



MODERN AWARDS REVIEW 2014

AM2014/270 - GENERAL RETAIL INDUSTRY AWARD 2010

AM2014/305 - PENALTY RATES

13 FEBRUARY 2015

1. The Fair Work Commission (**FWC**) has directed parties to file the following in relation to AM2014/270 and AM2014/305:
 - a. draft determinations;
 - b. list of expert witnesses in relation to common evidence, including qualifications and a summary of their evidence; and
 - c. commentary on the proposed timeline contained within the Statement¹ issued by the FWC on 17 December 2014.
2. This submission is made on behalf of the Australian Retailers Association (**ARA**), the National Retail Association (**NRA**) and the Master Grocers Association (**MGA**).

Draft Determinations

3. A copy of our draft determination is attached.

Expert witnesses in relation to common evidence

4. Associations with interests in the :
 - a. Fast Food Industry Award 2010;
 - b. General Retail Industry Award 2010;
 - c. Hair and Beauty Industry Award 2010;
 - d. Hospitality Industry Award 2010 and
 - e. Pharmacy Industry Award 2010

will be calling an expert witness in matter AM2014/305.

5. The expert evidence will be provided by Lynne Pezzullo, Lead Partner Health Economics and Social Policy, Deloitte Access Economics. Ms Pezzullo has a Bachelor of Economics (First Class Honours) from the University of Adelaide.
6. A CV of Ms Pezzullo is attached.
7. The evidence to be provided by Ms Pezzullo goes to:
 - a. trends in working hours;
 - b. effect of penalty rates on staffing;
 - c. consumer activity on weekends across the services sector;
 - d. wage elasticity of labour demand;
 - e. supply side view of labour demand;
 - f. employee preferences in relation to hours of work and work-life stress;
 - g. factors that influence weekend workers' decision making in relation to working weekends;
 - h. workplace composition and employment characteristics of weekend workers in the services sector;

¹ [2014] FWC 9175

- i. difficulties experienced by weekend workers of working weekends;
 - j. time use of weekend and non-weekend workers;
 - k. employer responses to wage costs and consumer demand;
 - l. weekend worker views regarding the relative importance of Saturdays and Sundays;
and
 - m. the frequency of weekend work for weekend workers.
8. The research conducted by Deloitte Access Economics included literature and data review, the design of a survey conducted by i-Link Research Solutions and an analysis of the survey results.

Proposed timeline

9. We have considered the proposed timeline set out by the FWC and consider it is reasonable and allows all parties a reasonable opportunity to present their case.
10. We consider it would be appropriate for the FWC to assess that timeline, as it relates to the Retail Group, once the common evidence Hearings have concluded and all evidence has been filed.

13 February 2015

Australian Retailers Association

National Retail Association

Master Grocers Association

Lynne Pezzullo



Lead Partner, Health Economics and Social Policy

Direct:

Email:

Location:

Lynne Pezzullo has extensive experience in analysis and advice relating to health policy and reform

Background

Lynne Pezzullo is a Lead Partner of Health Economics and Social Policy and a Director of Deloitte Access Economics Pty Ltd.

Her specialties and capabilities include health and social policy reform and advice, cost benefit / cost effectiveness analysis, workforce issues, OH&S, research, intergenerational financing, pharmacoeconomics, health evaluations and dynamic modelling.

Skills & expertise

- Health reform, financing and insurance
- e-Health
- Workplace health
- Acute, primary care and allied health services,
- Social housing, families and Indigenous policy and services analysis
- Aged, disability and other care services
- Health and social policy program and service evaluation
- Cost benefit and cost effectiveness analysis
- Pharmaceuticals and devices – assessments, reimbursement and pricing

Professional and academic qualifications

BEC (First Class Honours), University of Adelaide (1986)

Reviewer for the Medical Journal of Australia.

World Health Organization Global Burden of Disease Specialist Expert.

ABC spokesperson on health economics.

ACT Telstra Business Woman of the Year Award, 2008.

Professional experience snapshot

- Mar 11 – current, Lead Partner, Health Economics and Social Policy, Deloitte Touche Tohmatsu and Director, Deloitte Access Economics
- Jul 06 – Mar 11, Director, Access Economics Pty Limited, and chair of board
- 2005-06 Associate Director, Access Economics

Lynne Pezzullo

- 2000-05, Senior Economist, Access Economics
- 1990-96 Director/Executive Office, Department of Foreign Affairs and Trade
- 1989-90 Executive Officer, International Policy Branch, AUSAID
- 1988-89 Senior Research Officer, International Economy Branch, Department of Treasury
- 1987-88 Research Officer, Department of Defence
- 1987-89, Tutor, Department of Economics, Australian National University

