

Workplace Relations Act 1996

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

APPLICATION TO SET ASIDE OR VARY AN AWARD

**GRAPHICS ARTS - GENERAL - AWARD 2000 [AW782505CR]**

Application is made by the **Printing Industries Association of Australia** for variation of the abovementioned award in the following terms:

Part 2 – Enterprise Flexibility

- [I]. Insert new clause 2.4.4, “Flexibility To Balance Work And Family Responsibilities”, as follows:

2.4. FLEXIBILITY TO BALANCE WORK AND FAMILY RESPONSIBILITIES

- 2.4.1** An employee may request, and employer may agree to vary hours, days and times of work (including breaks and meal times), on the basis of employee family responsibilities.
- 2.4.2** Agreed variations may be on an ongoing basis, or as single or periodic variations to accommodate particular employee requests.
- 2.4.3** Where agreement is made under this clause, that agreement shall apply notwithstanding any contrary provisions of this award.
- 2.4.4** This clause operates only by agreement. Nothing compels an employee to make a request under this clause, or an employer to agree to a request.

- [II]. Insert new clause 2.5, "Payment for Agreed Hours of Work", as follows:

2.5. PAYMENT FOR AGREED HOURS OF WORK

- 2.5.1** All varied hours worked at the request of the employee and by agreement between employer and employee under clause 2.4, *Flexibility To Balance Work And Family Responsibilities*, shall be payable at the employee's ordinary time rate of pay, regardless of when the varied time is worked.
- 2.5.2** No additional penalties, loadings, allowances, or payments which may otherwise apply under this award, will apply to hours varied at the employee's request under clause 2.4.

Part 4 – *Employer and employees' duties, employment relationship and related arrangements*

- [III]. Insert new clause 4.1.5, as follows:

4.1.5 UNPAID ABSENCE

- 4.1.5(a)** By agreement between employer and employee, including for the purpose of assisting the employee to balance work and family responsibilities, the employee may be granted periods of unpaid absence from hours, days or times that otherwise would have been rostered hours of work.
- 4.1.5(b)** Accruals of all entitlements will cease for the duration of any approved unpaid absence in excess of one week.
- 4.1.5(c)** Approved unpaid absence will not break continuity of service.
- 4.1.5(d)** The employer may require the employee to access all unused paid leave accruals, and any unused rostered days off, prior to the employee being granted unpaid absence.

- [IV]. Insert new clause 4.1.3(e), as follows:

- 4.1.3(e)** The capacity of employers and employees to enter into part time employment, including for the purpose of assisting employees to balance work and family responsibilities, shall not be restricted by provisions of this award which have the following effects:

- 4.1.3(e)(i)** Any limits or restrictions on the hours, days or times at which part time employment may or may not be worked.
- 4.1.3(e)(ii)** Any limits or restrictions on the capacity of part time employees to work during particular hours, or to work particular patterns of hours of work.
- 4.1.3(e)(iii)** Any limits or restrictions on the duration of part time employment.

[V]. Delete clause 4.1.4, and insert the following:

4.1.4 Casual employment

- 4.1.4(a)** An employer when engaging a person for casual employment must inform them then and there that they are to be employed as a casual.
- 4.1.4(b)** A casual employee must be paid at the hourly rate prescribed for a full-time employee for such work with the addition of 25%.
- 4.1.4(c)** When working shifts casual employees will be entitled to the same shift allowance as weekly employees.
- 4.1.4(d)** A casual employee when working on a holiday or any time for which a weekly employee is paid above the weekly employee's ordinary rate of pay, must be paid the appropriate rate paid to the weekly employee of the same class working at such time with the addition of 25%.
- 4.1.4(e)** The capacity of employers and employees to enter into casual employment, including for the purpose of assisting employees to balance work and family responsibilities, shall not be restricted by provisions of this award which have the following effects:
 - 4.1.4(e)(i)** Any limits or restrictions on the hours, days or times at which casual employment may or may not be worked.
 - 4.1.4(e)(ii)** Any limits or restrictions on the capacity of casual employees to work during particular hours, or to work particular patterns of hours of work.
 - 4.1.4(e)(iii)** Any limits or restrictions on the duration of casual employment.

