

From: greg [mailto:greg@reef.org.au]
Sent: Friday, 24 June 2016 9:35 AM
To: AMOD
Subject: Real Estate Industry Award - Matter No. 2014/242

Dear Amod team

Please find attached, a revised schedule of draft variations proposed by REEF in relation to the above matter. This schedule replaces and supersedes the one filed with the Fair Work Commission on 30 May 2016.

Regards

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In the Fair Work Commission

4-Yearly Review of Modern Awards

REAL ESTATE INDUSTRY AWARD 2010

Matter No. 2014/242

Real Estate Employers' Federation (REEF)

Revised draft variations proposed by REEF

24 June 2016

1. The Real Estate Employers' Federation (REEF) is a registered association of employers under the *Fair Work (Registered Organisations) Act 2009*.
2. REEF is the industrial voice for over 1,400 real estate employers predominantly located in NSW and the ACT.
3. REEF will be asking the Fair Work Commission to consider the following variations as part of its 4-yearly review of the Real Estate Industry Award 2010.
4. The revised draft variations set out herein, replaces and supersedes those filed by REEF with the Fair Work Commission on 30 May 2016.
5. In particular it is noted that REEF no longer intends pursuing in this review, changes to clauses 9.7(b)(v) and 5.4(c)(i) of the Exposure Draft award relating to the introduction of a classification for casual commission-only employment.

6. DRAFT VARIATION 1 - CLAUSE 10: ALLOWANCES

Insert a new sub-clause 10.2(g) of the Exposure Draft Award as follows:

“(g) Provided that this sub-clause 10.2 does not apply in circumstances where the motor vehicle used by the employee in the course of employment is either a motor scooter or motor cycle.

Insert a new subclause 10.4 of the Exposure Draft Award - **Motor cycle allowance** - as follows:

“(a) Where the employer requires the employee to use the employee’s own motor scooter or motor cycle in the course of employment, the employee will be entitled to be reimbursed for the use of the motor scooter or motor cycle at a rate of \$0.26 per kilometre for its use in the course of employment with a maximum payment as for 400kms per week. Where the employee claims the allowance under this clause, the employee must keep a record of all such usage which will show:

- (i) the date and odometer reading of the first such usage of the motor scooter or motor cycle at the commencement of the log book;*
- (ii) the date and commencement and final odometer reading for each day on which the allowance is claimed;*
- (iii) total business kilometres each day;*
- (iv) the purpose of each usage; and*
- (v) the signature of the employee, certifying the usage.”*

Re-number existing sub-clauses 10.4 - 18.8 accordingly.

7. DRAFT VARIATION 2 – SCHEDULE A – CLASSIFICATION DEFINITIONS

In Schedule A.1.1, insert after the word “Representative(s)” and before the word “in”, the words “**or Property Sales Supervisor(s)**...”

8. In addition to the above variations, REEF also supports the variations proposed by the Registered Real Estate Salespersons' Association of South Australia contained in its Amended Application dated 16 May 2016 and identified in "Attachment A" as:

- Items 4(1), (2) and (3);
- Items 5(2) and (3) only; and
- Item 6 referring to **Schedule G** of the HOA.

Real Estate Employers' Federation

24 June 2016