

**From:** Chambers - Hatcher VP <Chambers.Hatcher.VP@fwc.gov.au>  
**Sent:** Thursday, June 18, 2020 4:57 PM  
**To:** Sam Cahill <Sam.Cahill@ablawyers.com.au>  
**Cc:** Michael Robson <mrobson@asu.asn.au>; Rachel Liebhaber <rachell@hsu.net.au>;  
Stephen.Bull@unitedworkers.org.au; Nigel Ward <Nigel.Ward@ablawyers.com.au>; Julian Arndt  
<Julian.Arndt@ablawyers.com.au>; Dean Tyler <Dean.Tyler@ablawyers.com.au>;  
peggms24@gmail.com; Ruchi Bhatt <Ruchi.Bhatt@aigroup.com.au>; Brent Ferguson  
<Brent.Ferguson@aigroup.com.au>; Paula Thomson <Paula.Thomson@afei.org.au>;  
shue.yin.lo@afei.org.au; mrizzo@asu.asn.au; AMOD <AMOD@fwc.gov.au>  
**Subject:** AM2020/18 - Application to vary the SCHADS Award

Dear Mr Cahill,

I refer to the applications for orders for production of documents made by ABI and NSWBC in this matter.

Please see attached orders for production issued by the Vice President for service upon the relevant entities.

Kind regards,

**Elise Delpiano**  
Associate to Vice President Hatcher

**Fair Work Commission**

Tel: (02) 9308 1812  
Fax: (02) 9380 6990  
[chambers.hatcher.vp@fwc.gov.au](mailto:chambers.hatcher.vp@fwc.gov.au)

Level 10 Tower Terrace  
80 William Street  
East Sydney NSW 2011  
[www.fwc.gov.au](http://www.fwc.gov.au)

The Fair Work Commission acknowledges that our business is conducted on the traditional lands of Aboriginal and Torres Strait Islander peoples. We acknowledge their continuing connection to country and pay our respects to their Elders past present and emerging.



# ORDER



*Fair Work Act 2009*

s.158—variation of a modern award to achieve the modern awards objective

## **Application to vary the Social, Community, Home Care and Disability Services Industry Award 2010** (AM2020/18)

VICE PRESIDENT HATCHER

18 JUNE 2020

**TO:** Aruma Services

49 Blackbutts Road, Belrose 2085, Australia

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission (via email) the documents, records and other information specified in the Schedule to this order before the Fair Work Commission at the following time, date and place:

Time: 4.00pm

Date: Thursday, 25 June 2020

Place: Chambers of Vice President Hatcher via  
chambers.hatcher.vp@fwc.gov.au

**Member Note:** This order has been issued at the request of Australian Business Industrial and the New South Wales Business Chamber.

You can apply to have this order set aside or varied.

If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au.



VICE PRESIDENT

## SCHEDULE

1. Aruma Services' official policies, procedures or practices as at 1 January 2020 that concern any of the following subject-matters:
  - a) the control of infectious diseases in the workplace;
  - b) the use of personal protective equipment;
  - c) the provision of support or treatment to people who are unwell;
  - d) the provision of support or treatment to people who are suspected of having an infectious disease; and
  - e) the provision of support or treatment to people who are confirmed as having an infectious disease.
2. Aruma Services' current official policies, procedures or practices that concern any of the following subject-matters:
  - a) the control of infectious diseases, including COVID-19;
  - b) the use of personal protective equipment;
  - c) the provision of support or treatment to people who are unwell;
  - d) the provision of support or treatment to people are suspected of having an infectious disease, including COVID-19; and
  - e) the provision of support or treatment to people are confirmed as having an infectious disease, including COVID-19.
3. All Documents recording communications from Aruma Services concerning increasing employee's wages as a result of the employee having to work with clients who have COVID-19 or are suspected of having COVID-19.
4. All Documents recording any incidents in which a client of Aruma Services:
  - a) contracted COVID-19; or
  - b) was required to self-isolate because he or she might have contracted COVID-19.
5. In producing the Documents specified in Orders 1, 2, 3 and 4:
  - a) Aruma Services must redact the names and addresses (and any other identifying information) of any employee identified in the Documents; and
  - b) Aruma Services must redact any health information that is not relevant to COVID-19.
6. In producing the Documents specified in Order 4, Aruma Services must also replace any redacted employee names with pseudonyms, such as "Employee A", "Employee B".

