FWC Bulletin

7 August 2014 Volume 31/14 with the Decision Summaries for the week ending Friday, 1 August 2014—includes additional summary from week ending Friday, 6 June 2014.

Contents

Rules................................................................................................................ 2
Modern awards, 4 yearly review, timetable ...........................................................2
Decisions of the Fair Work Commission.................................................................3
Websites of Interest.........................................................................................12
Fair Work Commission Addresses....................................................................14
Rules

The Fair Work Commission proposes to make a small number of amendments to the *Fair Work Commission Rules 2013*.

Under section 609(1) of the *Fair Work Act 2009*, the President may, by legislative instrument, make procedural rules in relation to:

- the practice and procedure to be followed by the Commission, or
- the conduct of business in relation to matters allowed or required to be dealt with by the Commission.

The proposed changes to the Rules are available in the Consultation section of the Commission's website. Any comments on the proposed changes should be emailed to amod@fwc.gov.au by Friday, 8 August 2014.

Modern awards, 4 yearly review, timetable

A draft statement has been issued setting out the timetable and procedure for the remainder of the 4 yearly review of modern awards.

Any comments on this draft statement should be forwarded to amod@fwc.gov.au by 12 noon on Friday, 8 August 2014.
Decisions of the Fair Work Commission

The summaries of decisions contained in this Bulletin are not a substitute for the published reasons for the Commission's decisions nor are they to be used in any later consideration of the Commission's reasons.

Summaries of selected decisions signed and filed during the week ending Friday, 1 August 2014.

1 CASE PROCEDURES – appeals – ss.394, 400, 604 Fair Work Act 2009 – Full Bench – appeal against decision dismissing application for unfair dismissal remedy – complex factual background – no hearing and no evidence taken on oath or affirmation before Commissioner – application dismissed at first instance on bases that applicant had not served minimum employment period and that dismissal was consistent with Small Business Fair Dismissal Code – Full Bench not satisfied public interest attracted in this case – appellant raised various new factual matters not raised before Commissioner – did not identify any error of fact or law which would justify appellate intervention – because of inability to prosecute case at first instance in Australia, it is not possible with any certainty to establish facts with respect to a whole range of critical issues – appellant’s concerns in relation to entitlements not an issue that can properly arise for resolution in unfair dismissal case – permission to appeal refused.

Appeal by Hasawang against decision of McKenna C of 23 April 3014 [2014] FWC 1919 Re: Agents Support Services P/L t/a e-Travel Blackboard

C2014/779
Hatcher VP
Boulton J
Johns C
Sydney
29 July 2014

2 MODERN AWARDS – award modernisation – Sch. 6, Item 4 Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 – application by Industrial Staff Union (ISU) to make modern award to replace enterprise instrument – application opposed by PSA – whether instrument capable of being subject of application – Full Bench took into account factors to be considered when making modern enterprise award – no case made out for making of modern enterprise award – instrument terminated.

Public Service Association of New South Wales Industrial and Associated Officers (Secure Employment) Award 2009

EM2013/159
Watson VP
Smith DP
Lee C
Melbourne
30 July 2014

3 INDUSTRIAL ACTION – order against industrial action – s.418 Fair Work Act 2009 – application by Lend Lease for order that industrial action at Barangaroo South site must stop, not occur and not be organised – 1200 employees made resolution at communication meeting for stoppage of work for three days – Commission satisfied there is industrial action that is happening,
threatened and impending and being organised – satisfied not protected action – appropriate to make order as sought subject to exceptions – order to apply for three months from 24 July 2014 to allow processes in relation to issues to be completed – limitation of obligation on union to notify employees about order so as to apply only to site employees who are union members.

Lend Lease Building P/L v Construction, Forestry, Mining and Energy Union; Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

C2014/5543 [2014] FWC 5091
Boulton J Sydney 29 July 2014

4 TERMINATION OF EMPLOYMENT – remedy – s.394 Fair Work Act 2009 – application for relief from unfair dismissal – termination harsh and unjust – in considering remedy and whether applicant should be reinstated Commission considered whether applicant was medically fit to undertake inherent requirements of position as this appeared to be only relevant impediment to reinstatement – Commission found evidence did not represent an impediment to reinstatement – held continuity of applicant's employment should be maintained and that income lost should be restored.

