

Our Ref: SMP: JCLB:313668

Your Ref: AM2014/250

7 October 2016

Attention: Ms Jo Richardson
Associate to The Honourable Justice IJK Ross
11 Exhibition Street
MELBOURNE VICTORIA 3000

Email: chambers.ross.j@fwc.gov.au

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Dear Ms Richardson

Four yearly review of modern awards Aboriginal Community Controlled Health Services Award 2010 FWC Matter No.: AM2014/250

We refer you to your email dated 4 October 2016, our Persephone Stuckey-Clarke's email dated 29 September 2016 and the Statement issued by The Honourable Justice Ross, President of the Fair Work Commission on 26 August 2016.

We confirm that NATSIHWA will seek substantive changes to the following clauses of the current *Aboriginal Community Controlled Health Services Award 2010 (Award)*:

1. clause 4 "*coverage*";
2. clause 8 "*consultation*";
3. clause 9 "*dispute resolution*";
4. clauses 11.3 and 12.4 "*job search entitlement*";
5. clause 13 "*classifications and Schedule B - classification definitions*"; and
6. clause 15 "*allowances*". Specifically NATSIHWA will seek the introduction of additional allowances including:
 - (a) an allowance recognising additional responsibilities performed by employees in relation to the training and education of non-Aboriginal and/or non-Torres Strait Islander people about Aboriginal and Torres Strait Islander health and related issues;

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- (b) a blood check allowance for persons exposed to radiation hazards in the course of their work (see clause 18.2 of the *Health Professionals and Support Services Award 2010 (HP Award)*);
- (c) damaged clothing allowance (see clause 18.4 of the HP Award);
- (d) a heat allowance for working in high temperature areas (see clause 18.6 of the HP Award);
- (e) a nauseous work allowance (see clause 18.8 of the HP Award);
- (f) an occasional interpreting allowance (see clause 18.9 of the HP Award);
- (g) a telephone allowance (for persons required to be on call) (see clause 18.10 of the HP Award); and
- (h) an isolation allowance.

In addition, NATSIHWA will seek the introduction of the following additional clauses including:

1. a progression clause, in terms similar to that currently included in Clause 13.3 in the *Social, Community, Home Care & Disability Services Award 2010*:
2. a clause in terms similar to that contained in clause 13.2 'recognition of previous service' in the *Educational Services (Teachers) Award 2010* to clarify that service in the industry is recognised irrespective of an employee's movement between employers; and
3. a provision expressly concerning additional training obligations for employers with respect to employees covered by the Award.

We envisage numerous consequential amendments may arise from the introduction of the proposed substantive changes.

Should you have any queries in relation to the above, please do not hesitate to contact Persephone Stuckey-Clarke on (02) 9334 8746 or Laura Gavan on (02) 9334 2677.

Yours sincerely



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