



national
electrical and
communications
association

Hon Ian Ross, J.
President
Fair Work Commission

By email: chambers.ross.j@fwc.com.au

10 August 2021

Dear Justice Ross

**Casual Terms Award Review 2021 – Stage 2 – Electrical, Electronic and
Communications Contracting Award 2020**

I write with regard to Stage 2 of the aforesaid review, with specific regard to the *Electrical, Electronic and Communications Contracting Award 2020*. NECA appreciates the opportunity to provide feedback on behalf of Australia's electrical contracting industry.

NECA believes the *Fair Work Act 2009*, as amended by the *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021* (amending Act) on 27 March 2021, provides a straightforward resolution to the issue of consistency between the Act and Modern Awards (in this case, the *Electrical, Electronic and Communications Contracting Award 2020*).

NECA believes ambiguity between the two instruments would be extinguished by substituting the definition of a casual in the amended Act for the existing definition in the Award.

NECA believes this simple but commonsense amendment to the Award would also resolve the question of any uncertainty or difficulty relating to the interaction between the award and the Act as so amended, as outlined in the scope of this review.

Should you wish to discuss this further, or other matters pertaining to the electrotechnical industry that relate to the review on foot, please do not hesitate to contact me on 0400 134 569 or at oliver.judd@neca.asn.au.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Oliver Judd', written in a cursive style.

Oliver Judd
Chief Executive Officer

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About NECA

The National Electrical and Communications Association (NECA) is the peak body for Australia's electrical and communications sector, which employs 170,000 workers¹ and turns over more than \$23bn annually.² We represent almost 5,500 businesses performing works including the design, installation and maintenance of electrical and electronic equipment in the building, construction, mining, air conditioning, refrigeration, manufacturing, communications and renewables sectors.

NECA has advocated on behalf of the electrotechnology industry for over 100 years. We help members and our industry operate their businesses more effectively, and represent their interests to all levels of government, regulators and other bodies such as the Australian Chamber of Commerce and Industry (ACCI) and Standards Australia.

NECA members make an essential economic contribution – connecting businesses, homes and infrastructure – encouraging investment, improving reliability and energy security, and delivering affordable, environmentally sustainable outcomes. The safety and reputation of our industry is critical to all tradespeople, consumers, and the community.

NECA is integral to the next generation of electrical contractors. Through our Registered Training Organisations (RTOs) and Group Training Organisations (GTOs), we offer employment and skills development to some 4,800 apprentices nationally. Our success is clear: we proudly boast 90% completion rates across our courses, with roughly one in three licensed electrical workers starting their career as a NECA apprentice.

NECA helps attract entrants to our industry through holistic, high-quality, industry-relevant programs including our scholarship program, the NECA Foundation, and the Women in Electrical Trades Roadmap. We proactively seek diverse workforces, supporting female, indigenous and mature aged apprentices, and promoting career paths for school students and school leavers. We also operate the industry-wide NECA Annual Excellence Awards, which acknowledge and celebrate achievements and distinguished electrotechnology projects, and NECA's Apprentice Awards, recognising future leaders in our industry.

NECA continues to monitor and respond to the Coronavirus (COVID-19) crisis on behalf of our members and the electrotechnology sector, and is working with industry, government and the community to achieve a COVID-19 safe economy and swift national recovery.

¹ Australian Government 'Job Outlook'. (July 2020) (Telecommunications Trades Workers) <https://joboutlook.gov.au/Occupation?search=alpha&code=3424> and (Electricians) <https://joboutlook.gov.au/Occupation?search=alpha&code=3411>

² Ibis World 'Electrical services in Australia Industry Statistics (May 2020) <https://www.ibisworld.com/au/industry/electrical-services/325/>