b> <i>Parties are asked whether the allowances in clauses 10.1(e), (f) and (o) should be classed as expense related allowances. Allowances for uniform and compensation for loss of personal effects should be classed as expense related allowances. Allowance for waiting orders is a work related allowance.</i>	Item 5	Agreed – clauses 10.1(e) and (f) are expense related allowances and clause 10.1(o) is work related allowance – Mention <a href="#">6 June 2016</a> [PN243].  <b>Confirmed agreed – ED amended, FWC query removed. Conference <a href="#">4 August 2016</a> [PN421].</b>
	MIAL	<a href="#">Sub – 14/04/16</a>			<del>These allowances should not be considered expense related allowances. Note this submission is amended in reply sub see below.</del>	Page 5	
	BusSA	<a href="#">Sub – 15/04/16</a>			Agrees with MUA.	12.2.4	
	AWU	<a href="#">Sub – 18/04/16</a>			Agree with MUA and BusSA, consistent with AWU submission.	Page 3, para 6	
	AWU	<a href="#">Reply–5/05/16</a>				Para 5, 15, 24	
	MIAL	<a href="#">Reply – 5/05/16</a>			Agrees with other parties. Clause 10.1(e) and (f) are expense related allowances, 10.1(o) is work related. This amends their previous position above.		



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17.	MUA	<a href="#">Sub – 14/04/16</a>	10.1(j) now 10.1(h)	14.11	<b>Allowances – Slipway etc. allowance</b> <i>This award does not provide for junior rates or a definition of junior. Should the allowance in clause 10.1(j) apply to all employees?</i> Yes, replace ‘A junior employee’ with “An employee”.	Item 6	Agreed – clause to be removed as no junior classification within the award – Mention <a href="#">6 June 2016</a> [PN266-67].
	MIAL	<a href="#">Sub – 14/04/16</a>			Allowance should be deleted given no provision for juniors.	Page 5	<b>Confirmed agreed, ED amended, FWC query removed.</b> <b>Conference <a href="#">4 August 2016</a> [PN421].</b>
	MIAL	<a href="#">Reply – 5/05/16</a>			Clause should be deleted, as allowance was only payable to juniors (under <i>Deckhands (Passenger Ferries Launches and Barges) Award</i> ). PHEWV MA does not have juniors. Clause redundant.	Page 2	
	BusSA	<a href="#">Sub – 15/04/16</a>			Clause should apply to all employees.	12.2.5	
	AWU	<a href="#">Sub – 18/04/16</a>			‘A junior’ should be replaced with ‘An’.	Page 4, para 8	
	AWU	<a href="#">Reply – 5/05/16</a>			Agree with MUA, MIAL, BusSA.	Para 6, 16, 25	
18.	AWU	<a href="#">Sub – 18/04/16</a>	10.1(n) now 10.1(k)	14.16	<b>Allowance – Loading and discharge of cargo and supplies</b> Clause does not provide coverage for part-time employees. Allowance should be expressed as a daily payment. Suggest amendment in submission.	Page 4, para 9	

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19.	MUA	<a href="#">Sub – 14/04/16</a>	10.1(o)(i) <b>now</b> 10.1(l)(i)	14.18(a)	<b>Allowances – Waiting orders</b> <i>Parties are asked whether clause 10.1(o) should be updated to take into account mobile phones.</i> Retain current clause. No requirement to provide mobile phones should be placed on employer.	Item 7	To be discussed at conference – Mention <a href="#">6 June 2016</a> [PN277].  <b>Revised ED will be published with the current clause. Parties will be provided with a further opportunity to file submissions should they wish to pursue this claim. Conference <a href="#">4 August 2016</a> [PN555–577].</b>
	AWU	<a href="#">Sub – 18/04/16</a>			It would be sensible to update clause to account for work-related calls whether on landline or mobile.	Page 3, para 7	
	BusSA	<a href="#">Sub – 15/04/16</a>			Clause should be updated to take account of mobile phones to reimburse employee for ringing in for orders.	12.2.6	
	MIAL	<a href="#">Sub – 14/04/16</a>			<del>Allowance out of step with contemporary society. Should be updated to provide reimbursement for phone call regardless of phone used.</del>	Page 5	
		<a href="#">Reply – 5/05/16</a>			Given parties do not agree with their proposal MIAL does not press it.	Page 2	
AWU	<a href="#">Reply – 5/05/16</a>	Reply to MUA, AWU does not have a strong opinion on clause. However believes it sensible to update clause to account for work related class whether on mobile or landline. Agrees with MIAL. Unsure of BusSA' submission whether employer should not have to provide a mobile phone or that employer should not have to pay for calls on phone which are not work related?	Para 7, 26				

