

From: Katie Biddlestone [mailto:katie@sda.org.au]
Sent: Thursday, 7 July 2016 12:21 PM
To: Chambers - Ross J
Cc: AMOD; Jacki Baulch; Leigh Svendsen; Sharlene Wellard; Estha van der Linden; Kate Thomson; Jessica Light
Subject: Modern Award Review 2014 - AM2014/209 Pharmacy Industry Award

Dear Your Honour,

**Re: Modern Award Review 2014 - AM2014/209
Pharmacy Industry Award 2010**

Following from the Conference before Your Honour on 8 June 2016 regarding the review of the Pharmacy Industry Award, the parties believe that it would be useful to have a conference before a member of the Commission to discuss the remaining substantive issues before directions are issued.

We respectfully seek that the outstanding union substantive claims, as per submissions filed on 24 May 2016, and provided below, be referred to a member of the Commission and listed for conference.

SDA Substantive Matters Still Being Pursued

Overtime

The SDA seeks to vary clause 26.2 (a)(i) Overtime, to ensure that there is no ambiguity as to the payment of overtime for all permanent and casual employees performing work which goes beyond the times and patterns considered 'ordinary' as per the award.

This matter is currently being dealt with as part of the Casual and Part-time Full Bench.

Full-Time Employees

The SDA is seeking to vary clause 6.3 Full-time employees of the Exposure draft, to include the requirement for agreement in writing at the time of engagement on a regular pattern of work and the requirements for variation to the pattern of work, which is contained in the current Award for part-time employees at clause 12.2, 12.3 and 12.4 and the exposure draft at Clause 6.4.

Junior Rates

The SDA seeks to vary Clause 18 of the Award (Clause 10.2 of the exposure draft) to provide for the payment of junior rates to Pharmacy Assistant Level 1 employees only.

Blood and Bone Marrow Donor Leave – New Clause

The SDA is seeking to include a Blood and Bone Marrow Donor Leave clause into the Award.

APESMA Substantive Matters Still Being Pursued

Work Value Increase in Pharmacist Rates of Pay

APESMA is seeking an increase in the minimum rates of pay for the Intern, Pharmacist, Experienced Pharmacist, Pharmacist in Charge and Pharmacy Manager rates of pay contained in Clause 10.1 of the Exposure Draft.

As part of this work value claim APESMA is also seeking the introduction of a new classification of Accredited Pharmacist. This is a new qualification that has been established for pharmacists in recent years and we believe the current classification structure does not adequately take into account the skill level and responsibility these people have.

CPD Training and Registration

APESMA seeks the inclusion of a provision in the Award that provides for employers to provide financial assistance for employees to undergo CPD training so they can maintain their Registration as a Pharmacist in accordance with the CPD requirements of the Pharmacy Board of AHPRA. Such a benefit would be provided to part-time pharmacists on a pro-rata basis.

APESMA is also seeking employer assistance in the payment of Registration fees so an employee Pharmacist can continue to practice as a pharmacist. Once again we would seek to have this benefit provided to part-time employees on a pro-rata basis.

The HSU has no outstanding claims and the claims being sought by the Pharmacy Guild have all been referred to the relevant Full Bench.

Kind Regards,

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National Industrial Officer
SDA
APESMA

Leigh Svendsen
Senior National Industrial Officer
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