



Human Resources Information Sheet

Award Modernisation

Source – HR Daily
Australian Industrial Relations Commission

Start preparing now for modern awards compliance

Employers must ensure they understand the modern award system before it comes into effect in just nine months. Modern Awards take effect on 1 January 2010 but the changes will easily catch unprepared employers by surprise, particularly as they are likely to increase operating costs in certain industries.

All Employers should familiarise themselves with the award modernisation, especially those sectors that have traditionally not been subject to award coverage, which will now be covered by modern awards. We recommend that Employers make a thorough assessment of which modern awards will apply to them and plan accordingly.

It is important to note that all modern awards are required to contain a model flexibility clause which can be used by Employers to tailor flexible arrangements to individual Employees needs.

Compliance:

The change to award modernisation has the potential to raise compliance issues. The belief is that the new Fair Work Australia regulator will ensure the new modern awards system is being complied with and is likely to pursue employers for non-compliance with these awards.

We highly recommend that for all Employers to understand the impact modern awards have on their organisation that a thorough audit of the terms of the modern award be conducted.

Essentials 4 Business has the knowledge and experience and would be happy to assist you in conducting an audit on your organisation to understand the impact the award modernisation will have on your business.

Modern Awards to Date:

A current list of the Modern Awards as at 3 April 2009 is:

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| ❖ Aged Care Award 2010 | ❖ Manufacturing and Associated Industries and Occupations Award 2010 |
| ❖ Banking, Finance and Insurance Award 2010 | ❖ Market and Social Research Award |
| ❖ Black Coal Mining Industry Award 2010 | ❖ Medical Practitioners Award 2010 |
| ❖ Building and Construction General On-site Award 2010 | ❖ Mobile Crane Hiring Award 2010 |
| ❖ Business Equipment Award 2010 | ❖ Nursery Award 2010 |
| ❖ Cleaning Services Award 2010 | ❖ Nurses Award 2010 |
| ❖ Clerks – Private Sector Award 2010 | ❖ Pastoral Award 2010 |
| ❖ Contract Call Centre Award 2010 | ❖ Pharmacy Industry Award 2010 |
| ❖ Cotton Ginning Award 2010 | ❖ Plumbing and Fire Sprinklers Award 2010 |
| ❖ Electrical, Electronic and Communications Contracting Award 2010 | ❖ Quarrying Award 2010 |
| ❖ Fast Food Industry Award 2010 | ❖ Racing Clubs Events Award 2010 |
| ❖ General Retail Industry Award 2010 | ❖ Racing Industry Ground Maintenance Award 2010 |
| ❖ Graphic Arts, Printing and Publishing Award 2010 | ❖ Rail Industry Award 2010 |
| ❖ Hair and Beauty Industry Award 2010 | ❖ Road Transport and Distribution Award 2010 |
| ❖ Health Professionals and Support Services Award 2010 | ❖ Road Transport (Long Distance Operations) Award 2010 |
| ❖ Higher Education Industry – Academic Staff – Award 2010 | ❖ Security Services Industry Award 2010 |
| ❖ Higher Education Industry – General Staff – Award 2010 | ❖ Silviculture Award 2010 |
| ❖ Horse and Greyhound Training Award 2010 | ❖ Telecommunications Services Award 2010 |
| ❖ Horticulture Award 2010 | ❖ Textile, Clothing, Footwear and Associated Industries Award 2010 |
| ❖ Hospitality Industry (General) Award 2010 | ❖ Transport (Cash in Transit) Award 2010 |
| ❖ Joinery and Building Trades Award 2010 | ❖ Waste Management Award 2010 |
| | ❖ Wool Storage, Sampling and Testing Award 2010 |

Please note that the Award Modernisation process is ongoing with the AIRC cutting down 3,000 awards to 100 by the 31st of December 2009, therefore the above list of awards is not final.

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