



## **NEW WASTE MANAGEMENT AWARD 2020 PUBLISHED**

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The Fair Work Commission has finished its 4-yearly review of the Waste Management Award 2010 and has published the new version of the Award, which will formally commence on 4 May 2020. Members should be careful not to make any changes until the new Award commences.

A copy of the new Award (known as the Waste Management Award 2020) is also attached to the email that delivered this circular.

The amendments to the Award were largely structural or related to incorporating "plain English". No significant changes were made to employee entitlements or employer obligations but WCRA recommends that members review this new Award and familiarise themselves with it.

In particular, members will note that:

- The transitional provisions from the Waste Management Award 2010 have been deleted (because they are no longer relevant).
- Schedule A of the new Award incorporates information that was previously contained in a separate document (the Pay & Conditions Guide).
- Many sections have moved and members will need to be accustomed to the new Table of Contents;
- Schedules D, E and F of the new Award contain template agreements to use when agreeing:
  - to grant workers time off instead of paid overtime;

- to allow workers to take annual leave in advance; and
- to cash out annual leave.

Members should also note that the Award itself requires that copies of the Award and the NES are available to all employees to whom they apply, either on a notice board which is conveniently located at or near the workplace or through accessible electronic means. Members should take the necessary steps to ensure that the new version of the award will be available to employees from 4 May 2020.

Please note that this is general advice only. We recommend that members seek specific legal advice in relation to their particular situation. If you require further information or advice, please contact:

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