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**Sent:** Monday, 5 August 2019 2:32 PM  
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**Cc:** Stephen Smith <Stephen.Smith@aigroup.com.au>; Abha Devasia <abha.devasia@amwu.org.au>  
**Subject:** AM2016/33 - 4 yearly review of modern awards – Graphic Arts, Printing and Publishing Award 2010

Dear Associate,

**AM2016/33 - 4 yearly review of modern awards – Graphic Arts, Printing and Publishing Award 2010**

We refer to the Decision of the Full Bench on 22 July 2019 ([2019] FWCFB 2912) relating to the above matter to remove the points-based classification system contained in Schedule C of the *Graphic Arts, Printing and Publishing Award 2010*.

Ai Group has conferred with the Australian Manufacturing Workers' Union and the parties have prepared the **attached** draft determination for consideration by the Full Bench.

Please note that the draft is based on that we provided to the Commission on 10 December 2018 with relevant amendments in the interests of consistency with paragraphs [52] and [53] of the Decision.

We thank the Commission for considering the parties' draft.

Kind regards,



**Hamish Harrington**  
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# DRAFT DETERMINATION

*Fair Work Act 2009*

s.156 - 4 yearly review of modern awards

## **4 yearly review of modern awards – Graphic Arts, Printing and Publishing**

### **Award 2010**

(AM2016/33)

DEPUTY PRESIDENT GOSTECNIK

SYDNEY, XX MONTH 2019

*4 yearly review of modern awards – Graphic Arts, Printing and Publishing Award 2010 – Points-based competency system.*

A. Further to the decision issued on [insert date]<sup>1</sup> it is ordered that, pursuant to s.156(2)(b)(i) of the *Fair Work Act 2009*, the *Graphic Arts, Printing and Publishing Award 2010*<sup>2</sup> be varied by:

1. Deleting the words “Schedule C – Competencies” in clause 17.2 and replacing with “Schedule B – Classification Definitions”.
2. Deleting the fifth column in clause 17.3 – Table A headed “Equivalent points range for the level”.
3. Deleting clause 23.3(e).
4. Deleting clause 23.4 and inserting in lieu:

#### **23.4 Classification of employees without a formal AQF qualification**

- (a) Subject to this clause, employees will be classified, on the basis that they meet the requirements of the classification definitions in Schedule B – Classification Definitions.
- (b) Only skills and knowledge which are being used in accordance with the needs of the enterprise will be taken into account for classification purposes.
- (c) An employee without a formal AQF qualification who as at the date of [the variation to remove Schedule C] was classified at a particular level

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<sup>1</sup> [insert citation].

<sup>2</sup> MA000026.

in Schedule B, will not by reason of the variation suffer a reduction in classification.

5. Deleting clauses 23.5, 23.6 and 23.7.
6. Deleting Schedule C – Competencies and consequential re-lettering of the remaining Schedules.
7. By updating the table of contents and cross-references accordingly.

B. This determination comes into operation from xx xxxxxx 2019. In accordance with s. 165(3) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after xx xxxxxx 2019.

PRESIDENT

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