

# Australian Industry Group Outline of Issues

25 November 2014

## 4 Yearly Review of Modern Awards – Proposed Variations to Group 2 Awards (AM2014/198 and others)



**4 Yearly Review of Modern Awards**  
**Proposed Variations to Group 2 Awards**  
**AM2014/198 and others**

**1. Introduction**

1. Ai Group has prepared this Outline of Issues for Group 2 modern awards pursuant to the Commission's Statement of 30 October 2014.
2. Ai Group has not identified any problems with the proposed sub-groups for Group 2 awards as set out in **Attachment A** to the Commission's Statement.
3. Ai Group has a particular interest in the following awards in Group 2:
  - *Alpine Resorts Award 2010*
  - *Aquaculture Industry Award 2010*
  - *Graphic Arts, Printing and Publishing Award 2010*
  - *Seafood Processing Award 2010*
  - *Storage Services and Wholesale Award 2010*
  - *Animal Care and Veterinary Services Award 2010*
  - *Health Professionals and Support Services Award 2010*
  - *Medical Practitioners Award 2010*
  - *Nurses Award 2010*
  - *Road Transport (Long Distance Operations) Award 2010*
  - *Passenger Vehicle Transportation Award 2010*
  - *Transport (Cash in Transit) Award 2010*

- *Waste Management Award 2010*
4. Ai Group is pursuing various changes to Group 2 awards during the Common Issues proceedings. Additional award-specific proposed changes to particular awards are identified below.

***Graphic Arts, Printing and Publishing Award 2010***

5. Ai Group proposes that:
- a. Clause 25.4 – *Training allowance* should exclude trainees;
  - b. Clause 28.5 – *Payment on termination* should enable employers who pay by electronic funds transfer to pay termination monies in accordance with the employer’s pay cycle.

***Storage Services and Wholesale Award 2010***

6. Ai Group proposes that:
- a. The classification definition at B.8 – *Wholesale Employee Level 4* should be re-worded to clarify the employees who are and are not covered by this classification.
  - b. An annualised salary clause should be inserted into the award to provide employers and employees with appropriate flexibility, particularly for employees classified at higher levels.
  - c. The time **5:30pm** in clause 22.2(a) – *Spread of hours*, should be amended to **6:00pm**. Clause 22.2(a) does not align with the Clause 25 – *Shiftwork* which provides for a definition of afternoon shift as a shift finishing after **6:00pm** and at or before midnight.
  - d. Clause 20.3 – *Payment of wages on termination of employment* should be amended to enable an employer who pays by electronic funds transfer, to pay wages on termination of employment in accordance with the employer’s normal pay cycle.

### ***Health Professionals and Support Services Award 2010***

#### ***Medical Practitioners Award 2010***

#### ***Nurses Award 2010***

7. Ai Group is currently involved in discussions with health industry employers covered by the above awards.
8. We will submit details of any proposed changes later this week. We apologise for the delay.

#### ***Road Transport (Long Distance Operations) Award 2010***

9. The award should be amended to permit part-time employment. This is an issue that has been raised in the *Part-time Employment Common Issue* proceedings.

#### ***Road Transport and Distribution Award 2010***

10. Ai Group proposes that:
  - a. Clause 29.2 should be amended to remove the obligation to pay annual leave loading on termination of employment;
  - b. Clause 26 should be amended to provide for additional limitations on circumstances where the meal allowance is payable. In particular, we propose that the obligation should not arise where an employee is provided with advance notice of the requirement to work more than two hours of overtime prior to commencing their shift; and
  - c. The award should be amended to provide greater capacity for ordinary hours of work to be performed early in the morning, such as through the inclusion of early morning shift provisions.
11. We look forward to discussing these issues at the Conference which the Commission has scheduled on 2 December 2014.