

**From:** Liza Isho [mailto:Liza.Isho@afei.org.au]

**Sent:** Wednesday, 18 May 2016 4:18 PM

**To:** Chambers - Johns C

**Cc:** AMOD; Paula Thomson

**Subject:** AFEI Statement: AM2015/230: Higher Education Industry - General Staff - Award 2010

Dear Mr Houchar,

**RE: AM2015/230: Higher Education Industry - General Staff - Award 2010**

We refer to the Directions issued by Commissioner Johns on 12 May 2016.

Commissioner Johns has requested parties file a statement to the Commission about their respective positions on outstanding issues concerning the exposure drafts for *Higher Education Industry – General Staff – Award 2010* and *Higher Education Industry – Academic Staff – Award 2010*.

AFEI's position of the outstanding issues concerning the *Higher Education Industry – General Staff – Award 2010* ('the Award') are as follows:

**1. Clause 8.1 – Classifications**

AFEI does not oppose the amendments to clause 8.1 as proposed by the Group of 8 Universities.

**2. Clause 9.2(b)(iii) – Rostering**

AFEI opposed the NTEU's submissions concerning the wording of clause 9.2(b)(iii) of the Award's Exposure Draft as previously outlined in AFEI's submissions in reply dated 9 May 2016.

The wording in the current award is clear that where an employer changes an employee's shift/roster or where an employee is transferred between rosters with less than 72 hours' notice, the employee will receive an allowance instead of any other shift penalty that may apply. A departure from the wording in the current Award (as proposed by the NTEU) is unnecessary and results in less clarity. Accordingly, to avoid confusion, the phrase "*instead of any other shift penalty that may apply*" should be retained.

If you have any questions, please do not hesitate to contact Paula Thomson or myself.

Kind regards,

**Liza Isho | Workplace Relations Consultant**

**Australian Federation of Employers and Industries**

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