

# Guide to mapping documents prepared in accordance with 'Fair Work Australia Research Report 2/2012 - Analysing modern award coverage using the Australian and New Zealand Standard Industrial Classification 2006: Phase 1 report'



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15 October 2012

## Introduction

The *Fair Work Australia Research Report 2/2012 - Analysing modern award coverage using the Australian and New Zealand Standard Industrial Classification 2006: Phase 1 report* provided a framework for mapping modern award coverage to the class/4 digit level of the *Australian and New Zealand Standard Industrial Classification 2006* (ANZSIC) produced by the Australian Bureau of Statistics and Statistics New Zealand.

Mapping, as described in the report, is a methodology which involves comparing the coverage of a modern award with the industry description in an ANZSIC class/4 digit code in order to assess the degree to which they overlap.<sup>1</sup> The methodology was developed as a possible means of identifying the extent to which quantitative analysis of method of setting pay data drawn from the Australian Bureau of Statistics' Survey of Employee Earnings and Hours<sup>2</sup> can be undertaken, using ANZSIC coding as a proxy for modern award coverage, to cast light on award reliance and coverage.<sup>3</sup>

Fair Work Australia staff have applied this framework to each modern award and class/4 digit code to produce 506 mapping documents, one for each class/4 digit code, showing the areas of overlap (to the extent possible) between that class/4 digit code and modern awards. The framework also provides relevant class/4 digit codes as mapped against each modern award.

Following the publication of draft mapping documents for comment, final mapping documents have been prepared and are available on the Fair Work Australia website:

[http://www.fwa.gov.au/index.cfm?pagename=wagereview2013&page=research\\_map1](http://www.fwa.gov.au/index.cfm?pagename=wagereview2013&page=research_map1)

Please note that the allocation of class/4 digit codes to modern awards in the mapping documents is indicative only. The coverage clause, classifications and any exclusions contained within modern

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<sup>1</sup> Preston M, Pung A, Leung L, Casey C, Dunn A and Richter O (2012), *Analysing modern award coverage using the Australian and New Zealand Standard Industrial Classification 2006: Phase 1 report*, Research Report 2/2012, Fair Work Australia, Melbourne, p 5.

<sup>2</sup> Australian Bureau of Statistics, *Employee Earnings and Hours, Australia, May 2010*, Catalogue No. 6306.0 (ABS, 2010)

<sup>3</sup> Preston M, Pung A, Leung L, Casey C, Dunn A and Richter O (2012), *Analysing modern award coverage using the Australian and New Zealand Standard Industrial Classification 2006: Phase 1 report*, Research Report 2/2012, Fair Work Australia, Melbourne, p 4.

awards determine their coverage. Employers or employees seeking advice about the modern award that may cover them should contact the [Fair Work Ombudsman](#).

More information on the mapping framework and its uses and limitations is provided in research report *Fair Work Australia Research Report 2/2012—Analysing modern award coverage using the Australian and New Zealand Standard Industrial Classification 2006: Phase 1 report*.

## Reading the mapping documents

Each mapping document is comprised of two spreadsheets, both of which have the title and industry description of a single class/4 digit code at the top. The first spreadsheet provides information about applicable primary and secondary modern awards to the ANZSIC class, and has six columns:

- The Key Words (ANZSIC Class) column which identifies the part of the class/4 digit code industry description which has been found to overlap with the coverage of a modern award. **Red lettering** identifies relevant text more specifically.
- The Primary Industry Award column identifies modern award(s) assessed as mapping exclusively or extensively to the class/4 digit code and the text of the modern award that supports that assessment.
- The Secondary Industry Award column identifies modern award(s) that don't map exclusively or overwhelmingly to the class/4 digit code map, but overlap to some extent, and the text of the modern award that supports that assessment.
- Each of the primary and secondary columns contains an Exclusions column which identifies any exclusions in the modern award that may affect the extent to which its coverage overlaps with the class/4 digit code.
- The Comments column provides any additional relevant information.

The second spreadsheet provides information on any exclusions that may affect the potential coverage of occupational modern awards and identifies any areas of the class/4 digit code in which the *Miscellaneous Award 2010* has potential coverage.

The top part of each mapping document is coloured green, amber or red:

- **Green** indicates the primary modern award is a clean fit with the class/4 digit code
- **Amber** indicates that the primary modern award maps extensively, but overlap with at least one other modern award means it is not a clean fit; and
- **Red** indicates that there is no primary modern award or numerous overlapping modern awards.

## Accessing the mapping documents

The mapping documents can be accessed in two ways. The [mapping documents listed by ANZSIC division page](#) provides a link to each of the 506 mapping documents. They are ordered according to the number of the class/4 digit code order to which they relate and the ANZSIC division into which the class/4 digit code falls. Clicking on a link will download the mapping document as an Excel spreadsheet.

The [mapping document listed by modern award page](#) provides a means of reviewing the results of the mapping process on a modern award-by-modern award basis. It provides links to 121 tables, one for each modern award except the *Miscellaneous Award 2010*, listed in alphabetical order. Each table shows, for that modern award:

- The class/4 digit codes for which it is a primary modern award (coloured green, amber or red according to the rating system outlined above).
- The class/4 digit codes for which it is a secondary modern award.
- Any exclusions that have been identified as affecting the coverage of that modern award with relation to the class/4 digit codes.

Clicking on a link will download the table as an Excel spreadsheet. The class/4 digit codes listed in each table are also linked to the mapping document to which they relate and can be downloaded as an Excel spreadsheet.