

From: Stuart Andrews <stuart.andrews@aheia.edu.au>
Sent: Wednesday, 25 August 2021 1:06 PM
To: Chambers - Hatcher VP <Chambers.Hatcher.VP@fwc.gov.au>
Subject: Casual terms award review 2021 (AM2021/54) - Higher Education sector awards

Dear Vice-President

I refer to the Full Bench Casual Terms Award Review Statement issued on 18 August 2021 where the Full Bench outlined its provisional views on proposed amendments to the “Group 3” awards, that includes the three awards that apply to the Higher Education sector - the *Educational Services (Post-Secondary Education) Award 2020*; the *Higher Education Industry General Staff Award 2020*; and the *Higher Education Industry Academic Staff Award 2020*.

AHEIA has no objection to each of these three awards being amended as proposed by the Full Bench at [17], [24] and [41], with the new casual conversion award provisions outlined in Attachment A to the Statement to simply state:

Offers and requests for casual conversion
Offers and requests for conversion from casual employment to full-time or part-time employment are provided for in the NES.

NOTE: Disputes about offers and requests for casual conversion under the NES are to be dealt with under [clause X] - Dispute resolution.

We note that these proposed amendments mirror the Full Bench determinations to be made on 27 September 2021 for the *Manufacturing and Associated Industries and Occupations Award 2020* and other “Group 1” awards. We also note that whilst the *Higher Education Industry Academic Staff Award 2020* does not contain any casual conversion provisions, the award dispute resolution clause nevertheless already applies to disputes in relation to the NES.

AHEIA also has no objection to the further proposed amendment at [37] to the *Educational Services (Post-Secondary Education) Award 2020*, or to the other proposed award amendments outlined in Attachment A to the Statement.

Regards

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