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Sent: Thursday, 31 October 2019 12:35 PM

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Cc: Chambers - Ross J <Chambers.Ross.j@fwc.gov.au>; AMOD <AMOD@fwc.gov.au>

Subject: RE: AM2017/60 - General Retail Award - Retail Junior Rates

Dear Associate

On the 29th October 2019 FWC requested the SDA to provide its view on the draft survey by the 1st November 2019.

In the following paragraphs the SDA's consideration of the survey is provided.

There are a number of issues with the survey proposed by the Employer Associations on which the SDA provides the following points:

1. The award provides two levels of 20 year old rates, either 100% (adult rate) or 90%. There is no differential or question that separates the 20 year olds into the 2 streams. This should be changed.
2. The survey combines both award and agreement employers together which adds a complexity and makes the information less useful. It is unclear why the position with agreement covered employees is relevant. If it is thought necessary to obtain this information it should at the very least be able to be distinguished from information about award covered employees. The SDA position in the first instance is not to survey agreement employers. However if they are to be included there should be two separate streams of questioning one for agreement and one for award. In some companies both an agreement and the award apply (ie Salaried employees excluded from the agreement but covered by GRIA)
3. Additionally, agreement levels and award levels do not necessarily align. Some agreements have only 3 levels but these do not align as GRIA 1-3. The agreement levels might actually align to GRIA levels 1,4 and 5.
4. The survey doesn't indicate what classifications or skills fall into a level which could mean an employer might not know which employees fall where. It does assume a level of understanding. Possibly a short description or indicative titles ie Level 1 shop assistant, level 2 forklift driver, level x..supervisor, 2ic, level 4 trades and xxxxx, level 8 Store Manager should be included.
5. The survey needs to be directed to an appropriate person who has the knowledge.
6. The survey doesn't test the ages of the employees either as a total ie XX 15 yrs , YY 16 yrs etc. This information should be obtained.
7. The survey doesn't then also link age to classification level ie they can have 4 juniors at level 4, but these are 1 apprentice, 2 x 20 yrs old on adult rate, and an 18 yr old.
8. Juniors on an apprenticeship should be excluded from the survey.

9. Including employees who work on higher duties regardless of how often or for how long confuses the survey as it is. This should be a separate question or not included, otherwise the numbers of juniors will be inconsistent. It should also be 'regular' higher duties. Not sure what happens if you have distinct employment depending on your roster ie every Sat work as the Dept manager but Tues night only on evenings works at level 1. Or the roster system rotates the 'higher duties' between the employees eg each Friday 6pm-11pm one of 2 level 1 employees does the register supervision based on a systematic rotation. This means there is one role shared by different employees.

10. The preamble to the survey states: ' You should only complete the survey once, regardless of how many times you have received a copy of the invitation to complete this survey.' Should be 'Your company should only complete the survey once....' as it is the company that needs to be recorded once. A question then arises as to how this is monitored/enforced etc. A statement that the survey should be completed once by the most appropriate knowledgeable person should also be included. The SDA assume the survey is being directed to head offices and not each shop front/store of a Company.

The SDA is able to participate in any further exchange on this survey issue and also participate in any future conference in order to finalise the survey.

Yours Sincerely

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National Industrial Officer



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