

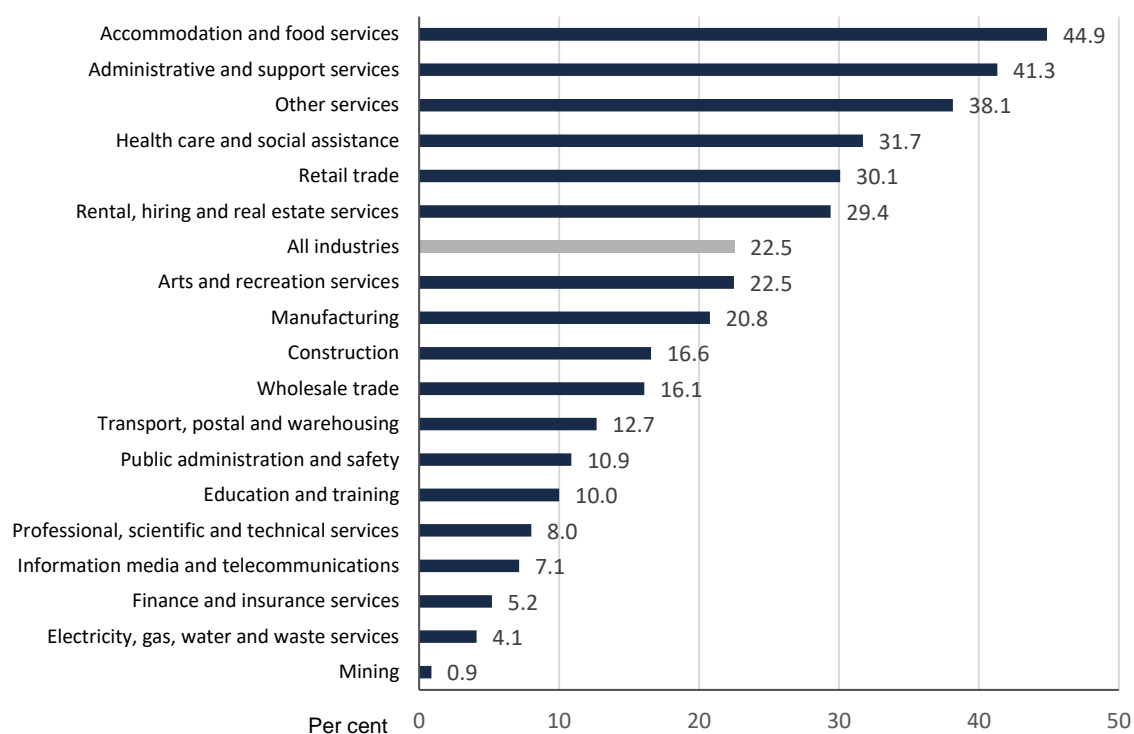
## Information note—Modern awards and industries

This information note sets out the modern awards and their corresponding industries, as determined by the Australian and New Zealand Standard Industrial Classification (ANZSIC). This classification allows for statistics to be provided across a consistent definition of industries. The note also provides information on award reliance and business size within each industry.

### Award reliance by industry

The following chart ranks the 19 industries by award reliance. This refers to employees paid exactly the award rate, and no more than this rate. The industries with the highest proportions paid the award rate (award reliant) are Accommodation and food services; Administrative and support services; Other services; Health care and social assistance; and Retail trade.

**Chart 1: Award reliance by industry**



Note: Data are for non-managerial employees.

Source: ABS, *Employee Earnings and Hours, May 2018*, Catalogue No. 6306.0.

The Fair Work Commission Research Report 6/2013—*Award reliance* (Award reliance report), undertaken by the Workplace Research Centre at the University of Sydney in collaboration with ORC International, reported findings from the Award reliance survey.<sup>1</sup> The survey was undertaken between January and April 2013 and comprised a sample of non-public sector organisations that

<sup>1</sup> Wright S and Buchanan J (2013), *Award reliance*, Fair Work Commission, Research Report 6/2013 can be found on the Fair Work Commission website: <https://www.fwc.gov.au/awards-and-agreements/minimum-wages-conditions/annual-wage-reviews/annual-wage-review-2013-14-2>.

operated in the national workplace relations system.<sup>2</sup> The focus of the Award reliance survey was to quantitatively investigate award reliance across and within Australian non-public sector organisations that operated under the national workplace relations system, and to identify the mix or ‘categories’ of award-reliant employees and their location on award classification scales.