Project examples

- Workshop for Sigma Pharmaceuticals, Workshop exploring strategic options for future growth (November 2014)
- Report for Healing Foundation, CBA of healing programs (November 2014)
- Report for Civil Chaplaincies Advisory Committee (CCAC), The Economic and Social Benefits of Civil chaplaincies (October 2014)
- Report for Carers ACT, Optimal organisational structure analysis for Carers ACT (October 2014)
- Report for The Butterfly Foundation, Cost effective care models to address eating disorders in Australia (October 2014)
- Report for Australian Society for Medical Research, Extrapolated returns on investment from the MRFF in NHMRC medical Research (September 2014)
- Report for Baxter Healthcare, Economic contribution of Baxter Healthcare (August 2014)
- Presentation for Australian Institute of Management NSW/ACT Ltd (AIM), Women in Management Great debate - Quotas are a girl's best friend (August 2014)
- Report for Foodbank Australia, The End Hunger Report (August 2014)
- Report for Alzheimer's Australia NSW, Dementia prevalence estimates and projections (August 2014)
- Report for Best Practice Software, Study on software packages used in Australian GP Clinics (July 2014)
- Presentation for Australian Friendly Societies Pharmacies Association Inc (AFSPA), *AFSPA Annual Conference* (July 2014)
- Report for SmartWard, *Economics Benefits of SmartWard* (July 2014)
- Report for Walk Free Foundation, *Review of The Economic Case to End Slavery* (July 2014)
- Report for St John Ambulance Australia, *Economic contribution of St John NSW to the Southeast Sydney Local Health District* (June 2014)
- Presentation for The Butterfly Foundation, *Briefing paper for Butterfly Foundation meeting at PM&C 20 June 2014* (June 2014)
- Report for Australian Diabetes Educators Association, *Benefits of Credentialed Diabetes Educators (CDEs) to people with diabetes and Australia* (June 2014)
- Presentation for Australian Local Government Association (ALGA), *Panel Session - National General Assembly (NGA)* (June 2014)
- Presentation for Department of Premier and Cabinet, NSW, *Presentation - North Coast Ageing Forum - Coffs Harbour* (June 2014)
- Report for Australian Society of Anaesthetists, *Review & Critique of Economic Evaluation of Ultrasound Guidance for Major Vascular Access & Percutaneous Neural Blockade in Assessment Report for MSAC application no 1183* (May 2014)
- Report for Therapeutic Goods Administration, *Regulatory Impact Statement (RIS) for the registration of HIV Home Self-Test (HST) devices in Australia* (May 2014)

Lynne Pezzullo

- Report for Healing Foundation, *Prospective cost benefit analysis of healing centres* (May 2014)
- Workshop for Springfield Land Corporation, *Next steps in implementing the Springfield Land Corporation (SLC) vision for Health City* (April 2014)
- Presentation for Australian Society for Medical Research, *ASMR Meeting with Treasury - Business Case* (March 2014)
- Report for The Garvan Institute for Medical Research, *Potential Benefits of the Garvan Institute Genomic Medicine Program* (March 2014)
- Report for National Stroke Foundation, *Understanding stroke impact across Australia* (March 2014)
- Presentation for Sleep Health Foundation, *Sleep Seminar @ Parliament House March 2014* (March 2014)
- Report for Department of Family and Community Services (NSW), *Effectiveness of housing and homelessness programs: Findings from NPAH funded service models* (February 2014)
- Report for Financial Services Council, *Expanding the coverage of private disability insurance to reduce the economic burden of social disability insurance* (February 2014)
- Report for National Prescribing Service, *Financial & Health Benefits realised from the National Prescribing Service* (December 2013)
- Presentation for Australian Self Medication Industry Inc, *Speaking Engagement - March 2014* (December 2013)
- Report for Phillips Electronics Australia, *The Future of Home Healthcare in Australia* (November 2013)
- Report for ACT Disability, Aged & Carer Advocacy Service (ADACAS), *Identifying and measuring the outcomes of advocacy* (November 2013)
- Report for Janssen Pharmaceutical KK Japan, *Economic impact of Hepatitis C and its pharmacotherapies in Japan* (November 2013)
- Report for Department of Health, Victoria, *Mental Health Consumer and Carer Program Review* (October 2013)
- Presentation for ResMed, *Speaking engagement at the Australian Sleep Association meeting and other optional tasks* (October 2013)
- Report for Johnson & Johnson International NJ, *Estimating the reduced costs of schizophrenia using long-acting therapy in Brazil* (October 2013)
- Presentation for Parkinson's Australia, *Presentation - World Parkinson's Congress - Montreal, Canada October 1-4, 2013* (October 2013)
- Report for Janssen Pharmaceutical KK Japan, *Study to estimate the reduced costs of schizophrenia using long acting therapy in Japan* (September 2013)

Example of clients served

The Department of Health and Ageing

Carers Australia

Department of Families, and Housing, Community Services, and Indigenous Affairs

Novartis Pharmaceuticals Australia Pty. Ltd

Alzheimer's Australia

The National Institute of Complementary Medicine

NSW Department of Health

DRAFT DETERMINATION

Fair Work Act 2009
Part 2-3, Div 4 – 4 Yearly reviews of modern awards

General Retail Industry Award 2010 [MA000004]

Retail industry

COMMISSION MEMBER

MELBOURNE, XX YYY 2015

Review of modern awards to be conducted.

Further to the Decision and Reasons for Decision <<DecisionRef>> in AM2014/270, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *General Retail Industry Award 2010* be varied as follows:

[1] By amending clause 29.4(c) as follows:

A penalty payment of an additional ~~100~~50% loading will apply for all hours worked on a Sunday. This penalty payment also applies to casual employees instead of the casual loading in clause 13.2.

[2] By amending clause 30.3(c) as follows:

Any shiftwork performed on a Sunday will be paid at the rate of ~~225~~200175% (~~225~~200% for casuals) of the ordinary time rate of pay.

[3] The determination shall operate on and from XX YYY 2015.

BY THE COMMISSION