Part 6 – Hours of work, breaks, overtime, shift work, weekend work

[VI]. Insert new clause 6.1.2(e), as follows

6.1.2(e) Time off in lieu of payment for penalty rates

- 6.1.2(e)(i)** By agreement between employer and employee, including for the purpose of assisting the employee to balance work and family responsibilities, time off at the penalty equivalent, or any part of it, may be taken in lieu of penalty rates otherwise payable for work performed during ordinary hours.
- 6.1.2(e)(ii)** This clause does not apply to penalties / additional payments for shift work or overtime.
- 6.1.2(e)(iii)** Such time off shall be taken within 28 days or is accumulated and added to the period of annual leave.

[VII]. Insert new clause 6.1.3(g), as follows

6.1.3(g) Time off in lieu of payment for penalty rates

- 6.1.3(g)(i)** By agreement between employer and employee, including for the purpose of assisting the employee to balance work and family responsibilities, time off at the penalty equivalent, or any part of it, may be taken in lieu of penalty rates otherwise payable for work performed during ordinary hours.
- 6.1.3(g)(ii)** This clause does not apply to penalties / additional payments for shift work or overtime.
- 6.1.3(g)(iii)** Such time off shall be taken within 28 days or is accumulated and added to the period of annual leave.

[VIII]. Delete clause 6.1.4(e), and insert the following:

- 6.1.4(e)** By agreement between employer and employee, including for the purpose of assisting the employee to balance work and family responsibilities:
- 6.1.4(e)(i)** Rostered days off may be banked.
- 6.1.4(e)(ii)** A rostered day off may be substituted for another day.
- 6.1.4(e)(iii)** Rostered days off may be taken in part day amounts.

[IX]. Delete clause 6.1.5 “Makeup time”, and insert the following:

6.1.5 Make-up time

(5)

- 6.1.5(a)** An employer and employee may agree, including for the purpose of assisting the employee to balance work and family responsibilities, to the employee working 'make up time', under which the employee takes time off during ordinary hours and works those at a later time, at the rate which would have been applicable to the hours taken off.
- 6.1.5(b)** There is no requirement that "make up time" be worked within ordinary hours of work under this award, nor within an employee's ordinary or usual hours of work.

Part 7 – Leave of absence and public holidays

[X]. Delete clause 7.1.2, and insert the following:

7.1.2 What are the pay rates for annual leave?

- 7.1.2(a)** Employees before going on leave will be paid their wages for the period of leave. The pay will be at the rate prescribed by 5.1.1 for the occupation in which the employee was ordinarily employed immediately prior to the commencement of their leave, unless the employee was being paid a higher wage, when it will be that higher wage. A wage will not be so computed as to include overtime.
- 7.1.2(b)** In addition, employees other than shift workers will receive a loading of 17.5%.
- 7.1.2(c)** Where an employee is a shift worker and would have received a shift allowance as prescribed by 6.2.3 had the employee not been on annual leave during the relevant period, then that shift allowance will be added to the rate of wage prescribed by 7.1.2(a) instead of the 17.5% loading.
- 7.1.2(d)** Where employer and employee agree, including for the purpose of assisting the employee to balance work and family responsibilities: the 17½% annual leave loading, or shift allowance payable on annual leave referred to in this clause may be taken as an equivalent amount of paid leave.

[XI]. Delete clause 7.1.3(b), and insert the following:

- 7.1.3(b)** Provided that nothing in this clause, or any clause of this award, shall prevent an employer and employee agreeing to the accrual and carrying forward of any amount of annual leave, including where leave is being accrued by agreement to assist the employee to balance work and family responsibilities.

[XII]. Delete clause 7.1.4(a), and insert the following:

- 7.1.4(a)** Annual leave is to be given by the employer and taken by the employee. If the employer and employee agree, including for the purpose of assisting the employee to balance work and family responsibilities, annual leave may be given and taken in separate periods, including single days.

[XIII]. Delete clause 7.1.4(b).

[XIV]. Insert new clause 7.1.12, as follows:

7.1.12 Purchased Annual Leave

7.1.12(a) A full time or part time employee may with the agreement of the employer, including for the purpose of assisting the employee to balance work and family responsibilities, purchase between one (1) and six (6) additional weeks of annual leave.

7.1.12(b) Purchase of additional annual leave will be implemented through a proportionate adjustment to an employee's weekly wage in each week of the year. This will be calculated according to the following formula:

$$\text{Adjusted weekly wage} = \text{Employee's ordinary time pay rate} \times \frac{52 - \chi}{52}$$

Where: χ = number of agreed weeks of additional purchased annual leave (between 1 and 6).

