

## IN THE FAIR WORK COMMISSION

**Matter Number:** AM2023/21 – Modern Awards Review 2023 – 2024 – Stream 2  
– Job Security

### SUBMISSION BY MINING AND ENERGY UNION (MEU)

1. This submission is filed in response to the [discussion paper](#) concerning job security published by the Fair Work Commission on 18 December 2023 (**Discussion Paper**).
2. The MEU has had the opportunity to review the ACTU's submission of today's date (**ACTU Submission**). The MEU supports that submission, and adopts the background and context set out therein.
3. Supplementing that position, the MEU makes further submissions below.

#### Scope of the review

4. The mining and energy industries have seen a significant increase in non-standard work over the last thirty years, consistent with that reported in section 3.1 of the Discussion Paper (especially [45] – [47]). Across this time, the safety nets provided by the relevant modern awards (and their predecessors) have been understandably unconcerned with the need to improve access to secure work across the economy. With the introduction of s 134(aa) this must change.
5. The MEU respectfully submits that the necessary change will not be brought about through an approach confined to a review of the more commonly used modern awards. While many job security challenges will be captured through this approach, the identified industries are predominantly services focused, and are fundamentally different many of the industries covered by modern awards, including those in which the MEU has an interest. A review of the seven modern awards alone does not create a forum suited to the necessary consideration of whether the provisions in each modern award appropriately reflect the new objectives.
6. The MEU strongly supports Recommendation 1 set out in the ACTU Submissions.
7. In the alternative, the MEU seeks direction on the approach preferred by the Commission for the review of specific modern awards considering the new modern award objective concerning job security.

**Mining and Energy Union**  
**5 February 2024**

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