



4 Byfield Street  
Macquarie Park NSW 2113  
PO Box 884  
North Ryde BC NSW 1670  
t (02) 9978 3333  
f (02) 9978 3375  
hia.com.au

30 October 2017

Fair Work Commission  
80 William Street  
East Sydney

By email: amod@fwc.gov.au

## 4 Yearly Review of Modern Awards - Payment of Wages - AM2016/8

HIA refers to the Statement and Directions dated 19 September 2017.<sup>1</sup>

HIA refers to and continues to rely on previous submissions made in relation to this matter dated:

- 16 December 2016.
- 2 February 2017.
- 22 March 2017.

HIA would make the following additional comments in relation to the issue of the ***accrual of wages and other amounts***.

While HIA maintains the position outlined in our 16 December 2016 submission that the matter of how wages accrue has not arisen as a significant concern for HIA members, if the Commission is minded to address the matter, it is HIA's view that the accrual issues arises only in relation to payments on termination.

On this basis, in HIA's view, the provisional '*payment of termination of employment*' model term outlined at paragraph 117 of the 1 December 2016 decision<sup>2</sup> addresses the matter by reference to '*complete and incomplete pay periods*'.

Yours sincerely  
HOUSING INDUSTRY ASSOCIATION LIMITED

Melissa Adler  
Executive Director - Workplace Relations

---

<sup>1</sup> [2017] FWCFB 4817  
<sup>2</sup> [2016] FWCFB 8463