Cartisano v Sportsmed SA Hospitals P/L

U2013/16124 [2014] FWC 4928
O'Callaghan SDP Adelaide 29 July 2014

5 TERMINATION OF EMPLOYMENT – extension of time – s.394 Fair Work Act 2009 – applicant dismissed on 20 June 2014 – applicant notified of termination on 23 June 2014 and directed Australian Municipal, Administrative, Clerical and Services Union (ASU) to lodge application that day – application not lodged until 14 July 2014 – Commission satisfied delay due to ASU administrative error – delay not caused by applicant's actions or inaction – Commission satisfied applicant's circumstances exceptional – extension of time granted.

Hillier v Spastic Centres of South Australia Inc

U2014/8313 [2014] FWC 5132
O'Callaghan SDP Adelaide 30 July 2014

6 TERMINATION OF EMPLOYMENT – valid reason – s.394 Fair Work Act 2009 – applicant dismissed for claiming to be sick when performing work for competing business; being closely involved in establishing the competing business; and for misappropriating cash and product belonging to employer – Commission found there was valid reason for termination – termination neither harsh, unjust nor unreasonable – application dismissed.

Roberts v Resource Australia Transport

U2013/15752 [2014] FWC 4411
Hamberger SDP Sydney 31 July 2014
7 TERMINATION OF EMPLOYMENT – remedy – ss.390, 392, 394 Fair Work Act 2009 – application for relief from unfair dismissal – decision is made further to earlier decision issued in this matter on 13 June 2014 [2014] FWC 1637 – Commission decided reinstatement was not appropriate for this matter – Commission decided compensation was appropriate for this matter – the method for calculating compensation under s.392 of the Act was recently dealt with by a Full Bench of the Commission in Bowden – no misconduct by the applicant that contributed to the dismissal – the amount of compensation calculated did not include a component for shock, humiliation or distress – amount of compensation did not exceed the compensation cap – applicant was protected from unfair dismissal – the dismissal was unfair and a remedy of compensation was appropriate – Commission awarded an amount of compensation equivalent to 16 weeks salary to applicant – order issued with decision.

Gmitrovic v Australian Government, Department of Defence

U2013/3166
Hamberger SDP Sydney 31 July 2014

8 ENTERPRISE AGREEMENTS – dispute about matter arising under agreement – s.739 Fair Work Act 2009 – dispute regarding whether employer has an obligation to pay service technicians applicable allowances under incorporated awards in addition to ordinary rate of pay – Rheem, Brisbane Service Agreement, 2013 incorporates by reference the terms of Manufacturing and Associated Industries & Occupations Award 2010 and Plumbers & Fire Sprinklers Award 2010 – employer paid employees an annualised salary (rolled up rate) which compensated them for their ordinary hours of work and any applicable allowances – principles of interpretation in Re Lacy considered – Commission found text of Agreement provided for payment of (properly calculated) award-stipulated allowances not otherwise dealt with in Agreement, and applied to work performed by the employees.

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia v Rheem Australia P/L

C2013/7521
Richards SDP Brisbane 29 July 2014

9 TERMINATION OF EMPLOYMENT – misconduct – s.394 Fair Work Act 2009 – application for relief from unfair dismissal – respondent stated the applicant engaged in threatening conduct towards the Operations Supervisor – applicant disputes that the conduct occurred – applicant and respondent had a discussion and the applicant made credible and serious threats to respondent – applicant was notified of the reason for his dismissal – applicant was given the opportunity to respond – dismissal was not harsh, unjust or unreasonable – the dismissal not unfair – application dismissed.

Stoeski v Onesteel Reinforcing P/L

U2013/16087
McCarthy DP Perth 28 July 2014

[2014] FWC 4686
[2014] FWC 4949
[2014] FWC 4582
TERMINATION OF EMPLOYMENT – performance – s.394 Fair Work Act 2009 – application for relief from unfair dismissal – applicant dismissed for poor performance and the failure to meet agreed target dates – applicant disputes performance was unsatisfactory or that he was warned and given a reasonable opportunity to improve his performance – evidence indicates incidents did not warrant serious disciplining, if any discipline at all – a number of incidents related to management of a significant project resulted in loss of confidence by respondent – applicant’s performance did not meet expectations – evidence indicates friction between applicant and management – applicant warned about performance issues and given opportunity to discuss and respond – Commission found loss of confidence and lack of co-operation a valid reason for dismissal – dismissal not harsh, unjust or unreasonable – application dismissed.

