



**Australian Security Industry
Association Limited**

*The peak body for
security professionals.*

FAIR WORK COMMISSION Matter No. AM2016/15, AM2014/89

**Four Yearly Review of Modern Awards – Plain Language Exposure Draft –
Security Services Industry Award 2017**

Amended Submission 20 October 2017.

*Supporting members, promoting standards
and safeguarding public interest*



On 6 October 2010 ASIAL filed in the Commission written submissions re the Plain Language Exposure Draft, (the 2017 Draft). An error appears at point 33 of those submissions relating to Payment of Annual Leave on termination of employment.

ASIAL requests that point 33 of those submissions be withdrawn and consistent with our earlier submissions of 30 June 2017 and 18 August 2014 replaced with the following:

33. Add Clause 23.10 **Payment of accrued annual leave on termination**

*Where an employee is entitled to a payment of accrued leave on termination of employment the employer must pay the employee in respect of the period of such leave **the greater of:***

(a) the amount the employee would have earned for working their normal hours during the period of leave, exclusive of overtime; and

(b) the employee's ordinary time rate together with, where applicable, the leading hand allowance, relieving officer's allowance and first aid allowance respectively, plus a loading of 17.5%.

*In relation to any employee **ordinary pay** means:*

(a) remuneration for the employee's normal weekly number of hours of work calculated at the ordinary time rate of pay; and

(b) where the employee is provided with board or lodging by the employer, ordinary pay includes the cash value of that board or lodging.

ASIAL will be pleased to discuss and explain these submissions at any future conferences.

Chris Delaney



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