As part of the report, the survey found that the most common modern awards among employees were:

- *Hospitality Industry (General) Award 2010*;
- *Clerks Private Sector Award 2010*;
- *General Retail Industry Award 2010*; and
- *Cleaning Services Award 2010*.<sup>3</sup>

The report also listed the most common modern awards used to pay award-reliant employees by what was considered the 5 most award-reliant industries from the survey. This information is also provided where applicable.

### **Modern awards ‘mapped’ to ANZSIC**

In 2012, the Fair Work Commission undertook a project that ‘mapped’ modern awards to the industries categorised by the ANZSIC to assist with statistical analysis of modern awards.<sup>4</sup> The following lists the 19 industries and the modern awards assigned to each industry.

Most modern awards are only mapped to one industry, however, there are some instances where certain modern awards are mapped to multiple industries. This is because the modern awards and ANZSIC industries do not have a direct correlation, and some overlap exists. It highlights that the relationships between ANZSIC and modern awards is not perfect.

The mapping exercise was undertaken at the 4-digit, or industry class, level which is more detailed than the 1-digit industry level. Firstly, the industries were selected. Those modern awards deemed to be ‘primary awards’ for that industry were allocated to the corresponding industry. In some instances, modern awards were not allocated as a ‘primary award’ to any of the 19 industries listed and instead the modern award itself rather than the industry was first selected and from there the ‘primary’ or ‘secondary’ industry for that modern award was determined. These modern awards are noted by an asterisk (\*). For more detail see <https://www.fwc.gov.au/awards-and-agreements/minimum-wages-conditions/annual-wage-reviews/previous-wage-reviews/annual-wa-0>.

For each industry, the proportion of businesses by size (at June 2019, excluding non-employing businesses)<sup>5</sup> and the proportion of employees by method of setting pay<sup>6</sup> are also provided.

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<sup>2</sup> Wright S and Buchanan J (2013), *Award reliance*, Fair Work Commission, Research Report 6/2013, December, Melbourne, p. 29. See section 2.3 for a detailed discussion on sample design and selection.

<sup>3</sup> See Table F.36 in Appendix F, p. 181.

<sup>4</sup> Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) ‘*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*’, Research Report 2/2012, Fair Work Australia

<sup>5</sup> ABS, *Counts of Australian Businesses, including Entries and Exits, June 2015 to June 2019*, Catalogue No. 8165.0.

<sup>6</sup> ABS, *Employee Earnings and Hours, May 2018*, Catalogue No. 6306.0.

Data for business size is based on actively trading businesses and excludes some areas like General Government. The sizes are small (1–19 employees); medium (20–199 employees) and large (200 or more employees). Method of setting pay is not collected for Agriculture, forestry and fishing.

### Agriculture, forestry and fishing

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	95.2%	Awards	n/a
Medium	4.6%	Collective agreement	n/a
Large	0.2%	Individual arrangement	n/a

Table 1 maps the following modern awards to the Agriculture, forestry and fishing industry:

**Table 1: Modern awards mapped to Agriculture, forestry and fishing**

• <i>Nursery Award 2020</i>
• <i>Horticulture Award 2010</i>
• <i>Wine Industry Award 2010</i>
• <i>Pastoral Award 2010</i>
• <i>Sugar Industry Award 2010</i>
• <i>Aquaculture Industry Award 2020</i>
• <i>Silviculture Award 2020</i>
• <i>Timber Industry Award 2010</i>
• <i>Cotton Ginning Award 2020</i>

### Mining

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	83.5%	Award	0.9%
Medium	12.0%	Collective agreement	42.4%
Large	4.4%	Individual arrangement	56.6%

Table 2 maps the following modern awards to the Mining industry:

**Table 2: Modern awards mapped to Mining**

• <i>Black Coal Mining Industry Award 2010</i>
• <i>Dredging Industry Award 2010</i>
• <i>Mining Industry Award 2010</i>

• <i>Aluminium Industry Award 2020</i>
• <i>Quarrying Award* (now amalgamated into the Cement, Lime and Quarrying Award 2020)</i>
• <i>Hydrocarbons Field Geologists Award 2010 – future award from 13 April 2020</i>
• <i>Maritime Offshore Oil and Gas Award – future award from 13 April 2020</i>
• <i>Professional Diving Industry (Industrial) Award 2010* – future award from 13 April 2020</i>
• <i>Hydrocarbons Industry (Upstream) Award 2020*</i>