Rees v CingleVue International P/L
U2013/16410
McCarthy DP
Perth
28 July 2014


Vujica v TNT Australia P/L
U2014/4352
Sams DP
Sydney
1 August 2014

INDUSTRIAL ACTION – termination of protected industrial action – s.424 Fair Work Act 2009 – application to terminate protected industrial action occurring at Port Phillip Prison – interim order made at hearing – respondent argued industrial action was creating a cumulative effect of increased stress and risk at the prison – lockdowns not unknown and respondent has them regularly for its purposes – hard to distinguish cumulative effects of the lockdowns – considered GEO Group Australia – cumulative effect and randomness of lockdowns requires consideration – reason for providing notice of intended industrial action was so that employers ‘are at least able to take appropriate defensive action’ [Davids Distribution] – difficult to prepare for industrial action in prison system – industrial action must be focussed on seeking to persuade other bargainers to different point of view – impact of any industrial action in this area of the economy cannot automatically attract the jurisdictional prerequisite – Commission cannot yet conclude that cumulative effect of industrial action attracts jurisdictional foundation for order to be made – efforts of union and its members to mitigate impact has not gone unnoticed – application dismissed – interim order set aside.
13 TERMINATION OF EMPLOYMENT – valid reason – s.394 Fair Work Act 2009 – application for unfair dismissal remedy – applicant dismissed on basis that he was said to have breached APS Code of Conduct – Commission satisfied there was a valid reason for dismissal based on applicant’s conduct – difficult to accept applicant did not grasp importance of expenditure of public funds, particularly in the circumstances of this matter – applicant notified of reason and given opportunity to respond – no evidence of unreasonable refusal to permit representation – respondent did not go about matter in anything other than proper and reasonable way – applicant had undertaken relevant training – actions not associated with lack of knowledge – dismissal not harsh, unjust or unreasonable – application dismissed.

Sharp v Commonwealth of Australia (Department of Defence)

U2013/17634
Smith DP
Canberra
1 August 2014

14 TERMINATION OF EMPLOYMENT – casual – s.394 Fair Work Act 2009 – application for unfair dismissal remedy – applicant dismissed on conduct grounds – respondent objected on the basis that the applicant was a casual employee and was not employed on a regular and systematic basis – meaning of ‘regular and systematic’ – Yaraka Holdings considered – having a different roster week to week does not mean employment is not on a regular and systematic basis [Ponce] – Commission found applicant’s employment was on a regular and systematic basis – hours worked per week varied but the engagement was regular – jurisdictional objection dismissed – application may proceed to be heard on its merits.

McKinnon v Reserve Hotels P/L t/a The Crest Hotel Sylvania

U2014/5153
Booth DP
Sydney
28 July 2014

15 TERMINATION OF EMPLOYMENT – misconduct – ss.387, 394 Fair Work Act 2009 – employer a small business and small business fair dismissal code (SBFDC) considered – applicant encouraged patients of respondent to follow him to another practice – this was serious misconduct – dismissal for serious misconduct based on knowledge acquired after cannot be consistent with SBFDC – conduct discovered after a dismissal can provide a valid reason for dismissal under s.387 – applicant owed a duty of fidelity to respondent – valid reason for dismissal under s.387 – some deficiencies in respondent’s processes – overall dismissal not harsh, unjust or unreasonable – application dismissed.
Dillon v Knight Chiropractic P/L  
U2013/2741  
Asbury DP  
Brisbane  
30 July 2014

16  TERMINATION OF EMPLOYMENT – misconduct – s.394 Fair Work Act 2009 – applicant summarily dismissed for serious misconduct – found applicant used abusive and offensive language and behaved in aggressive manner toward manager – satisfied conduct occurred and sufficiently serious to warrant summary dismissal – found applicant’s unauthorised non-attendance at work previous to incident was conduct inconsistent with continuation of ongoing employment relationship – satisfied valid reason for dismissal – applicant notified of reason – applicant given opportunity to respond to allegations – applicant’s submission that swearing not uncommon in workplace – however difference between swearing and swearing at manager in highly offensive and personalised language – applicant’s anxiety condition taken into account – applicant did not call any evidence to suggest condition contributed to conduct in incident – concluded dismissal not harsh, unjust or unreasonable – application dismissed.

