

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION  
LEGISLATION COMMITTEE**

**2006-2007 BUDGET SENATE ESTIMATES HEARING  
29<sup>TH</sup> AND 30<sup>TH</sup> MAY 2006  
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

**QUESTIONS ON NOTICE**

**Outcome 2: Higher productivity, higher pay workplace**

**Output Group 2.2: Workplace relations implementation**

**Output 2.2.2: Assistance to the Employment Advocate**

**Question Number: W210-07**

**Question:**

Senator Wong asked in writing:

Can the OEA provide a breakdown of those AWAs that remove Award conditions by conditions removed (ie whether % losing overtime loadings, weekend penalty rates, public holiday entitlements)?

**Answer:**

The table below shows the proportion of agreements, in the sample of 250 AWAs lodged in April 2006, that expressly excluded certain protected award conditions.

<b>Percentage of agreements</b>	<b>Protected Award Condition <u>excluded</u> from sampled AWAs</b>
64%	Annual leave loading
63%	Penalty Rates
52%	Shift Work Loadings
51%	Overtime Loadings
48%	Monetary Allowances (for employment expenses; skills; disabilities)
46%	Incentive based Payments and Bonuses
46%	Public Holidays payment
44%	Days to be Substituted for Public Holidays or a Procedure for such Substitution
40%	Rest Breaks
36%	Declared Public Holidays