

Important text changes between the 2010 Award and the 2020 Award

2010 Award clause	2020 Award clause	New wording	Change
2. Commencement and transitional	1. Title and commencement		The transitional provisions under the 2010 award have been deleted, as the transitional period has finished. This results in a number of changes to the text of the award
3. Definitions	2. Definitions	No new wording	Deletion of a number of defined terms, mainly relating to 'transitional provisions' that have passed their transitional date of effect
No clause	7. Facilitative provisions	This is a new clause. It provides a list of all clauses of the award that can be varied in their effect by the agreement of the employer and their employee(s).	This clause does not create any new rights or obligations. All of these provisions were available in the 2010 award. It simply puts them all together in one place so that the parties to the award can see them.
15. Allowances	18. Allowances	Allowances under the 2020 Award are expressed in \$ amounts, rather than the 2010 award which expressed an allowance as being the percentage of a standard rate. The percentages are available for review in Schedule B to the 2020 Award.	There is no change in the value of any allowance, having regard to the 2020 Annual Wage review. There is no change in any the entitlement to any allowance and there are no 'new' allowances.
20. Ordinary hours of work and rostering	13. Ordinary hours of work 14. Rostering arrangements	There is no new wording to these provisions	Hours of work and Rostering arrangements have been put into 2 separate clauses so that it is clear what the hours of work are, and how an employer must schedule those hours of work.
22. Overtime and Penalty Rates	20. Overtime 21. Penalty rates	Overtime and Penalty rates are now expressed as percentages (ie 150%) rather than as 'time and a half'. This means that all penalties and loadings are now expressed in the same language.	Overtime and Penalty rates have been split into 2 separate clauses so that it is clear that penalty rates are not overtime and vice versa. There is no change to the value or cost of overtime or any of the penalty rates.
23.1(a) Definition of afternoon shift work	22.1(a) Definition of afternoon shift work	Afternoon shift means any shift finishing after 6.00 pm and at or before midnight <i>where the majority of time worked is between the hours</i>	This is a real change to the shift definition. It brings the definition of an afternoon shift into agreement with the definition of a night shift. The change means that employers who schedule

2010 Award clause location in 2020 Award

2010 Award clause (number and name)	Equivalent 2020 Award clause
1. Title	1. Title and commencement
2. Commencement and transitional	1. Title and commencement
3. Definitions and interpretation	2. Definitions
4. Coverage	4. Coverage
5. Access to the award and the National Employment Standards	3. The National Employment Standards and this award
6. The National Employment Standards and this award	3. The National Employment Standards and this award
7. Individual flexibility arrangements	5. Individual flexibility arrangements
8. Consultation about major workplace change	29. Consultation about major workplace change
8A. Consultation about changes to rosters or hours of work	30. Consultation about changes to rosters or hours of work
9. Dispute resolution	31. Dispute resolution
10. Types of employment	8. Types of employment
10.3 Full-time employees	9. Full-time employees
10.4 Part-time employees	10. Part-time employees
10.5 Casual employees	11. Casual employees
11. Termination of employment	32. Termination of employment
12. Redundancy	33. Redundancy
13. Classifications	12. Classifications
14. Minimum wages	16. Minimum wages
15. Allowances	18. Allowances
16. District allowances	<i>Clause deleted</i>
17. Accident pay	<i>Clause deleted</i>
18. Payment of wages	17. Payment of wages
19. Superannuation	19. Superannuation
20. Ordinary hours of work and rostering	13. Ordinary hours of work 14. Rostering arrangements
21. Breaks	15. Breaks
22. Overtime and penalty rates	20. Overtime 21. Penalty rates
23. Shiftwork	22. Shiftwork
23A. Requests for flexible working arrangements	6. Requests for flexible working arrangements
24. Annual leave	23. Annual leave
25. Personal/carer's leave and compassionate leave	24. Personal/carer's leave and compassionate leave
26. Community service leave	26. Community service leave
27. Public Holidays	28. Public Holidays
28. Leave to deal with Family and Domestic Violence Leave	27. Unpaid family and domestic violence leave
Schedule A – Transitional Provisions	<i>Schedule deleted</i>
Schedule B – Classifications	<i>Schedule deleted</i>
Schedule C – Supported Wage System	Schedule C – Supported Wage System
Schedule D – National training wage	<i>Schedule deleted</i>
Schedule E – Part-day Public Holidays	Schedule G – Part-day Public Holidays
Schedule F – Agreement to take Annual Leave in advance	Schedule E – Agreement to take Annual Leave in advance
Schedule G – Agreement to Cash Out Annual Leave	Schedule F – Agreement to Cash Out Annual Leave

		<i>of 6.00pm and midnight.</i> (New words in italics)	work to finish after 6.00pm must be aware that this work could well be overtime, rather than shift work. For example, if an employer rosters an employee to commence work at 12.00pm and finish at 7.30pm, then under the 2010 Award, all of that shift would be an 'afternoon shift' and paid at 115% of the ordinary rate. Under the 2020 Award the same shift would be paid as follows; 12.00pm – 6.00pm = 100% rate 6.00pm – 7.30pm = 150% rate.
No clause	25. Parental leave and related entitlements	New clause that inserts reference to the NES for this entitlement	The 2010 Award was silent on this matter as the NES provides the relevant entitlement. The 2020 Award simply refer to the NES so that employers and employees are aware that this leave is available.
28. Leave to deal with Family and Domestic Violence Leave	27. Unpaid family and domestic violence leave	The provisions from the 2010 have been deleted and the 2020 award refers you to the NES entitlement	This leave was introduced as an award right, and then made part of the NES. The 2020 follows the 'new' convention of simply referring to the NES entitlement rather than bulking up the award. There is no substantive change.
No Schedule	Schedule A – Summary of Hourly rates of pay	This is a new schedule that has the rates of pay for each classification and each period where a penalty applies.	This new schedule allows an employer and an employee to see the minimum rates that must be paid for work performed at various times of the day and on different days f the week
No Schedule	Schedule B- Summary of Monetary allowances	This is a new schedule that shows the relevant percentages for each allowance as well as providing information as to how and when they are to be paid	This new schedule allows an employer and an employee to see when an allowance is payable and how to calculate the amounts as detailed in clause 18 of the 2020 Award

Schedule H – Agreement for Time Off Instead of Payment for Overtime	Schedule D – Agreement for Time Off Instead of Payment for Overtime
Schedule X – Additional Measures During the COVID-19 Pandemic	Schedule X – Additional Measures During the COVID-19 Pandemic
<i>No provision</i>	7. Facilitative provisions
<i>No provision</i>	25. Parental leave and related entitlements
<i>No provision</i>	Schedule A – Summary of Hourly Rates of Pay
<i>No provision</i>	Schedule B – Summary of Monetary Allowances

Yours Sincerely,



Daniel Houlihan
First IR Consultancy Pty Ltd