Baldwin v Scientific Management Associates (Operations) P/L  
U2014/390  
Gostencnik DP  
Melbourne  
1 August 2014

17  TERMINATION OF EMPLOYMENT – other termination proceedings – objection to order requiring production of documents – ss.394, 590(2), 603 Fair Work Act 2009 – applications for unfair dismissal remedy – orders requiring production of documents issued at request of respondent – applicants objected to orders – applicants contended that the respondent failed to demonstrate the relevance of the documents sought and orders breached their privacy and were not drafted with reasonable particularity – applicants contended that orders amounted to a ‘fishing expedition’ and were so wide as to be oppressive or burdensome – orders issued at late stage in proceedings – respondent submitted that documents would resolve factual issues in dispute – respondent submitted that orders were given a broad scope to save recipients from having to produce multiple records – Tamawood applied – held that broad scope had the ability to compromise applicants’ privacy – orders for production of documents should not be used as a tool to substantiate a valid reason after the fact – a consideration was that to allow for production at such a late stage would require directions for filing submissions to be set aside or amended – orders revoked – application for additional order dismissed – respondent not precluded from making a further application for orders, at a later stage, should the need arise.

Faulkner & Anor v BHP Coal P/L  
U2014/4966 and U2014/5272  
Spencer C  
Brisbane  
29 July 2014
18 INDUSTRIAL ACTION – order against industrial action – s.418 Fair Work Act 2009 – application for an order that industrial action stop – interim order issued under s.420 FW Act – applied to employees rostered to work Good Friday and/or ANZAC day – interim order that employees must attend for work on those days – dispute over whether employees rostered on in continuous shift arrangements are able to decline work on those days under clause 21 of Agreement – employer asserted clause 21 must be construed in context of Agreement as a whole – employees submitted clause 21 not ambiguous and should be given ordinary meaning – employer relied on CBH – CBH dealt with ambiguous or uncertain clauses – not the case in this application – regard to Codelfa – ‘not admissible to contradict the language of a contract when it has a plain meaning’ – satisfied plain meaning of clause 21 is that employees can elect not to attend work on public holidays specified without loss of pay – words not ambiguous or uncertain – interim order to be set aside – application dismissed.

Mermaid Marine Vessel Operations P/L v Bridger and Ors
C2014/627 Cloghan C Perth 29 July 2014

19 TERMINATION OF EMPLOYMENT – genuine redundancy – s.394 Fair Work Act 2009 – applicant’s job made redundant – respondent offered alternative employment that applicant declined – respondent argued no obligation to consult as modern award did not apply – Commission found respondent failed to meet obligation to provide applicant relevant information in writing – respondent failed to consult – not genuine redundancy – considered whether dismissal was harsh, unjust or unreasonable – although not genuine redundancy, it was nevertheless real situation of redundancy – if respondent had complied with consultation obligations, outcome would have remained the same – dismissal fair – application dismissed.

Rabel v Selmar Holdings P/L/Career Training Group P/L (CTG) t/a Selmar Institute of Education
U2014/4938 Ryan C Melbourne 28 July 2014

20 CONDITIONS OF EMPLOYMENT – redundancy – s.120 Fair Work Act 2009 – application for variation of redundancy pay – applicant and employee subject to redundancy provisions under State award preserved by modern award – preserved provisions include capacity for Commission to vary redundancy obligation – employee worked for applicant in excess of eight years – applicant submitted it did not have financial capacity to make redundancy payment and sought that payments be reduced to zero – submitted significant decline in net assets – application based on proposition that any further drain on cash flow would have negative effect on continued operation of business and put at risk continuing employment of other employees – Commission considered likely impact of payment on continuation of business and whether applicant had other sources available to mitigate potential impact – severance payment due to employee not significant enough to change applicant’s business prospects – applicant family-owned private business operated as part of suite
of businesses and assets – need for caution in assessing capacity for related entities to quite properly use and share resources – absence of significant material or evidence dealing with resources potentially significant given onus on applicant to demonstrate its case – no basis for exercise of discretion to reduce entitlement – Commission not persuaded applicant lacks capacity to make redundancy entitlement preserved under terms of modern award – application dismissed.