## Manufacturing

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	85.4%	Award	20.8%
Medium	13.6%	Collective agreement	25.2%
Large	1.0%	Individual arrangement	54.1%

Table 3 maps the following modern awards to the Manufacturing industry:

**Table 3: Modern awards mapped to Manufacturing**

• <i>Meat Industry Award 2010 – future award from 4 May 2020</i>
• <i>Poultry Processing Award 2010 – future award from 4 May 2020</i>
• <i>Seafood Processing Award 2020</i>
• <i>Pastoral Award 2010</i>
• <i>Food, Beverage and Tobacco Manufacturing Award 2010</i>
• <i>Horticulture Award 2010</i>
• <i>Sugar Industry Award 2010</i>
• <i>Wine Industry Award 2020</i>
• <i>Textile, Clothing, Footwear and Associated Industries 2010</i>
• <i>Manufacturing and Associated Industries and Occupations Award 2010</i>
• <i>Timber Industry Award 2010</i>
• <i>Joinery and Building Trades Award 2010</i>
• <i>Graphic Arts, Printing and Publishing Award 2010</i>
• <i>Oil Refining and Manufacturing Award 2020</i>

• <i>Pharmaceutical Industry Award 2010</i>
• <i>Cement and Lime Award 2010 (now amalgamated to the Cement, Lime and Quarrying Award 2020)</i>
• <i>Premixed Concrete Award 2020</i>
• <i>Concrete Products Award 2010 – future award from 4 May 2020</i>
• <i>Aluminium Industry Award 2020</i>
• <i>Mining Industry Award 2010</i>
• <i>Vehicle Manufacturing, Repair, Services and Retail Award 2010 – future award from 13 April 2020</i>
• <i>Electrical, Electronic and Communications Contracting Award 2010</i>
• <i>Salt Industry Award 2010*</i>

As presented in the Award reliance report (Table F.41), the top modern award used to pay award-reliant employees in the Manufacturing industry was the *Manufacturing and Associated Industries and Occupations Award 2010* (23 per cent).

### Electricity, gas, water and waste services

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	88.4%	Award	4.1%
Medium	9.4%	Collective agreement	62.8%
Large	2.2%	Individual arrangement	33.1%

Table 4 maps the following modern awards to the Electricity, gas, water and waste services industry:

**Table 4: Modern awards mapped to Electricity, gas, water and waste services**

• <i>Electrical Power Industry Award 2020</i>
• <i>Gas Industry Award 2010 – future award from 4 May 2020</i>
• <i>Water Industry Award 2020</i>
• <i>Waste Management Award 2010 – future award from 4 May 2020</i>
• <i>Local Government Industry Award 2020</i>
• <i>Racing Clubs Events Award 2010</i>

## Construction

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	96.4%	Award	16.6%
Medium	3.5%	Collective agreement	25.8%
Large	0.1%	Individual arrangement	57.6%

Table 5 maps the following modern awards to the Construction industry:

**Table 5: Modern awards mapped to Construction**

• <i>Building and Construction General On-site Award 2010</i>
• <i>Manufacturing and Associated Industries and Occupations 2010</i>
• <i>Plumbing and Fire Sprinklers Award 2010</i>
• <i>Electrical, Electronic and Communications Contracting Award 2010</i>
• <i>Joinery and Building Trades Award 2010</i>
• <i>Mobile Crane Hiring Award 2010</i>
• <i>Asphalt Industry Award 2010*</i> – future award from 4 May 2020

## Wholesale trade

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	89.3%	Award	16.1%
Medium	10.0%	Collective agreement	14.2%
Large	0.8%	Individual arrangement	69.7%

Table 6 maps the following modern awards to the Wholesale trade industry:

**Table 6: Modern awards mapped to Wholesale trade**

• <i>Wool Storage, Sampling and Testing Award 2010</i>
• <i>Storage Services and Wholesale Award 2010</i>
• <i>Timber Industry Award 2010</i>
• <i>Vehicle Manufacturing, Repair, Services and Retail Award 2010</i> – future award from 13 April 2020
• <i>Meat Industry Award 2010</i>

