

# Remove employment conditions from awards

“ Cutting awards is a step backwards for Australian workers ”



## Important changes coming from 1 July 2005

*The Howard Government has said it will use its new Senate powers to take away many of your basic rights at work.*

*The Government wants to remove employment conditions from awards.*

Though many people don't realise it, almost all working Australians currently enjoy the protection of a strong award system. Most of the pay and conditions we take for granted are guaranteed in State or Federal awards.

### The important rights protected by awards include:

- wage rates based on skill levels
- overtime pay
- weekend or night work rates
- work related allowances
- maternity and parental leave
- annual leave
- redundancy pay

Around 1.6 million Australian working people rely only on awards to protect all their pay and conditions. Millions of others employed on agreements rely on awards to underpin their basic rights and conditions.

The Government has said they want to cut a number of important conditions from awards: conditions like skill based pay structures, bonuses, jury service, allowances and picnic days. Business is urging the Government to go much further and get rid of awards altogether - replacing them with just five or six minimum conditions.

The Howard Government also wants to totally abolish State awards, which cover half the Australian workforce.

Without award conditions, many working people will be forced to negotiate with their employer for even the most basic rights and conditions they currently take for granted.

## HOW THE HOWARD GOVERNMENT IS TAKING AWAY YOUR AWARD RIGHTS AND CONDITIONS

Before the Howard Govt was elected in 1996	AWARDS UNDER THE HOWARD GOVERNMENT		Business wishlist...
	Current situation - since 1996	Expected govt changes - 2005	
<p>The independent Industrial Relations Commission decided what should be in each award after hearing from employers and employees.</p> <p>No government interference about award matters.</p>	<p>Awards reduced to 20 allowable matters. eg. Limits on part time and casual employment, consultation about job losses, blood donors leave.</p> <p>Powers of Industrial Relations Commission to set fair award conditions and settle disputes reduced.</p>	<p>Abolish all State awards.</p> <p>Reduce Federal awards to 16 matters and limit remaining matters. Matters to be removed include:</p> <ul style="list-style-type: none"> <li>- Skill based pay structures</li> <li>- Long service leave</li> <li>- Jury service leave</li> <li>- Bonuses</li> <li>- Superannuation</li> <li>- Long term casuals right to request permanency</li> </ul>	<p>No awards.</p> <p>Only 5 or 6 minimum conditions.</p> <p>Most basic rights taken away, including:</p> <ul style="list-style-type: none"> <li>- Overtime pay</li> <li>- Standard hours of work</li> <li>- Allowances</li> <li>- Weekend and shift work rates of pay</li> </ul> <p>Individual contracts replace collective agreements.</p>