Company P v D.S.

C2014/850  
Hampton C  
Adelaide  
1 August 2014

21 ENTERPRISE BARGAINING – majority support determination – s.236 Fair Work Act 2009 – proposed agreement to cover non-salaried employees performing storage service work at employer’s Scoresby warehouse – employees at Scoresby fall into four groups: warehouse employees, customer service or call centre employees, sales employees and clerical/administrative employees – petition signed by warehouse employees – Commission satisfied a majority of employees who are employed by the employer and who will be covered by the proposed agreement want to bargain for the agreement – reasonable in all the circumstances to make the determination.

National Union of Workers v Karcher t/a Karcher P/L

B2014/1011  
Roe C  
Melbourne  
30 July 2014

22 ENTERPRISE AGREEMENTS – dispute about matter arising under agreement – s.739 Fair Work Act 2009 – CPSU made application to deal with a dispute about a new roster operating in two locations – conciliation unable to resolve dispute – matter listed for hearing – the CPSU submitted that the respondent failed to meet the requirements to discuss changes with affected employees and inform employees of introduction of the new roster before they made the definite decision to introduce it – respondent submitted that they made a definite decision to review the rosters and engaged staff in extensive consultation – Commission found that there was a question to be answered in respect of when the ‘definite’ decision had been made – Commission found that the balance of convenience lay against making an interim order to restore the previous roster – application for interim order dismissed.

CPSU, the Community and Public Sector Union v G4S Custodial Services P/L

C2014/5221  
Bissett C  
MELBOURNE  
29 July 2014

23 INDUSTRIAL ACTION – order against industrial action – s.418 Fair Work Act 2009 – application for order that alleged proposed unprotected industrial action not occur and not be organised – union withdrew notice of intention to take protected industrial action – despite withdrawal, applicant pressed application on basis union could or would reissue notice of intent – order can only proceed where it appears unprotected industrial action is
threatened, impending, probably or being organised – on basis union withdrew notice of intention to take ‘protected’ action, Commission cannot conclude industrial action is being organised – Commission without jurisdiction to make order as sought – in event of future notice by union to take action, matter to be brought before Commission and dealt with on its merits – applicant sought order for costs – to provide costs application in writing – union to be given opportunity to reply – application otherwise dismissed.

Swire Pacific Ship Management (Australia) P/L v Maritime Union of Australia

C2014/5523
Bull C
Perth
[2014] FWC 4961

24
TERMINATION OF EMPLOYMENT – extension of time – s.394 Fair Work Act 2009 – application lodged application 82 days out of time – applicant was confused about date dismissal took effect – applicant was hospitalised after dismissal – application may have merit – extension of time granted.

Crowley v Eureka Operations P/L t/a Coles Express

U2014/3955
Wilson C
Melbourne
[2014] FWC 5123

Summary of decision signed and filed during the week ending Friday, 6 June 2014.

25
TERMINATION OF EMPLOYMENT – misconduct – s.394 Fair Work Act 2009 – applicant summarily dismissed for serious misconduct – alleged wilful dishonesty by falsifying timesheets and taking extended breaks – applicant used incorrect system to record breaks, continued to use method shown to him at induction – Commission found that applicant was misguided about what he was doing and not deliberately attempting to deceive the respondent – Commission not satisfied the applicant acted in a deliberate manner to falsify timesheets for personal gain, or for any other reason – respondent did not have a valid reason for dismissal – dismissal harsh, unjust and unreasonable – applicant sought reinstatement – reinstatement ordered – respondent ordered to maintain applicant’s continuity of employment and continuous service and for restoration of lost pay equivalent to three months wages.

Caeiro v Woolworths Limited t/a Woolworths

U2013/17410
Simpson C
Brisbane
[2014] FWC 3306

[28 July 2014]
[30 July 2014]
[6 June 2014]
Websites of Interest

**AUSTLII** - [www.austlii.edu.au](http://www.austlii.edu.au) - a legal site including legislation, treaties and decisions of courts and tribunals.