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20.	MUA	<a href="#">Sub – 14/04/16</a>	10.1(p)(iii) now 10.1(n)(iii)	14.20(c)	<b>Allowances – Towing</b> <i>Parties are asked whether the references to ‘normal wage’ in clause 10.1(p)(iii) should be to ‘ordinary hourly rate’</i> Replace “normal wage for each day” with “ordinary rate of pay for each day” to reflect language of ED. Proposed reference to hourly rate inconsistent with payment being for each day.	Item 8	Opposed – Mention <a href="#">6 June 2016</a> [PN208].  FWC will identify outstanding issues when revised ED is published and set out a short summary of the parties’ respective positions thus far. Parties will be provided with a further opportunity to file submissions and submissions in reply. Conference <a href="#">4 August 2016</a> [PN578–591].	
	BusSA	<a href="#">Sub – 15/04/16</a>			Change to ordinary hourly rate not appropriate. Clause does not apply for all purposes and therefore should not be paid at ordinary hourly rate.	12.2.7		
	MIAL		<a href="#">Sub – 14/04/16</a>			Award terminology should be consistent.	Page 5	
			<a href="#">Reply – 5/05/16</a>			Agrees with BusSA, would amount to substantive change. No amendment.	Page 2	
	AWU		<a href="#">Sub – 18/04/16</a>			‘Normal wage’ should be replaced with ‘ordinary hourly rate’ to incorporate any applicable all-purpose allowances and to establish consistency with updated language across modern awards. ‘Normal wage’ not defined elsewhere in award.	Page 4, paras 11 – 12	
AWU		<a href="#">Reply – 5/05/16</a>			Agrees with MUA. Proposes ‘ordinary hourly rate’. Agree with MIAL. Disagree with BusSA, while allowance not an all-purpose allowance, it must be paid in addition to the allowances for all purposes at subclauses (i) and (ii).	Para 8, 18, 27		

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21.	MUA	<a href="#">Sub – 14/04/16</a>	10.2(i)(ii) now 10.2(j)(ii)	14.26(b)	<b>Allowances – Living away from home</b> <i>Parties are asked whether ‘attendances’ can be replaced by an alternative work or term.</i> The word ‘attendances’ can be deleted.	Item 9	Agreed – ED to be revised – ‘attendances’ to be replaced with ‘eating utensils’, further comment may be sought – Mention <a href="#">6 June 2016</a> [PN283].
	BusSA	<a href="#">Sub – 15/04/16</a>			Unsure of meaning of attendances in context of this clause. Provides two alternatives in submission.	12.2.8	
	AWU	<a href="#">Sub – 18/04/16</a>			Word ‘attendances’ can be removed.	Page 4, para 10	
		<a href="#">Reply – 5/05/16</a>			Agrees with MUA. Notes BusSA submission, AWU prefers ‘attendance’ to be deleted. If not, to be replaced with ‘eating utensils’.	9, 28	
22.	AWU	<a href="#">Sub – 18/04/16</a>	10.2(f) now 10.2(g)	14.22	<b>Allowances – Transport</b> Insert ‘is’ after the words ‘employee who’ in the clause.	Page 4, para 13	Not opposed – Mention <a href="#">6 June 2016</a> [PN289-91].  Confirmed agreed, ED amended – conference of <a href="#">4 August 2016</a> (PN423).
23.	MUA	<a href="#">Sub – 14/04/16</a>	12.2	20.1	<b>Overtime</b> <i>Parties are asked whether the span of ordinary hours in clause 7.2 should also be defined to clarify under what circumstances an employee can work ‘ordinary hours’ on a weekend.</i> Repeat submissions of 28/05/15. Cl. 7.1	Item 10	Opposed – Mention <a href="#">6 June 2016</a> [PN292-93].  Linked to item 9. Directions for the

