

IN THE FAIR WORK COMMISSION

Matter No: C2019/5259

Review of certain C14 rates in modern awards

SUBMISSIONS OF THE UNITED WORKERS UNION

1. These submissions are made pursuant to the Statement published by Full Bench on 22 September 2023 (**the September 2023 Statement**).
2. The United Workers Union (**UWU**) has an interest in a number of awards subject to the extended scope of review, as outlined at paragraph [4] of our submission of 2 November 2023.
3. UWU makes the following proposals in relation to each award in which it has an interest.

Awards where competency is required to progress

4. There are a number of awards where the introductory or trainee classification is paid at a rate between the C13 and C14 rate, with the subsequent classification level requiring attainment of a certain level of competency, a certificate, qualification or age requirement.
5. These awards are:
 - (a) *Cemetery Industry Award 2020*
 - (b) *Nurses Award 2020*

Lodged by

The United Workers Union

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(c) *Oil Refining and Manufacturing Award 2020*

(d) *Wine Industry Award 2020*

6. In relation to the above awards, UWU proposes that the introductory classification rate be increased to the C13 rate. This proposal avoids the need to amend the subsequent classification levels by removing or varying the certificate, competency or age requirements.
7. Similarly, the rate of pay for Level 1 – Children’s Services Employees and Level 1 – Support Worker under the *Children’s Services Award 2020* should be increased to the C13 rate, noting that both classifications permit an employee to remain at that level for up to 12 months.

Awards where employee can agree to extend the introductory classification

8. There are certain awards where the introductory classification level requires that an employee undergo up to three months of training prior to progression and the employee and employer may agree to extend that period for a further three months.

9. Those awards are:

(a) *Corrections and Detention (Private Sector) Award 2020*

(b) *Hospitality Industry (General) Award 2020*

(c) *Racing Clubs Events Award 2020*

(d) *Racing Industry Ground Maintenance Award 2020*

(e) *Registered and Licensed Clubs Award 2020*

(f) *Restaurant Industry Award 2020*

10. In relation to these awards, UWU proposes that they should be varied such that the ability to agree to an extension of the training period be removed and an additional line added to each of the introductory classifications as follows:

An employee will progress from the introductory level to level 1 after 3 months.

Other proposals

11. UWU does not propose any variation in relation to the following awards:

(a) *Miscellaneous Award 2020*

(b) *Supported Employment Services Award 2020*

12. The above awards require transition from the introductory level to the subsequent level after three months of employment and as such appear to comply with the *provisional view*.

13. UWU has had an opportunity to consider the submissions of the Australian Workers Union (**AWU**) dated 3 November 2023, and supports the proposals of the AWU in relation to the following awards:

(a) *Amusements, Events and Recreation Award 2020*

(b) *Animal Care and Veterinary Services Award 2020*

(c) *Fitness Industry Award 2020*

(d) *Food, Beverage and Tobacco Manufacturing Award 2020*

(e) *Funeral Industry Award 2020*

(f) *Horticulture Award 2020*

(g) *Racing Clubs Events Award 2020*

(h) *Racing Industry Ground Maintenance Award 2020*

(i) *Registered and Licensed Clubs Award 2020*

(j) *Wine Industry Award 2020*

Dry Cleaning and Laundry Industry Award 2020

14. A joint submission has been filed by the Drycleaning Institute of Australia, Laundry Association Australia, Australian Business and Industrial and the NSW Business Chamber (**ABI and NSWBC**), Construction, Forestry, Mining and Energy Union (Manufacturing Division) (**CFMMEU-MD**) and the AWU. UWU relies on the Joint Submission with respect to the *Dry Cleaning and Laundry Industry Award 2020*.

Filed on behalf of the

United Workers Union

10 November 2023