

OPPORTUNITY FOR MEMBERS TO BE HEARD:

Important survey on Fair Work Commission Job Security Discussion Paper impacting casual and part-time employment

Dear Member

The Fair Work Commission (FWC) is currently undertaking a modern awards review on the request of the Minister for Employment and Workplace Relations. The review, known as **Modern Awards Review 2023-24** (the Awards Review), includes a consideration of whether the terms of modern awards reflect recent amendments to the Fair Work Act 2009 and modern awards objective regarding **job security and access to 'secure work'**.

The Awards Review is currently examining the seven most commonly used modern awards (including the *Clerks – Private Sector Award 2020*) to consider award provisions concerned with **rostering, guaranteed shifts, and the interaction of full-time, part-time and casual classifications**, as well as reviewing standard award clauses. A copy of the FWC Job Security Discussion Paper is available [here](#).

VACC is looking to collect evidence to help inform the FWC on the practical impact of potential changes arising from the Awards Review on businesses operating in the automotive industry. VACC is concerned that such changes may increase business operating costs by serving to further restrict and disincentivise casual employment and other flexible working arrangements, under the misguided assumption that such measures will directly result in better outcomes for employees. Accordingly, **members who engage employees under the Clerks Award** (e.g. bookkeepers, accounts payable/receivable, receptionists, warranty clerks, stock controllers, office managers) **are particularly encouraged to participate in the survey**.

Importantly, your responses will assist VACC and the Australian Chamber of Commerce and Industry (ACCI) prepare and strengthen the value of the submissions made to the Awards Review.

You should only complete the survey once.

The survey will remain open until Thursday 1 February 2024 and can be accessed [here](#)

The survey is anonymous. Neither your details, nor the details of your organisation, will be collected if you complete the survey – unless you choose to provide your contact details to enable follow-up to issues raised.

Members seeking further information are encouraged to contact VACC's Workplace Relations team on 03 9829 1123 or ir@vacc.com.au

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