

**AM2014/1 4 yearly review of modern awards –  
casual, part-time and additional common issues**

**NATIONAL FARMERS' FEDERATION**

**OUTLINE OF SUBMISSIONS**

Date: 11 November 2014

1. The National Farmers' Federation (NFF) is the peak industry body representing Australian farmers and agribusiness across the supply chain, including all of Australia's major agricultural commodity groups.
2. This submission responds to directions made by the Fair Work Commission on 1 October 2014, requiring interested parties to:
  - a. make submissions on whether certain issues should be dealt with as 'common issues'; and
  - b. outline any proposed provisions in relation to the casual employment and part-time employment common issues.

**The 'additional' common issues**

*Proposals made by the Association of Payroll Specialists*

3. The proposals of the Association of Payroll Specialists deal more with matters of form than substance. As a matter of principle, provisions developed over time in a particular industrial context should not be displaced without good reasons for doing so. Making it easier to process the payroll is insufficient on its own.
4. The NFF is also concerned at the additional resources required to deal with matters of this nature, given the current procedural demands of the modern award review and the prospect of changes to most, if not all, employer payroll systems if standardization was required.

Vehicle allowance provision

5. The NFF does not support this being dealt with as a common issue if, as a result, it sets up a process through which interested parties are precluded from seeking changes to vehicle allowance terms at the award stage.

Method of calculating monthly wages

6. The NFF does not support this being dealt with as a common issue. The amount an employee receives at the end of each month is immaterial as long as, over the period of employment, they are paid their entitlements in accordance with the modern award and the *Fair Work Act 2009*.

Overpayment provisions

7. The NFF does not have a view on this matter, as the modern awards in which the NFF has an interest all provide for payment either on a weekly or fortnightly basis.

*Proposed family violence provision*

8. The NFF does not support this claim. Elements of the claim raise doubt about whether the proposed term would be about permitted matters.
9. To the extent that the claim is about permitted matters, it is made in respect of all modern awards and the NFF accepts that it is likely to be considered a common issue.

*Proposed family friendly work arrangements provision*

10. The NFF does not support this claim but accepts that as a claim made in respect of all modern awards, it is likely to be considered a common issue.


*Proposed Small Business Schedule*

11. The NFF considers that this claim is likely to be considered a common issue.

**Proposed provisions in relation to casual and part-time employment**

12. The NFF proposes to seek a variation to the minimum engagement period for casual and part-time employees in the Pastoral Award 2010 during the award stage.
13. The NFF does not consider that the proposal would be a common issue. While other parties may have similar issues in relation to other modern awards, the outcomes sought in each case, as well as the circumstances underpinning each proposal, are likely to vary widely.

**Signature**



**Name**

Sarah McKinnon

**Position**

Manager, Workplace Relations & Legal Affairs

**Date**

11 November 2014