

**From:** Andy O'Neill [<mailto:andy@ppre.net>]  
**Sent:** Friday, 28 December 2018 7:07 PM  
**To:** Chambers - Hatcher VP; AMOD  
**Subject:** Review of Award, REAL ESTATE REPRESENTATIVES

Greetings to the Chair & members of the Fair Works Commission,

As you can see by my sign-off I am working in the Real Estate Industry and am writing to tell you what I think of the forthcoming proposed changes to the Award covering Real Estate Sale Representatives.

In a nut shell, This is disgusting treatment of long serving Sale Rep's. No allowance for Part-time or Casual employment within the Award is ridiculous. Every other Industry that I can think of has Part-time or Casual employees, Kmart, Bunnings, Woolworth's etc, why not Real Estate ?

Obviously 7-11 breached an Award & should have been fined severely for it but to Re-write the Award and put a lot of people out of work is nonsensical and an insult to myself & a lot of my colleagues. Fair Work Commission is supposed to be helping workers not getting them dismissed from their employer.

I have been in this Industry for 10 years and have always been happy on a contracted 10 hours per week, some weeks I work my required number of hours and other weeks I've worked far more, It has suited my lifestyle and income needs. I have never wanted to make a small fortune or take any work away from anybody else that joined our team who was willing to work for as many hours as they wanted.

With this change I will be dismissed from my current Employer along with 6 or 7 other Sales Rep's. Our office is not large by any scale, a total of 14 Sales Rep's but the proposed changes will reduce the number of Sales Rep's by half.

There is a large number of Sales Rep's that want to work 10 or 20 hours per week, Semi-retired (Me), Mothers with young family etc. I know this is being discussed but has anybody thought to ask the Rep's what they think, Not to my knowledge and everyone that I've spoken to has put us in the "Too hard basket". Approximately 30 to 40% of the current number of Sales Rep's in WA (Approximately 2,500) will be without work and unless they find employment in another Industry will become a burden on Centrelink instead of contributing to the economy.

I will be forced to take on a full Age Pension from Centrelink instead of being a contributor to the work force & taking a small part-pension. It is not something that I'm looking forward to as I would much rather be contributing than taking a handout from the Government. This does not make any sense to me.

So what does this mean to you, probably nothing at all.

What does it mean to me, a lot, I enjoy being able to assist Buyers & Sellers in the Market place, enjoy meeting people & interacting with them, enjoy working in a team environment and the Social aspect of Real Estate.

I have been told that the changes are necessary to protect the younger people coming into Real Estate, HOW !!!, No company is going to be able to afford to pay them \$60,000 a year to train them with no return, they would be employing an unknown quantity with no experience, no Client or Prospecting list.

I've had my say and can only implore you to consider our situation if you make this Award full time employment only.

I welcome any correspondence you may wish to provide.

Regards Andy

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