



**EMPLOYMENT AND
INDUSTRIAL RELATIONS and
NATIONAL ISSUES**

BUS INDUSTRY CONFEDERATION

JUNE 2008

TASMANIA



WORKPLACE RELATIONS AMENDMENT (TRANSITION TO FORWARD WITH FAIRNESS) ACT 2008

- Prevents the making of new AWA's from the commencement date.
- Allows ITEA's based on a 'no disadvantage' test, until 31 December 2009.
- Re-instates the 'no disadvantage' test, or 'better off overall' test.
- AIRC to undertake the process of Award modernization with 10 matters that may be dealt with.

NATIONAL EMPLOYMENT STANDARD EXPOSURE DRAFT

- The National Employment Standards (hours, flexibility, leave entitlements etc) will be incorporated into the substantive Bill in July.
- It is one part of the Government's safety net to underpin all future industrial agreements.
- It will apply to all employees < and > \$100K.
- The Industrial Working Group established by BIC has made a submission on behalf of the BCA to DEEWR.

AWARD MODERNIZATION

- The Act sets out terms (minimum wages, types of employment, O/T and penalty rates etc), which may be dealt with by modern awards.
- They are the second component of the safety net, which will underpin all industrial instruments in the future.
- These are minimum standards, which can be tailored to suit the industry and occupations to which they apply <\$100K only.
- The AIRC will undertake the modernization process which may result in a federal bus award applicable to all states' bus drivers.

ISSUES FOR THE BUS INDUSTRY

- The Act stipulates that modern awards must not contain terms and conditions of employment that are determined by reference to state boundaries.
- Rates of pay, minimum engagements, payment of overtime in excess of hours worked and spread of hours must be the same for all states.

ISSUES FOR THE BUS INDUSTRY

- Each state has always had different terms and conditions to suit the individual jurisdictions.
- A joint approach will be needed for issues such a long service leave, salary sacrifice, minimum wages, salary grades etc.
- The challenge for the IWG will be to ensure that BIC retains the terms of the bus award when the new system commences in January 2010.

NATIONAL ISSUES

The background of the slide features a photograph of a modern building with a prominent flagpole. The flagpole is tall and has a distinctive design with multiple vertical supports. At the top, the Australian flag is flying. The building is light-colored and has a curved facade. The sky is clear and blue.

NEW GOVERNMENT

- 20/20 summit
- Garnaut Review
- Long distance, Charter, Express Ctte

CAREERS INITIATIVE