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					makes clear work on weekend is outside span of ordinary hours. 12.2 should be amended as follows “Employees will be paid the following rates for <del>all</del> overtime and work on the weekend and public holidays”. The subheading in third line of table should be “ <del>Ordinary hours and overtime</del> Weekend and Public Holidays”.		filing of further material will be issued. Conference <a href="#">4 August 2016</a> [PN459–493, PN594 and PN598–602].
	BusSA	<a href="#">Sub – 15/04/16</a>			Seeking advice from members on matter.	12.2.8	
	MIAL	<a href="#">Sub – 14/04/16</a>			No need to define a span of hours given the diversity of operations covered by award. Span would create inflexibility. Would be substantive issue.		
	AWU	<a href="#">Sub – 18/04/16</a>			Span only applies to weekdays. Overtime on Saturday payable at 200% after three hours, not penalty of 150%. Proposed amendment in submission.	Pages 4 – 5, para 14	
	AWU	<a href="#">Reply – 5/05/16</a>			Agree with amendments proposed by MUA to introduction and headings. Reply to MIAL refers to proposed amendments to cl.12 ( <a href="#">Sub–18/04/16</a> para 14) which would leave clause 7.2 intact.	Para 10	
	MIAL	<a href="#">Reply – 5/05/16</a>			Disagrees with AWU. Would increase rate payable on Saturdays for any time worked in excess of 3 hours. Rate for any hours worked on Saturday is 150% ordinary hourly rate. Proposes removing reference to ‘ordinary hours’ in table and refer to ‘ordinary hours and overtime	Page 2	

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					Weekend and Public holidays’.		
24.	MUA	<a href="#">Sub – 14/04/16</a>	13.2	21.2	<p><b>Shiftwork – Shiftwork rates</b>  <i>Parties are asked to make submissions on which rates apply to shiftwork on weekends. Issue of how casual loading applies in relation to shiftwork and weekend penalties has been referred to AM2014/197.</i></p> <p>Repeat submissions of 28/05/15. Casual loading is in addition to overtime and shift rates. No amendment required. Concerned that FWO think wording unclear. Cl.6–Casual employment should be amended.</p>	Item 11	<i>See above at item 8.</i>
25.	BusSA	<a href="#">Sub – 15/04/16</a>	13.2	21.2	Current ED does not provide for shiftwork on weekends. Span limited to ordinary hours Mon to Fri, 6 am – 6 pm with 8 hour work day. Should Cl.7.2 be amended to extend ordinary hours to weekends, appropriate rate would be 150% of ordinary hourly rate for first 8 hours, with an afternoon, night or permanent night shift attracting an additional rate through cl.13.2.	12.2.10	Has been referred to Part-time and Casuals Full Bench in <a href="#">AM2014/196</a> and <a href="#">AM2014/197</a> – Mention <a href="#">6 June 2016</a> [PN296].
	AWU	<a href="#">Sub – 18/04/16</a>			Casual loading applies in addition to overtime and shiftwork. Shiftwork rates not cumulative on weekend penalty rates. Shift work rates do not apply to work performed on weekends and public	Para 15	

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					holidays.		
	AWU	<a href="#">Reply – 5/05/16</a>			Agree with MUA, casual loading in addition to overtime rates. Agrees with BusSA, as per AWU <a href="#">Sub-18/04/16</a> , shift work rates are not cumulative on weekend penalty rates and do not apply on weekends or public holidays.	Para 11, 30	
	MIAL	<a href="#">Reply – 5/05/16</a>			Notes matter currently subject to <a href="#">AM2014/197 – Casual employment full bench</a> . Submits PHEWV Award does not provide for shiftwork rate on weekends.	Page 3	

**List of abbreviations (in alphabetical order)**

AIMPE	Australian Institute of Marine and Power Engineers
AMOU	Australian Maritime Officers Union
AWU	The Australian Workers' Union
BusSA	Business SA
ED	Exposure Draft
FWC	Fair Work Commission
FWO	Fair Work Ombudsman
MA	Modern Award
MIAL	Maritime Industry Australia
MUA	Maritime Union of Australia
PHEWV	Ports, Harbours and Enclosed Water Vessels
SeaSwift	Sea Swift Pty Ltd