

NUW and AMSRO Market & Social Research Industry Agreement

- 1.** That the current 2008-2010 Agreement forms the basis of the new Agreement (i.e. current terms and conditions of employment continue subject to this log of claims and any relevant legislation).
- 2.** That the new Agreement operates for a period of 2 years from 1 October 2010.
- 3.** That the Agreement includes a wage increase of 6% for each year of the Agreement. All wage increases will also be payable on all allowances payable
- 4.** That the Agreement includes the attached flexibility clause (see Attachment 1)
- 5.** That the disputes procedure of the Agreement apply to all disputes or claims as to any work-related matter (including disputes relating to the NES, subsections 65(5) and 76(4) of the Act or that a General Protection (not involving dismissal) has been breached) and provide for conciliation and, if necessary arbitration, by Fair Work Australia.
- 6.** That in relation to breaks:
 - Employees are entitled to 5 minutes of paid break time per hour worked or part thereof; and
 - Reasonable toilet use and refreshment are part of employees' regular paid shift (not paid break time).
- 7.** That in relation to training:
 - Interviewers employed on a regular and systematic basis for a period of at least 12 months are entitled to undertake an AMSRO-NUW approved paid training course – following which they will be paid at the Executive Interviewer Rate.
 - Team Leaders and Supervisors employed on a regular and systematic basis are required to undertake an AMSRO-NUW approved paid training course in Frontline Management.
- 8.** That in relation to weekend and evening loadings:
 - An additional 25% loading be paid for all Saturday and Sunday work; and
 - Clause 18.1 be altered so that the out of hours penalty is paid for work between 10pm and 8.00am on weeknights and Saturdays.

- 9.** That in relation to Occupational Health and Safety:
 - Industry-wide buying groups for equipment, referred to in clause 26A.3 be established within 12 months;
 - OHS Guidelines for the industry be finalised within 12 months; and
 - That the AMSRO-NUW OHS Committee will also investigate ways to reduce carbon emissions in the industry
- 10.** That there is no minimum amount that employees must earn before being eligible for superannuation contributions by the employer.
- 11.** That in relation to travelling:
 - All time spent travelling to and from a location away from the employee's usual work location is counted as time worked; and
 - That the kilometre allowance is lifted to 74 cents per kilometre.
- 12.** That wages be paid weekly except by mutual agreement between the employer and the employee, in which case they may be paid fortnightly.
- 13.** That employees on commencement are paid training rates for a maximum of the first 40 hours only.
- 14.** That the Agreement includes a definition of online employees in "Classifications" (Clause 9).
- 15.** That in relation to employee elected Union Delegates,
 - the employers will give delegates up to 5 days paid trade union training leave each year;
 - that an employer is required to provide, in each calendar year, 25 days paid trade union training leave across their workforce and that the restriction in clause 37.4 on the number of delegates/delegates in particular state that can take such leave is lifted.
- 16.** That the Agreement provide for an authorised Union representative to enter the worksite to:
 - induct new employees;
 - distribute written information to employees (including during employees' shifts); and
 - be involved under the disputes procedure of the Agreement
- 17.** Employers to facilitate direct debit of membership payments where employees expressly authorise this.
- 18.** That when Team Leaders/Supervisors are providing a leadership role to Executive Interviewers, to interviewers engaged to interview respondents in a foreign language or to interviewers working outdoors they be paid an additional amount over and above the interviewer rate for that work equal to the difference between the ordinary Team Leader/Supervisor rate and the interviewer rate.