<ul style="list-style-type: none"> <li>• <i>Seafood Processing Award 2020</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Banking, Finance and Insurance Award 2020</i></li> </ul>

## Retail trade

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	92.0%	Award only	30.1%
Medium	7.6%	Collective agreement	40.3%
Large	0.5%	Individual arrangement	29.6%

Table 7 maps the following modern awards to the Retail trade industry:

**Table 7: Modern awards mapped to Retail trade**

<ul style="list-style-type: none"> <li>• <i>Vehicle Manufacturing, Repair, Services and Retail Award 2010</i> – future award from 13 April 2020</li> </ul>
<ul style="list-style-type: none"> <li>• <i>General Retail Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Meat Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Seafood Processing Award 2020</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Hospitality Industry (General) Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Business Equipment Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Nursery Award 2020</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Pharmacy Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Commercial Sales Award 2010</i> – future award from 4 May 2020</li> </ul>

As presented in the Award reliance report (Table F.38), the top modern award used to pay award-reliant employees in the Retail trade industry was the *General Retail Industry Award 2010* (53 per cent).

## Accommodation and food services

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	88.0%	Award only	44.9%
Medium	11.4%	Collective agreement	29.8%
Large	0.5%	Individual arrangement	25.3%

Table 8 maps the following modern awards to the Accommodation and food services industry:

**Table 8: Modern awards mapped to Accommodation and food services**

• <i>Hospitality Industry (General) Award 2010</i>
• <i>Restaurant Industry Award 2010</i>
• <i>Fast Food Industry Award 2010</i>
• <i>Registered and Licensed Clubs Award 2010</i>

As presented in the Award reliance report (Table F.37), the top modern award used to pay award-reliant employees in the Accommodation and food services industry was the *Hospitality Industry (General) Award 2010* (63 per cent).

### Transport, postal and warehousing

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	94.0%	Award only	12.7%
Medium	5.5%	Collective agreement	48.0%
Large	0.6%	Individual arrangement	39.3%

Table 9 maps the following modern awards to the Transport, postal and warehousing industry:

**Table 9: Modern awards mapped to Transport, postal and warehousing**

• <i>Road Transport and Distribution Industry Award 2010 – future award from 4 May 2020</i>
• <i>Passenger Vehicle Transportation Award 2010 – future award from 13 April 2020</i>
• <i>Rail Industry Award 2010</i>
• <i>Seagoing Industry Award 2010</i>
• <i>Marine Tourism and Charter Vessels Award 2010</i>
• <i>Air Pilots Award 2010 – future award from 4 May 2020</i>
• <i>Stevedoring Industry Award 2010 – future award from 13 April 2020</i>
• <i>Port Authorities Award 2020</i>
• <i>Coal Export Terminals Award 2020</i>
• <i>Marine Towage Award 2010</i>
• <i>Airline Operations—Ground Staff Award 2010 – future award from 4 May 2020</i>
• <i>Airport Employees Award 2010 – future award from 13 April 2020</i>



• <i>Storage Services and Wholesale Award 2010</i> – future award from 4 May 2020
• <i>Horticulture Award 2010</i>
• <i>Transport (Cash in Transit) Award 2010*</i> – future award from 4 May 2020
• <i>Road Transport (Long Distance Operations) Award 2010*</i> – future award from 4 May 2020
• <i>Ports, Harbours and Enclosed Water Vessels Award 2010*</i>
• <i>Aircraft Cabin Crew Award 2010*</i>

### Information media and telecommunications

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	90.8%	Award only	7.1%
Medium	8.1%	Collective agreement	37.8%
Large	1.1%	Individual arrangement	55.1%

Table 10 maps the following modern awards to the Information media and telecommunications industry:

**Table 10: Modern awards mapped to Information media and telecommunications**

• <i>Journalists Published Media Award 2010</i>
• <i>Book Industry Award 2020</i>
• <i>Graphic Arts, Printing and Publishing Award 2010</i>
• <i>Professional Employees Award 2010</i>
• <i>Broadcasting and Recorded Entertainment Award 2010</i>
• <i>Telecommunications Services Award 2010</i>
• <i>Business Equipment Award 2010</i>

### Finance and insurance services

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	96.2%	Award only	5.2%
Medium	3.2%	Collective agreement	34.5%
Large	0.5%	Individual arrangement	60.3%

