



## New clauses in Awards - effective 1 November 2018

Dear Member,

From this **Thursday, 1 November 2018**, 6 new clauses will be inserted into our Modern Awards by the Fair Work Commission (Commission).

These changes are a result of the 4 year review of Modern Awards.

The most substantial change that will affect our members, will be that a new clause will be inserted that governs when outstanding entitlements must be paid once the employment relationship ends.

### New Payment on Termination of Employment Clause

#### MAIN POINTS

**Employers must now make the following payments no later than 7 days after the day the employment ends:**

(i) the **employee's wages** under the Award for any complete or incomplete pay period up to the end of the day of termination;

and

(ii) all other amounts that are due to the employee under the Award and the **National Employment Standards**; such as outstanding annual leave entitlements.

Please see below links to the draft clauses:

[Live Performance Award 2010;](#)

[Broadcasting, Recorded Entertainment and Cinemas Award 2010;](#)

[Amusement, Events and Recreation Award 2010;](#)

[Clerks—Private Sector Award 2010.](#)

*\*These clauses are in their draft stages and will be inserted into Awards on 1 November 2018.*

### Plain Language Drafting of Standard Clauses

The Commission has also undertaken a review of standard clauses that appear in a majority of Awards in an effort to re-draft the clauses into 'Plain Language,' making them easier to understand and interpret.

As of **1 November 2018**, the following standard clauses will also be inserted into Awards in plain language form:

**A. Award flexibility term**

**B. Consultation about major workplace change**

### C. Consultation about changes to rosters or hours of work

### D. Dispute resolution

### E. Termination of employment

## What do I need to do now?

- For any employees being terminated on or after **1 November 2018**, you must ensure that you pay each employee any outstanding wages and entitlements **no later than 7 days** from the date that their employment ends;
- You do not need to do anything in relation to the plain language clauses. They will be inserted into the Awards by the Commission.

*For further enquiries, please contact:*

**Claire Seremetis**, Workplace Relations Advisor on **03 8614 2000** or [cseremetis@liveperformance.com.au](mailto:cseremetis@liveperformance.com.au)



[Live Performance Australia](#)  
Level 1, 15-17 Queen Street  
Melbourne, VIC 3000  
Australia

[Edit your subscription](#) | [Unsubscribe](#)

Ph: +61 3 8614 2000

Live Performance Australia (LPA) and the Live Performance Australia logo are trademarks of the Australian Entertainment Industry Association.

ABN 43 095 907 857

The information in this email is confidential and may be legally privileged. The views and opinions expressed in this email are the author's and do not necessarily reflect those of LPA as an organisation. If you are not the intended recipient of this email, please delete the original message and notify the sender immediately by return email, or telephone on +61 (0)3 8614 2000. Any disclosure, copying, distribution or action taken or omitted in reliance on it may be unlawful.

Powered by Bridgeway Mailer