

Fair Work Commission
Terrace Tower, 80 William Street
East Sydney NSW 2011
By email: amod@fwc.gov.au

4 December 2015

**Re: AM2014/81 AWU submissions on the Exposure Draft for the
*Pharmaceutical Industry Award 2015***

Background

1. These submissions follow the 4 Yearly Review of Modern Awards Full Bench's Decision on 23 October 2015 regarding Group 1C, 1D and 1E awards.
2. This Decision directed parties to file reply material on the revised Exposure Drafts by 4:00pm on 4 December 2015.
3. The Australian Workers' Union's reply submissions in relation to the Exposure Draft for the *Pharmaceutical Industry Award 2015* (Exposure Draft) as republished on 30 October 2015 appear below.

Australian Industry Group (AIG)

4. Clause 3.8: We agree the Note should not have a clause number.
5. Clause 6.4 (b) (ii): We agree this sub-clause should be deleted.
6. Clause 8: We are not opposed to the inclusion of the words "up to" as proposed by AIG.
7. Clause 11.2 (a) (i): This change is not necessary – the entitlement is clearly confined to an employee currently appointed as a first aid officer.
8. Clause 11.2 (d): We agree this correction should be made.

9. Clause 13: We propose the heading be amended to read: “Penalty rates – shiftwork”. This allows clause 15.3 (e) (ii) to remain unchanged as per our submission below.
10. Clause 14.2: We agree with the amendments proposed by AIG.
11. Clause 15.3 (e): The wording proposed by AIG is unclear particularly given ordinary hours cannot be worked on the weekend under this award. We submit the wording should remain unchanged and the heading of clause 13 amended as per our submission above.



Stephen Crawford
SENIOR NATIONAL LEGAL OFFICER