In the above, "Document" means any document including, without limitation, any handwriting, correspondences, letter, facsimile transmissions, emails, printouts of emails, memoranda, notes, records, diaries, files, file notes, receipts, invoices, cheques, cheque butts, accounts, accounting records, letters of instruction, bank account statements, reports, witness statements, statutory declarations, affidavits, submissions, audio tapes, videotapes, analogue or digital sound or video recordings, computer printouts, computer disks and all other documents whatsoever whether stored electronically, optically or otherwise.



# ORDER

*Fair Work Act 2009*

s.158—variation of a modern award to achieve the modern awards objective

## **Application to vary the Social, Community, Home Care and Disability Services Industry Award 2010**

(AM2020/18)

VICE PRESIDENT HATCHER

18 JUNE 2020

**TO:** Lifestyle Solutions (Aust) Ltd (**Lifestyle Solutions**)  
33 Fern Street, Islington NSW 2296

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission (via email) the documents, records and other information specified in the Schedule to this order before the Fair Work Commission at the following time, date and place:

Time: 4.00pm

Date: Thursday, 25 June 2020

Place: Chambers of Vice President Hatcher via  
[chambers.hatcher.vp@fwc.gov.au](mailto:chambers.hatcher.vp@fwc.gov.au)

**Member Note:** This order has been issued at the request of Australian Business Industrial and the New South Wales Business Chamber.

You can apply to have this order set aside or varied.

If you have any queries in relation to this order please contact the associate to Vice President Hatcher on [chambers.hatcher.vp@fwc.gov.au](mailto:chambers.hatcher.vp@fwc.gov.au).



VICE PRESIDENT

---

## SCHEDULE

1. Lifestyle Solutions' official policies, procedures or practices as at 1 January 2020 that concern any of the following subject-matters:
  - a) the control of infectious diseases in the workplace;
  - b) the use of personal protective equipment;
  - c) the provision of support or treatment to people who are unwell;
  - d) the provision of support or treatment to people who are suspected of having an infectious disease; and
  - e) the provision of support or treatment to people who are confirm as having an infectious disease.
  
2. Lifestyle Solutions' current official policies, procedures or practices that concern any of the following subject-matters:
  - a) the control of infectious diseases, including COVID-19;
  - b) the use of personal protective equipment;
  - c) the provision of support or treatment to people who are unwell;
  - d) the provision of support or treatment to people are suspected of having an infectious disease, including COVID-19; and
  - e) the provision of support or treatment to people are confirmed as having an infectious disease, including COVID-19.
  
3. All Documents recording any incidents in which a client of Lifestyle Solutions:
  - a) contracted COVID-19; or
  - b) was required to self-isolate because he or she might have contracted COVID-19.
  
4. In producing the Documents specified in Orders 1, 2 and 3:
  - a) Lifestyle Solutions must redact the names and addresses (and any other identifying information) of any employee identified in the Documents; and
  - b) Lifestyle Solutions must redact any health information that is not relevant to COVID-19.
  
5. In producing the Documents specified in Order 3, Lifestyle Solutions must also replace any redacted employee names with pseudonyms, such as "Employee A", "Employee B".

In the above, "Document" means any document including, without limitation, any handwriting, correspondences, letter, facsimile transmissions, emails, printouts of emails, memoranda, notes, records, diaries, files, file notes, receipts, invoices, cheques, cheque butts, accounts, accounting records, letters of instruction, bank account statements, reports, witness statements, statutory declarations, affidavits, submissions, audio tapes, videotapes, analogue or digital sound or video recordings, computer printouts, computer disks and all other documents whatsoever whether stored electronically, optically or otherwise.

---

# ORDER



*Fair Work Act 2009*

s.158—variation of a modern award to achieve the modern awards objective

**Application to vary the Social, Community, Home Care and Disability Services Industry Award 2010**  
(AM2020/18)

VICE PRESIDENT HATCHER

18 JUNE 2020

**TO:** Lithgow Information and Neighbourhood Centre (**LINC**)

1 Padley Street, Lithgow NSW 2790

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission (via email) the documents, records and other information specified in the Schedule to this order before the Fair Work Commission at the following time, date and place:

Time: 4.00pm

Date: Thursday, 25 June 2020

Place: Chambers of Vice President Hatcher via  
chambers.hatcher.vp@fwc.gov.au

Member This order has been issued at the request of Australian Business Industrial and  
**Note:** the New South Wales Business Chamber.

You can apply to have this order set aside or varied.