Table 11 maps the following modern awards to the Finance and insurance services industry:

**Table 11: Modern awards mapped to Finance and insurance services**

<ul style="list-style-type: none"> <li><i>Banking, Finance and Insurance Award 2020</i></li> </ul>
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**Rental, hiring and real estate services**

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	95.2%	Award only	29.4%
Medium	4.6%	Collective agreement	7.4%
Large	0.2%	Individual arrangement	63.1%

Table 12 maps the following modern awards to the Rental, hiring and real estate services industry:

**Table 12: Modern awards mapped to Rental, hiring and real estate services**

<ul style="list-style-type: none"> <li><i>Vehicle Manufacturing, Repair, Services and Retail Award 2010 – future award from 13 April 2020</i></li> </ul>
<ul style="list-style-type: none"> <li><i>General Retail Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li><i>Real Estate Industry Award 2020</i></li> </ul>

**Professional, scientific and technical services**

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	95.2%	Award only	8.0%
Medium	4.6%	Collective agreement	6.4%
Large	0.3%	Individual arrangement	85.6%

Table 13 maps the following modern awards to the Professional, scientific and technical services industry:

**Table 13: Modern awards mapped to Professional, scientific and technical services**

<ul style="list-style-type: none"> <li><i>Professional Employees Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li><i>Higher Education Industry - Academic Staff - Award 2010 – future award from 13 April 2020</i></li> </ul>
<ul style="list-style-type: none"> <li><i>Manufacturing and Associated Industries and Occupations Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li><i>Medical Practitioners Award 2020</i></li> </ul>
<ul style="list-style-type: none"> <li><i>Silviculture Award 2020</i></li> </ul>
<ul style="list-style-type: none"> <li><i>Architects Award 2010 – future award from 4 May 2020</i></li> </ul>
<ul style="list-style-type: none"> <li><i>Surveying Award 2020</i></li> </ul>

• <i>Graphic Arts, Printing and Publishing Award 2010</i>
• <i>Joinery and Building Trades Award 2010</i>
• <i>Textile, Clothing, Footwear and Associated Industries Award 2010</i>
• <i>Legal Services Award 2020</i>
• <i>Banking, Finance and Insurance Award 2020</i>
• <i>Commercial Sales Award 2010 – future award from 4 May 2020</i>
• <i>Market and Social Research 2020</i>
• <i>Animal Care and Veterinary Services Award 2010</i>

### **Administrative and support services**

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	88.4%	Award only	41.3%
Medium	10.2%	Collective agreement	16.7%
Large	1.4%	Individual arrangement	42.0%

Table 14 maps the following modern awards to the Administrative and support services industry:

**Table 14: Modern awards mapped to Administrative and support services**

• <i>Labour Market Assistance Industry Award 2010 – future award from 4 May 2020</i>
• <i>General Retail Industry Award 2010</i>
• <i>Clerks-Private Sector Award 2010</i>
• <i>Banking, Finance and Insurance Award 2020</i>
• <i>Contract Call Centres Award 2010</i>
• <i>Telecommunications Services Award 2010</i>
• <i>Live Performance Award 2010</i>
• <i>Local Government Industry Award 2010</i>
• <i>Alpine Resorts Award 2010 – future award from 4 May 2020</i>
• <i>Cleaning Services Award 2010 – future award from 4 May 2020</i>
• <i>Pest Control Industry Award 2010</i>

• <i>Silviculture Award 2020</i>
• <i>Gardening and Landscaping Services Award 2020</i>
• <i>Racing Industry Ground Maintenance Award 2020</i>
• <i>Wine Industry Award 2010</i>
• <i>Textile, Clothing, Footwear and Associated Industries Award 2010</i>
• <i>Horticulture Award 2010</i>
• <i>Nursery Award 2020</i>
• <i>Storage Services and Wholesale Award 2010</i>
• <i>Supported Employment Services Award 2010</i>
• <i>Pharmaceutical Industry Award 2010</i>
• <i>Mannequins and Models Award 2010*</i> – future award from 13 April 2020

As presented in the Award reliance report (Table F.40), the top modern award used to pay award-reliant employees in the Administrative and support services industry was the *Cleaning Services Award 2010* (42 per cent).

