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29 July 2021

Justice Ross, President  
Fair Work Commission  
Level 4, 11 Exhibition Street  
Melbourne VIC 3000

By email [chambers.ross.j@fwc.gov.au](mailto:chambers.ross.j@fwc.gov.au)

Your Honour

## Casual Terms Award Review 2021

HIA refers to the Decision of the Commission dated 16 July 2021 and the related draft determinations, in particular, the Manufacturing and Associated Industries and Occupations Award 2020.

HIA has reviewed the draft determinations and advises that it agrees with the approach taken by the Commission regarding:

1. The definition of 'casual employee' being linked to the meaning given under section 15A of the *Fair Work Act 2009*; and
2. Removal of the casual conversion clauses and replacing it with a reference to the NES casual conversion entitlements.

HIA notes its preference that variations to the Stage 2 awards follows the Commission's approach above.

Yours sincerely  
HOUSING INDUSTRY ASSOCIATION LIMITED

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