



# **Australian Federation of Employers and Industries (AFEI)**

## **Submission re Four Yearly Review of Modern Awards AM2014/1 and Others**

### **Common Issues — Part Time and Casual Employment**

**11 November 2014**

**AFEI**  
Australian Federation of  
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1. These submissions are in response to the Fair Work Commission's Statements dated 1 October 2014 and 30 October 2014 concerning the proposed part-time and casual employment common issues and whether certain claims by the Australian Council of Trade Unions (ACTU), Australian Business Industrial/New South Wales Business Chamber (ABI/NSWBC) and the Association of Payroll Specialists (TAPS) ought to be considered common issues.
2. AFEI has had the benefit of reading the submissions of the Australian Chamber of Commerce and Industry (ACCI) prior to them being filed.
3. AFEI agrees with the submissions of ACCI regarding the claims by ABI/NSWBC, TAPS and the ACTU.
4. We also agree with ACCI's characterisation of what constitutes a common issue proceeding and consider it likely that many proposals relating to part time and casual employment will not possess those characteristics.
5. That is true for the proposals concerning part-time and casual employment that AFEI intend on seeking.
6. At this stage the details of the proposed changes we will be seeking have not been finalised, although it appears that these will include proposed changes to casual minimum engagements in the *Amusement, Events and Recreation Award 2010*, and changes to part time flexibility and part time overtime provisions in the *Dry Cleaning and Laundry Industry Award 2010*. Both of these awards are included in Group 4 of the awards stage of the four yearly review.
7. Any change AFEI may pursue in the abovementioned awards is necessitated by industry specific considerations. Accordingly it is our strong view that the most appropriate, efficient and fair means of resolving them will be following consideration at the relevant award stage.