If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au



VICE PRESIDENT

## SCHEDULE

1. All Documents recording or evidencing LINC's policies, procedures or practices as at 1 January 2020 that concern any of the following subject-matters:
  - a) the control of infectious diseases in the workplace;
  - b) the use of personal protective equipment; and
  - c) the provision of support or treatment to people who are unwell;
  - d) the provision of support or treatment to people who are suspected of having an infectious disease; or
  - e) the provision of support or treatment to people who are confirmed as having an infectious disease,provided that:
  - a) LINC may redact the names and addresses (and any other identifying information) of any individuals identified in the documents; and
  - b) LINC may redact any health information pertaining to any individual that is not relevant to COVID-19.
  
2. All Documents recording or evidencing LINC's current policies, procedures or practices that concern any of the following subject-matters:
  - a) the control of infectious diseases, including COVID-19;
  - b) the use of personal protective equipment;
  - c) the provision of support or treatment to people who are unwell;
  - d) the provision of support or treatment to people are suspected of having an infectious disease, including COVID-19; and
  - e) the provision of support or treatment to people are confirmed as having an infectious disease, including COVID-19,provided that:
  - a) LINC may redact the names and addresses (and any other identifying information) of any individuals identified in the documents; and
  - b) LINC may redact any health information pertaining to any individual that is not relevant to COVID-19.
  
3. All Documents recording any incidents in which a client of LINC:
  - a) contracted COVID-19;
  - b) was required to self-isolate because he or she might have contracted COVID-19; or
  - c) was tested for COVID-19,provided that:
  - a) LINC may redact the names and addresses (and any other identifying information) of any individuals identified in the documents;
  - b) where client names are redacted, LINC will replace the names with pseudonyms, such as "Client A", "Client B" etc.; and
  - c) LINC may redact any health information that is not relevant to COVID-19.

4. The following Documents recording the terms and conditions of Angela Brown's current employment:
  - a) any applicable enterprise agreement;
  - b) any applicable contract of employment; and
  - c) any applicable position description,provided that:
  - a) LINC will redact the names and addresses (and any other identifying information) of any individuals identified in the documents; and
  - b) LINC will redact any health information pertaining to any individual that is not relevant to COVID-19.

In the above, "Document" means any document including, without limitation, any handwriting, correspondences, letter, facsimile transmissions, emails, printouts of emails, memoranda, notes, records, diaries, files, file notes, receipts, invoices, cheques, cheque butts, accounts, accounting records, letters of instruction, bank account statements, reports, witness statements, statutory declarations, affidavits, submissions, audio tapes, videotapes, analogue or digital sound or video recordings, computer printouts, computer disks and all other documents whatsoever whether stored electronically, optically or otherwise.





# ORDER

*Fair Work Act 2009*

s.158—variation of a modern award to achieve the modern awards objective

## **Application to vary the Social, Community, Home Care and Disability Services Industry Award 2010**

(AM2020/18)

VICE PRESIDENT HATCHER

18 JUNE 2020

**TO:** Life Without Barriers

352 King Street, Newcastle NSW 2300

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission (via email) the documents, records and other information specified in the Schedule to this order before the Fair Work Commission at the following time, date and place:

Time: 4.00pm

Date: Thursday, 25 June 2020

Place: Chambers of Vice President Hatcher via  
chambers.hatcher.vp@fwc.gov.au

**Note:** This order has been issued at the request of Australian Business Industrial and the New South Wales Business Chamber.

You can apply to have this order set aside or varied.

If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au



VICE PRESIDENT

---

## SCHEDULE

1. Life Without Barriers' written policies and procedures applying to its employees as at 1 January 2020 that related to any of the following subject-matters:
    - a) the control of infectious diseases in the workplace;
    - b) the use of personal protective equipment;
    - c) the provision of support or treatment to people who are unwell;
    - d) the provision of support or treatment to people who are suspected of having an infectious disease; and
    - e) the provision of support or treatment to people who are confirm as having an infectious disease.
  
  2. Life Without Barriers' written policies and procedures applying to its employees as at 9 June 2020 that relate to any of the following subject-matters:
    - a) the control of infectious diseases, including COVID-19;
    - b) the use of personal protective equipment;
    - c) the provision of support or treatment to people who are unwell;
    - d) the provision of support or treatment to people are suspected of having an infectious disease, including COVID-19; and
    - e) the provision of support or treatment to people are confirmed as having an infectious disease, including COVID-19.
  
  3. Any enterprise agreement applying to Giovanna Fata as at 9 June 2020.
  
  4. Any payslips issued to Giovanna Fata in relation to any pay periods falling wholly or partially during May 2020.
-