

This table is a summary of proposed variations lodged for this award – updated 8 March 2017.

*Professional Employees Award 2010*

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S1.	APESMA	<a href="#">Sub-26/02/15</a>	2.2	<p><b>Commencement and transitional</b> Has concerns some employers using clause to absorb all Award entitlements through annualised salaries. Acknowledges will be dealt with as a common issue but will, if necessary, seek relevant amendments to ensure clause is only applicable to over-award payments and cannot be used to absorb other Award entitlements.</p>	Para 3	<p>General drafting issue to be dealt with across all awards</p> <p>See FB decision <a href="#">[2014] FWCFB 9412</a></p>
S2.	APESMA	<a href="#">Sub-26/02/15</a>	3.2 & Schedule B	<p><b>Coverage and classifications</b> Seeks to have Engineering Technologists covered under Award.</p> <p>Provides draft amended clause. Consequential variations to Schedule B will be required to insert Engineering Technology references where applicable.</p>	Para 2	
		<a href="#">Sub-29/09/16</a>			Paras 6-7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S3.	AAMRI & APESMA	<a href="#">Sub-12/11/15</a>	4	<b>Coverage</b> Seeks to vary clause to include MRI research employees.	Para 4-11	Being dealt with in <a href="#">AM2015/6</a> Party has provided a further submissions regarding this variation, <a href="#">Sub-11Mar16</a> , <a href="#">Sub-4-Jul-16</a> , <a href="#">Sub-3-Feb-16</a> and a submission in reply on <a href="#">11-Jul-16</a> , final submission in reply on <a href="#">24-Mar-17</a>
	NTEU	<a href="#">Sub-13/10/16</a>		Commission should prefer and act upon the NTEU's submission. The Professional Employees Award has coverage and classification provisions that are so broad they cannot be readily amended to cover the work of researchers in MRIs. Submit AAMRI & APESMA seeking to extend union coverage, ill-fitting award, will substantially lower wages.	Para 3, 17, 66	
T&D 16	AIG	<a href="#">Sub-18/01/17</a>	7.2	<b>Facilitative provisions for flexible working practices</b> Reference to cl.17.5 should be deleted.	Paras 281-283	Parties agree ED drafting amounts to a substantive change and discussions will take place in technical and drafting conferences but item may be moved to substantive issues list, see <a href="#">Transcript-070417</a> [PN260]. Confirmed in <a href="#">draft report</a> .
	APESMA	<a href="#">ReplySub-22/02/17</a>		Disagrees with AIG. 13.7 should be included.	Para 11(a)	
	AFEI	<a href="#">ReplySub-22/02/17</a>		Agrees with AIG's submission.	Para 54	
S4.	APESMA	<a href="#">Sub-26/02/15</a>	11.8	<b>Types of employment – Professional Development</b> Seeks to explore amendment to provide for reimbursement of costs of obtaining	Para 1	
		<a href="#">Sub-29/09/16</a>			Paras 3-4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				and maintaining professional registration where registration is a specific requirement of the job. Provides draft amended clause.		
S5.	APESMA	<a href="#">Sub-26/02/15</a> <a href="#">Sub-29/09/16</a>	18.2	<b>Ordinary hours of work and rostering – Employers will compensate for:</b> Concerns regarding the lack of transparency which can exist regarding compensation for certain working arrangements. Would like to explore variation to clause to provide for the right for employee to request information on the specific compensation which applies. Provides draft amended clause.	Para 4 Paras 8-9	
S6.	APESMA	<a href="#">Sub-29/09/16</a>	Sched B.1.7	<b>Classification Structure and Definitions – Level 2 – Experienced Professional</b> Seeks amendment to clause to reflect a Level 2 Experienced Professional has historically equated to the provisions in Clause 3 which refer to ‘Experienced engineer’, ‘Experienced scientist’ and other. Provides draft amended wording.	Para 10	

**List of abbreviations (in alphabetical order)**

AAMRI	Association of Australian Medical Research Institutes
APESMA	Association of Professional Engineers, Scientists and Managers, Australia (Professionals Australia)
NTEU	National Tertiary Education Industry Union