

NEW modern awards to commence 1 January 2010

Members are advised that the the new modern awards are to commence in two phases:

Phase One: The buld of the award will commence on 1 January 2010, that is, the terms of the award and many of the conditions.

Phase Two: The following will be phased in from 1 July 2010:

- minimum wages and piecework rates
- casual or part-time loadings
- Saturday, Sunday, public holiday, evening or other penalties
- shift allowances/penalties.

How do they apply?

There are very complex provisions on transitioning from the old award conditions to the new conditions, so seek advice from the Association. Essentially, any increase will be phased in over five year period. For example, Sundays in the General Retail Award will increase from time and a half to double time. Each year, for five years, the penalty rate will increase by equal instalment sof one fifth ie 2010 160%, 2011 170% etc.

Which award applies?

Members will have to call the Association for detailed advice about which award covers them. Basically, if you are a bakery shop the General Retail Award will apply, and if you are a manufacturer then the Food, Beverage and Tobacco Award will apply. It is possible that the Restuarant Award may apply to some, where the major business activity is a cafe.

Links

The links to applicable awards are here:

General Retail Award http://www.airc.gov.au/awardmod/awards/general_retail_t.pdf

Food, Beverage and Tobacco Award <http://www.airc.gov.au/awardmod/awards/food.pdf>

Restaurant Award (yet to be finalised)

Clerical Award http://www.airc.gov.au/awardmod/awards/clerks_private2_t.pdf