**Fair Work Act 2009** -

**Fair Work (Registered Organisations) Act 2009** -


**Fair Work Ombudsman** - [www.fairwork.gov.au](http://www.fairwork.gov.au) - provides information and advice to help you understand your workplace rights and responsibilities (including pay and conditions) in the national workplace relations system.


International Labour Organization - www.ilo.org/global/lang--en/index.htm - provides technical assistance primarily in the fields of vocational training and vocational rehabilitation, employment policy, labour administration, labour law and industrial relations, working conditions, management development, co-operatives, social security, labour statistics and occupational health and safety.


Road Safety Remuneration Tribunal—www.rsrt.gov.au


Western Australian Industrial Relations Commission - www.wairc.wa.gov.au/.

<table>
<thead>
<tr>
<th>Australian Capital Territory</th>
<th>New South Wales</th>
<th>Northern Territory</th>
<th>Queensland</th>
<th>South Australia</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd Floor, CML Building 17-21 University Avenue Canberra 2600 GPO Box 539 Canberra City 2601 Tel: (02) 6209 2400 Fax: (02) 6247 9774 Out of hrs emergency: 0419 318 011 Email: <a href="mailto:canberra@fwc.gov.au">canberra@fwc.gov.au</a></td>
<td>Sydney Level 8, Terrace Tower 80 William Street East Sydney 2011 Tel: (02) 8374 6666 Fax: (02) 9380 6990 Out of hrs emergency: 0419 318 011 Email: <a href="mailto:sydney@fwc.gov.au">sydney@fwc.gov.au</a></td>
<td>10th Floor, Northern Territory House 22 Mitchell Street Darwin 0800 GPO Box 969 Darwin 0801 Tel: (08) 8936 2800 Fax: (08) 8936 2820 Out of hrs emergency: 0418 563 601 Email: <a href="mailto:darwin@fwc.gov.au">darwin@fwc.gov.au</a></td>
<td>Level 14, Central Plaza Two 66 Eagle Street Brisbane 4000 PO Box 5713 Central Plaza Brisbane 4001 Tel: (07) 3000 0399 Fax: (07) 3000 0388 Out of hrs emergency: 0419 335 202 Email: <a href="mailto:brisbane@fwc.gov.au">brisbane@fwc.gov.au</a></td>
<td>Level 6, Riverside Centre North Terrace Adelaide 5000 PO Box 8072 Station Arcade 5000 Tel: (08) 8308 9863 Fax: (08) 8308 9864 Out of hrs emergency: 0419 563 601 Email: <a href="mailto:adelaide@fwc.gov.au">adelaide@fwc.gov.au</a></td>
</tr>
<tr>
<td>Tasmania</td>
<td>Victoria</td>
<td>Western Australia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st Floor, Commonwealth Law Courts 39-41 Davey Street Hobart 7000 GPO Box 1232M Hobart 7001 Tel: (03) 6214 0200 Fax: (03) 6214 0202 Out of hrs emergency: 0418 124 021 Email: <a href="mailto:hobart@fwc.gov.au">hobart@fwc.gov.au</a></td>
<td>Level 4, 11 Exhibition Street Melbourne 3000 GPO Box 1994 Melbourne 3001 Tel: (03) 8661 7777 Fax: (03) 9655 0401 Out of hrs emergency: 0419 960 157 Email: <a href="mailto:melbourne@fwc.gov.au">melbourne@fwc.gov.au</a></td>
<td>Floor 16, 111 St Georges Terrace Perth 6000 GPO Box X2206 Perth 6001 Tel: (08) 9464 5172 Fax: (08) 9464 5171 Out of hrs emergency: 0448 275 936 Email: <a href="mailto:perth@fwc.gov.au">perth@fwc.gov.au</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The address of the Fair Work Commission home page is: www.fwc.gov.au/

The FWC Bulletin is a weekly publication that includes information on the following topics:

- information concerning notice of matters before the Fair Work Commission;
- Practice Directions concerning the practice and procedure of the Fair Work Commission;
- weekly decisions summaries;
- details of procedural changes and developments within the Fair Work Commission; and
- advice regarding the rights and obligations of organisations registered under the *Fair Work (Registered Organisations) Act 2009*.

For inquiries regarding publication of the FWC Bulletin please contact the Fair Work Commission by email: FWCsubscriptions@fwc.gov.au.

© Commonwealth of Australia 2014