

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

**2005-2006 SUPPLEMENTARY BUDGET SENATE ESTIMATES HEARING
2 and 3 NOVEMBER 2005**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Outcome 2: Higher productivity, higher pay workplace

Output Group 2.1: Workplace relations policy and analysis

Output 2.1.1: Workplace relations policy advice

Question Number: W598-06

Question:

Senator Marshall asked in writing:

Does this mean that non-monetary allowances, which don't meet the new definition of allowances, will be removed from awards?

Answer:

As noted in the answer to W597-06, the Workplace Relations Amendment (Work Choices) Bill 2005 defines the allowable award matter and allowable transitional award matter for "allowances" as monetary allowances for:

- expenses incurred in the course of employment, or
- responsibilities or skills that are not taken into account in rates of pay for employees, or
- disabilities associated with the performance of particular tasks or work in particular conditions or locations.

Allowances that do not lie within the scope of the above definition will be non-allowable in awards.

Although it is impossible to be definitive, it appears likely that, under the above definition, the AIRC will retain most existing allowances in awards. Award clauses requiring employers to prove non-monetary allowances in the form of tools, clothing, meals, accommodation or transport are likely to be removed from awards.