

SUBMISSIONS OF MTA ORGANISATIONS AND THE VICTORIAN CHAMBER OF COMMERCE AND INDUSTRY (VACC)

RE: Annual Wage Review 2018-19 – Questions on notice

1. This submission is made on behalf of the following organisations: Motor Traders' Association of New South Wales, the Motor Trade Association of South Australia and the Motor Trade Association of West Australia (Motor Trade Associations), and the Victorian Automobile Chamber of Commerce (VACC) - collectively referred to as 'MTA organisations' in this submission.
2. We refer to the Annual Wage Review 2018-19: Questions on notice – as recently issued by the Minimum Wage Review Panel, inviting comments and submissions on issues raised in the document. In particular we refer to Q 5 – Transitional instruments and other matters and to earlier submissions made by the AWU on the un-apprenticed junior rates in the Vehicle Manufacturing, Repair Services and Retail Award 2010 (the Vehicle Award).
3. We note the rates expressed in Items 6 and 7 of the AWU submission and the comparison of rates in Tables 1 and 2 identifying the relevant junior rates in the Vehicle Award as compared to the National Minimum Wage Order (NMWO) as derived from the Miscellaneous Award 2010.
4. The rates in Table 1 as set out in Item 6 of the AWU submission relates to Section 2 of the Award, or the 'manufacturing' section of the Award. The rates in Table 2 in Item 7 relates to Section 1 of the Award, which relates to the 'repair, services and retail' section of the Award.
5. The Manufacturing Section (Section 2) has been removed from the Vehicle Award under a Full Bench decision in 2016 and reallocated to the Manufacturing and Associated Industries Award 2010, as part of the 4 year award review process. However, the review process is yet to be finalised and consequently still remains in the existing Award.
6. In so far as the un-apprenticed junior rates in Section 1 of the Award are concerned, there are 2 streams. The first relates to a lesser category of classifications with %'s of the Level 1 rate in the Award (\$719.20). The second, relates to a higher category of classifications with %'s of the Level 4 rate in the Award (\$794.70). The second stream of rates are in excess of the NMWO and is not mentioned in the AWU submission.
7. The first stream of junior rates in Clause 33.7 (a) contains the rates identified in Table 2 of the AWU submission and is acknowledged to be less than the NMWO at 17 years and up to 20 years. As stated in the AWU submission, the rates at Under 16 years and at 16 years are in excess of the NMWO.

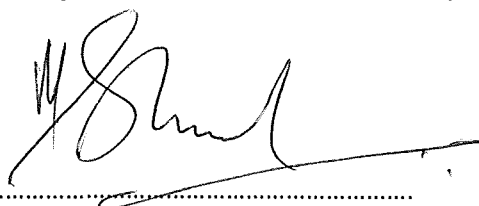
8. MTA Organisations propose the following course of action in remedying the rates in Section 1 as acknowledged in paragraph 7 above:

- It is proposed that the un-apprenticed junior rates in Clause 33.7 (a) - in Section 1 of the Vehicle Award – be adjusted to be in line with the NMWO (as derived from the Miscellaneous Award 2010) – effective from the first full pay period commencing on or after 1 July 2019 ie. to coincide with the operation of the next Annual Wage Review decision.
- In this regard, it is proposed that the wage structure in Clause 33.7 (a) is amended as follows:

'(a) The minimum weekly rate for a junior employed in the classifications as set out in clause 33.7 (b), will be the following:

<i>Age</i>	<i>% of Level 1 rate</i>	<i>\$per week</i>	<i>\$ per hour</i>
<i>At 16 years and under</i>	<i>47.5</i>	<i>[New Rates to be inserted]</i>	
<i>At 17 years</i>	<i>57.8</i>		
<i>At 18 years</i>	<i>68.3</i>		
<i>At 19 years</i>	<i>82.5</i>		
<i>At 20 years</i>	<i>97.7</i>		

9. In relation to the un-apprenticed junior rates in Clause 52 re Section 2 of the Award (as referred to in paragraphs 4 and 5 above), we understand that the Australian Industry Group (AIG) will be making separate submissions on these particular rates.



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