

IN THE FAIR WORK COMMISSION

4 Yearly Review of Modern Awards

National Disability Services

Submission – AM2018/26

Draft survey

1. NDS makes the following submission regarding the contents of the ‘Draft Survey’, in accordance with the statement issued on 23 April 2019 ([2019] FWC 2755).
2. The preference of NDS would be for NDS to conduct the mail out to its members rather than FWC. It would be preferable to send the survey by electronic means such as using a web link, rather than hard copy, to enable easy collation and analysis by FWC.
3. This survey relates to those employers who have workers covered by the SCHADS Award. It is proposed that the survey be sent via member lists of the employer and industry associations that are parties to these proceedings. NDS is not able to determine with complete precision which members are covered by the SCHADS award although it is clear that a large majority are covered. Some employers will be covered by enterprise agreements and not currently using the SCHADS Award, but their responses will still be relevant as they form part of the sector.
4. In order to avoid the survey being completed by employers who are not in fact covered by SCHADS, or the survey not being completed by SCHADS covered employers that currently have an enterprise agreement, a preliminary question could be used as follows:

Do you have any employees covered by the SCHADS Award?

Yes... please proceed to Q2

Yes, although an enterprise agreement currently applies... please proceed to Q2

No... do not proceed to any further questions, please simply return this survey as per the instructions.

5. The current Q1 sets out a range of sectors. It is likely that this list is comprehensive, but there may be other sub-sectors which could be reflected by adding an option for a respondent to identify such a sub-sector at the end of the list of sub-sectors as follows:

Other (please specify) _____

6. In the current Q4 we propose amending the expressions used for the employment categories as follows.

Category	No. of Employees
Permanent full time employees	
Permanent part time employees	
Fixed term contract full time employees	

Fixed term contract part time employees	
Casual employees (ie in receipt of the 25% casual loading and not in receipt of any paid leave entitlement)	

7. The current Q5 refers to a four week period of 4 to 29 March 2019. This falls short of 28 days and could be amended to 4 to 31 March 2019 in order to reflect four full weeks.

National Disability Services

24 April 2019