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14^h March 2019

The Honourable Justice Ross AO
President
Fair Work Commission
11 Exhibition Street
MELBOURNE VIC 3000

By e mail as a PDF file to amod@fwc.gov.au

Dear Sir

AM 2014/216 - Waste Management Award 2010 [MA000043]

The Waste Contractors and Recyclers Association of NSW ("WCRA") makes the following submissions in relation to the exposure draft of the Waste Management Award (WMA) published on 15 February 2019:

- Clause 10.1 of the Exposure Draft is prone to confuse employers with its treatment of the
 industry allowance provided for by clause 11.2(b) of the Exposure Draft. It is the only wagerelated clause in the Exposure Draft that does not incorporate the industry allowance into
 the provided figures.
- 2. WCRA submits that the Award should be re-drafted so that all information is consistent, either by amending clause 10.1 to include the industry allowance (this is WCRA's preferred option) or by amending other wage-related clauses in the exposure draft to contain allowance-exclusive figures.

- 3. In the alternative, WCRA suggests that the wording of clause 10.1 should be amended for clarity to read: "adult employees are entitled to the minimum weekly wage prescribed for the classification in which they are employed as set out in the table below. The amounts in the table do not include the industry allowance referred to in clause 11.2(b), which must be added when calculating weekly wages".
- 4. WCRA is otherwise appreciative and supportive of the changes set out in the exposure draft, especially the merging of the Award and the Paying Conditions Guide into one document and the pro forma agreements set out in schedules G, H and I.

Should you require any clarification, please contact the undersigned.

Yours faithfully

Tony Khoury
Executive Director