



21 August 2015

The Associate to the Honourable Justice Ross AO
President
Fair Work Commission

By email: amod@fwc.gov.au

Dear Associate,

AM2014/199 - ANIMAL CARE AND VETERINARY SERVICES AWARD 2010 [MA000118]

Werefer to the amended directions of Justice Ross dated 6 May 2015. This document is United Voice's written submissions in reply to the technical and drafting issues related to the exposure draft of the *Animal Care and Veterinary Services Award 2010* ('**The Award**') and a written outline of submissions in reply to claims or variations being pursued by interested parties.

Clause 8.3(a)

United Voice supports submissions of the AWU and AFEI that the existing clause 8.3(a) should be retained because the wording of the exposure draft clause alters the existing entitlement. Further, United Voice supports the Australian Veterinary Association's ('**AVA**') submission that the word '*ordinary*' should be inserted into the clause .

Clause 11.2 (a)(i)

United Voice supports the AVA's proposed variations to clause 11.2 (a)(i).

Clause 16.2

United Voice supports the Association of Professional Engineers, Scientists and Managers, Australia's ("APESMA") submissions regarding agreements between employers and veterinary surgeons to pay an allowance instead of overtime. It is important that any agreement be recorded in writing and that records of hours worked are kept to ensure that the employee suffers no disadvantage from the allowance system.

Clause 20.4

United Voice supports APESMA's submissions that veterinary surgeons should be paid a 250% penalty rate for hours worked on a public holiday.

Schedule A

In its submissions of 15 July 2015, United Voice indicated that it would seek variations to the classification in Schedule A.2 of the Award. This claim is withdrawn.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Michael Robson', written in a cursive style.

Michael Robson
National Industrial Officer