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**Sent:** Monday, 23 December 2019 4:25 PM

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**Subject:** AM2014/288

The Associate  
VP Hatcher

Dear Associate

Just to clarify, we agree with the proposed wording of the NDS in their submission of 17 December 2020 concerning the variation of clause 19.5 of the Award.

We note in passing that the claim also sought indexation generally and in the event that the percentage of earnings required to be paid by an employer to the employee's superannuation account was 12.5%, the original style of the claim made sense.

In relation to transitional arrangements, we maintain our view that there is no need for staged transitional arrangements but the proposal of the Australian Business Lawyers should be preferred if the Commission is minded to include a staged transitional arrangement greater than that which the decision already allows.

Season's greetings!

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