

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Aboriginal Community Controlled Health Services Award 2010

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|----------|-----------------------------|------------------------------|---|--------------------|---|
| S1. | UV | Sub-03Mar15 | | Terminology The words ‘and Torres Strait Islander’ should be added after the word ‘Aboriginal’ throughout the award (including titles and classifications). | Page 2 | |
| S2. | NATSIHWA | Sub-06Mar15 | | Education and training Award should incentivise ongoing participation in further education. | Para 21 | |
| S3. | NATSIHWA | Sub-06Mar15 | 4 | Coverage Scope of award coverage should be extended to all Aboriginal and Torres Strait Islander health workers (beyond Aboriginal community controlled health services). | Paras 7–10 | |
| S4. | HSU | Sub-02Mar15 | 10 | Minimum engagement Minimum engagement for all employees should be increased to four hours. | Para 3, 8 | |
| S5. | HSU | Sub-02Mar15 | 10.4 | Casual employees Casual loading should be paid in addition to other shift allowances and weekend and public holiday rates. | Para 5 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| S6. | NATSIHWA | Sub-06Mar15 | 14 | Minimum wages Improvement to minimum wages is sought. | Para 11 | |

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| S7. | NATSIHWA | Sub-06Mar15 | 15 | Allowances Variation to allowances is sought, in order to bring them in line with allowances afforded to other health professionals. | Para 12 | |
| S8. | NATSIHWA | Sub-06Mar15 | 15 | Allowances An 'isolation allowance' sought. | Para 13 | |
| S9. | HSU | Sub-02Mar15 | 15 | Allowances 'Sole practitioner', 'climatic and isolation' and 'removal expenses' allowances sought. | Para 11 | |
| S10. | HSU | Sub-02Mar15 | 15.3 | Clothing allowance A new entitlement for replacement of damaged clothing is sought. | Para 11 | |
| S11. | HSU | Sub-02Mar15 | 15.4 | On call and recall allowances Variations to on call and recall allowances sought. | Para 12 | |
| S12. | HSU | Sub-02Mar15 | 18 | Payment of wages Penalty for late payment of wages sought. | Para 10 | Referred to Payment of Wages Full Bench in AM2016/8 |
| S13. | HSU | Sub-02Mar15 | 22.1 | Rostering An allowance for employees who are the subject of a unilateral employer-imposed roster change sought. | Para 7 | |
| S14. | HSU | Sub-02Mar15 | 22.1 | Rostering Increase from seven days to 14 days sought. | Para 8 | |
| S15. | HSU | Sub-02Mar15 | 22 | Rostering Minimum four hour engagement, including provisions for sleepovers and broken shifts sought. | Para 8 | |

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| S16. | HSU | Sub-02Mar15 | 23 | Breaks Inclusion of tea-break provisions sought. | Para 9 | |
| S17. | HSU | Sub-02Mar15 | 25 | Shiftwork Shift allowances be payable regardless of the day of the week and casual loading be paid in addition to other penalties (excluding overtime). | Para 14–15 | |
| S18. | NATSIHWA | Sub-06Mar15 | 30 | Ceremonial leave Variation is sought to take into account the broader Aboriginal and Torres Strait Islander concept of family and kinship, and to confirm that ceremonial leave may be used for bereavement related ceremonies and obligations. | Para 14 | |
| S19. | NATSIHWA | Sub-06Mar15 | Schedule B | Classification definitions Classifications should be revisited with a view to providing a framework for long-term career paths and promotion to senior roles. | Para 16 | |
| S20. | HSU | Sub-02Mar15 | Schedule B | Classification definitions Variation of classification nomenclature and terminology is sought. | Para 6 | |
| S21. | NATSIHWA | Sub-06Mar15 | Schedule B | Classification definitions Definitions for senior level roles should include a reference to mentoring and coaching of junior employees. | Para 16 | |

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| S22. | NATSIHWA | Sub-06Mar15 | Schedule B | Classification definitions Aboriginal knowledge and cultural skills components should be strengthened, including through reference to training courses. | Para 20 | |
| S23. | NATSIHWA | Sub-06Mar15 | Schedule B.1 | Classification definitions Definitions should be supplemented to provide greater guidance on when employees should progress between pay levels. | Para 17 | |

List of abbreviations

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| HSU | Health Services Union |
| NATSIHWA | National Aboriginal and Torres Strait Islanders Health Worker Association |
| UV | United Voice |