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6 April 2020

Justice Iain Ross
President, Fair Work Commission

By email chambers.ross.j@fwc.gov.au

Dear Justice Ross,

AM2020/12 – Variation of awards on the initiative of the Commission

We act on behalf of the Australian Chiropractors Association (**ACA**).

The ACA are the peak body representing chiropractors. The ACA represents over 3,000 members and is the largest chiropractic health body in Australia. It has members in all states and territories within Australia. The ACA is unusually positioned in that it represents both employers and employees.

The ACA is deeply saddened about the impact that COVID-19 has had and will to continue to have on the health and wellbeing of all Australians, including chiropractors and their support staff. The ACA is aware that many businesses in the allied health industry have been adversely impacted by the disruptions caused by COVID-19 and it is pleased to support the Fair Work Commission's proposal to vary the *Health Professional and Support Services Award 2010* (**HPSS Award**).

In this regard, we refer to the above matter and to the Statement of the Full Bench dated 1 April 2020¹. The ACA confirms that it supports the provisional views set out in paragraphs [117] to [124] of the Statement and that the HPSS Award is temporarily varied to:

1. provide all employees with a new entitlement of up to 2 weeks' unpaid pandemic leave; and
2. provide for employees by agreement with their employer to take twice the amount of their accrued annual leave at half pay.

The ACA notes that the Commission's proposed variations are not intended to preclude other variation applications being made to modern awards to provide additional measures during the COVID-19 pandemic, should the need arise.² The ACA reserves its rights in this regard.

Yours faithfully

HMB Law

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¹ [2020] FWCFB 1760

² Ibid [2].