This formula yields the following:

<u>Additional Weeks Leave Purchased</u>	<u>Proportion of Employee Wage</u>	
1 week	51/52	98.0769%
2 weeks	50/52	96.1538%
3 weeks	49/52	94.2308%
4 weeks	48/52	92.3077%
5 weeks	47/52	90.3846%
6 weeks	46/52	88.4615%

7.1.12(c) The 17½% annual leave loading, or any additional shift loading payable on annual leave under clause 7.1.2, will not be payable on any additional annual leave purchased under this sub-clause.

7.1.12(d) Any agreement under this clause shall operate for a minimum period of twelve months.

[XV]. Delete clause 7.2.6(a), and insert the following:

7.2.6(a) Paid leave entitlement

7.2.6(a)(i) An employee other than a casual is entitled to use up to 40 hours personal leave each year to care for members of his or her immediate family or household who are sick and require care and support. This entitlement is subject to the employee being responsible for the care and support of the person concerned. In normal circumstances an employee is not entitled to take carer's leave where another person has taken leave to care for the same person.

7.2.6(a)(ii) By agreement, an employee may take accrued personal leave of more than 40 hours each year as carers leave.

[XVI]. Insert new clause 7.3.2(b), as follows:

7.3.2(b) Subject to 7.3.3(f), parental leave is to be available to only one parent at a time, except that both parents may simultaneously take:

7.3.2(b)(i) for maternity and paternity leave, an unbroken period of up to one week at the time of the birth of the child;

7.3.2(b)(ii) for adoption leave, an unbroken period of up to three weeks at the time of placement of the child; or

7.3.2(b)(iii) any additional period of simultaneous unpaid leave agreed between employer and employee.

[XVII]. Delete clause 7.3.6, and insert the following:

7.3.6 Variation of period of parental leave

Unless agreed otherwise between the employer and employee, an employee may apply to their employer to change the period of parental leave on one occasion. Any such change to be notified at least ten weeks prior to the commencement of the changed arrangements.

[XVIII]. Delete clause 7.3.9(a), and insert the following:

7.3.9(a) An employee will notify of their intention to return to work after a period of parental leave at least ten weeks prior to the expiration of the leave.

[XIX]. Insert new clause 7.5.8(c), as follows:

7.5.8(c) This clause shall operate subject to clause 6.1.3(g).

[XX]. In Appendix E of the award, 'Long Service Leave', delete clause 6.3. and insert the following:

6.3 METHOD OF TAKING LONG SERVICE LEAVE

6.3.1 Long service leave may be given and taken in one continuous period, or the employer and employee may agree to the following, including for the purpose of assisting the employee to balance work and family responsibilities:

6.3.1(a) Long service leave being taken in weekly or daily multiples, including single days.

6.3.1(b) Double the period of long service leave on half pay

6.3.1(c) Half the period of long service leave on double pay.

6.3.1(d) The employee foregoing his or her entitlement to long service leave under this award, or part thereof, if:

6.3.1(d)(i) the employee is given an adequate benefit in lieu of the entitlement; and

6.3.1(d)(ii) the agreement is in writing.

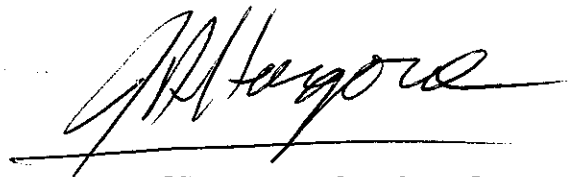
The grounds on which this application is made are as follows:

1. To give effect to the Principal Object of the *Workplace Relations Act 1996* (s.3), by:
 - a. Encouraging the pursuit of high employment, improved living standards, low inflation and international competitiveness through higher productivity and a flexible and fair labour market (s.3(a) of the *Workplace Relations Act 1996*).
 - b. Ensuring primary responsibility for the interaction of work and family affecting the relationship between employers and employees, rests with employers and employees at the workplace or enterprise level (s.3(b) of the *Workplace Relations Act 1996*).
 - c. Enabling employers and employees to choose the most appropriate form of agreement for their particular circumstances (s.3(c) of the *Workplace Relations Act 1996*).
 - d. Providing means for conditions of employment to be determined as far as possible by the agreement of employers and employees at the workplace or enterprise level, upon a foundation of minimum standards (s.3(d)(i) of the *Workplace Relations Act 1996*).
 - e. Assisting employees in balancing their work and family responsibilities effectively through the development of mutually beneficial work practices with their employers (s.3(i) of the *Workplace Relations Act 1996*).
 - f. Helping to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin (s.3(j) of the *Workplace Relations Act 1996*).
 - g. Assisting in giving effect to Australia's international obligations in relation to labour standards (s.3(k) of the *Workplace Relations Act 1996*).
2. To give effect to the Objects of Part VI of the *Workplace Relations Act 1996* (s.88A) by ensuring that:
 - a. Awards act as a safety net of fair minimum wages and conditions of employment (s.88A(b)).
 - b. Awards remain simplified and suited to the efficient performance of work according to the needs of particular workplaces or enterprises (s.88A(c)).
 - c. Awards encourage the making of agreements between employers and employees at the workplace or enterprise level (s.88A(d)(i)).
3. To maintain the award safety net of minimum conditions of employment, as provided for in s.88B(2) of the *Workplace Relations Act 1996*.

4. To prevent industrial disputation in Australian workplaces as provided for in s.89 of the *Workplace Relations Act 1996*.
5. To give effect to s.93A of the *Workplace Relations Act 1996*, and the principles embodied in the Family Responsibilities Convention referred to in that section, by:
 - a. Assisting in minimising discrimination against employees with family responsibilities.
 - b. Helping employees to reconcile employment and family responsibilities.
6. To give effect to s.143(1b) of the *Workplace Relations Act 1996* ensure awards do not:
 - a. Prescribe work practices that restrict or hinder the efficient performance of work, thereby giving effect to s.143(1B)(b) of the *Workplace Relations Act 1996*.
 - b. Contain provisions that have the effect of restricting or hindering productivity, having regard to fairness to employees, thereby giving effect to s.143(1B)(c) of the *Workplace Relations Act 1996*.
7. To give effect to s.143(1C) of the *Workplace Relations Act 1996* by ensuring awards:
 - a. Contain facilitative provisions that allow agreement at the workplace or enterprise level, between employers and employees (including individual employees), on how the award provisions are to apply (s.143(1C)(a)).
 - b. Contain provisions enabling the employment of regular part-time employees (s.143(1C)(b)).
 - c. Are expressed in plain English and are easy to understand in structure and content (s.143(1C)(c)).
 - d. Do not contain provisions that are obsolete or that need updating (s.143(1C)(d)).
 - e. Do not contain provisions that discriminate against an employee because of, or for reasons including, race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin (s.143(1C)(f)).
8. To give effect to s.144 of the *Workplace Relations Act 1996* by ensuring award provisions are framed to avoid unnecessary technicalities:
9. To encourage improved consultation and discussion between employers and employees on the interaction of work and family considerations affecting the relationship between employers and employees in Australian workplaces.

10. To enhance and support the capacities of employees to address employee familial, caring and parental considerations through improved access to paid leave and paid time away from the workplace during usual or ordinary hours of work.
11. To enhance and support the capacities of employees to address employee familial, caring and parental considerations through improved access to unpaid leave and unpaid time away from the workplace during usual or ordinary hours of work.
12. To maximise the capacity of employers and employees to agree to leave arrangements which can support and improve the interaction between work and family affecting the relationship between employers and employees in Australian workplaces.
13. To ensure that employees and employers have access to an appropriate range of employment / engagement options which maximise scope for employment arrangements that can complement, facilitate and support individual employee familial, parental and caring considerations.
14. To improve scope for employees and employers to agree at the workplace level to vary hours work to complement, facilitate and support individual employee familial, parental and caring considerations.
15. To improve the operation of parental leave provisions in awards by ensuring employers have more appropriate notice of employee availability for work following parental leave.

Dated: 9 August 2003



[Signature of applicant]

[Name]

[Position]

JAMES HARGRAVE
EMPLOYEE RELATIONS
OFFICER.
PRIMINE INDUSTRIES
ASSOCIATION OF AUSTRALIA

To the persons and organisations bound by the abovementioned award:

You are hereby notified that the abovementioned application will be heard by [name of Commission member] at [time] on [date] at [place] and that you may appear and be heard at the time and place so fixed.

Dated {insert date}

{Signature}

Member of Commission
[or Registrar]