### Public administration and safety

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	85.7%	Award	10.9%
Medium	13.1%	Collective agreement	82.7%
Large	1.2%	Individual arrangement	6.5%

Table 15 maps the following modern awards to the Public administration and safety industry:

**Table 15: Modern awards mapped to Public administration and safety**

• <i>State Government Agencies Award 2020</i>
• <i>Local Government Industry Award 2010</i>
• <i>Security Services Industry Award 2010</i>
• <i>Fire Fighting Industry Award 2010</i> – future award from 4 May 2020
• <i>Corrections and Detention (Private Sector) Award 2010</i>

## Education and training

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	86.5%	Award only	10.0%
Medium	12.2%	Collective agreement	79.5%
Large	1.2%	Individual arrangement	10.5%

Table 16 maps the following modern awards to the Education and training industry:

**Table 16: Modern awards mapped to Education and training**

• <i>Educational Services (Teachers) Award 2010</i>
• <i>Children's Services Award 2010</i>
• <i>Educational Services (Post-Secondary Education) Award 2010</i> – future award from 13 April 2020
• <i>Higher Education Industry- General Staff- Award 2010</i> – future award from 4 May 2020
• <i>Higher Education Industry- Academic Staff- Award 2010</i> – future award from 13 April 2020
• <i>Professional Diving Industry (Recreational) Award 2010*</i> – future award from 13 April 2020

## Health care and social assistance

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	93.2%	Award only	31.7%
Medium	6.2%	Collective agreement	52.0%
Large	0.6%	Individual arrangement	16.2%

Table 17 maps the following modern awards to the Health care and social assistance industry:

**Table 17: Modern awards mapped to Health care and social assistance**

• <i>Medical Practitioners Award 2020</i>
• <i>Nurses Award 2010</i>
• <i>Health Professionals and Support Services Award 2010</i>
• <i>Ambulance and Patient Transport Industry Award 2020</i>
• <i>Aged Care Award 2010</i>
• <i>Social, Community, Home Care and Disability Services Industry Award 2010</i>
• <i>Children's Services Award 2010</i>

• <i>Educational Services (Schools) General Staff Award 2010</i> – future award from 4 May 2020
• <i>Local Government Industry Award 2010</i>
• <i>Aboriginal Community Controlled Health Services Award 2010*</i> – future award from 13 April 2020

As presented in the Award reliance report (Table F.39), the top modern award used to pay award-reliant employees in the Health care and social assistance industry was the *Social, Community, Home Care and Disability Services Industry Award 2010* (21 per cent).

### Arts and recreation services

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	90.4%	Award only	22.5%
Medium	8.6%	Collective agreement	41.0%
Large	0.9%	Individual arrangement	36.5%

Table 18 maps the following modern awards to the Arts and recreation services industry:

**Table 18: Modern awards mapped to Arts and recreation services**

• <i>Amusement, Events and Recreation Award 2010</i>
• <i>Local Government Industry Award 2010</i>
• <i>Live Performance Award 2010</i>
• <i>Fitness Industry Award 2010</i>
• <i>Sporting Organisations Award 2020</i>
• <i>Racing Industry Ground Maintenance Award 2010</i>
• <i>Horse and Greyhound Training Award 2010</i>
• <i>Hospitality Industry (General) Award 2010</i>
• <i>Travelling Shows Award 2020*</i>

### Other services

<u>Business size:</u>		<u>Method of setting pay:</u>	
Small	97.4%	Award only	38.1%
Medium	2.5%	Collective agreement	14.0%
Large	0.1%	Individual arrangement	47.9%

Table 19 maps the following modern awards to the Other services industry:

**Table 19: Modern awards mapped to Other services**

<ul style="list-style-type: none"> <li>• <i>Vehicle Manufacturing, Repair, Services and Retail Award 2010</i> – future award from 13 April 2020</li> </ul>
<ul style="list-style-type: none"> <li>• <i>Manufacturing and Associated Industries and Occupations Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>General Retail Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Electrical, Electronic and Communications Contracting Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Textile, Clothing, Footwear and Associated Industries Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Hair and Beauty Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Fitness Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Cemetery Industry Award 2020</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Funeral Industry Award 2010</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>Dry Cleaning and Laundry Industry Award 2010</i> – future award from 4 May 2020</li> </ul>
<ul style="list-style-type: none"> <li>• <i>Car Parking Award 2020</i></li> </ul>