



SUBMISSION ON BEHALF OF THE AUSTRALIAN FEDERATION OF  
EMPLOYERS AND INDUSTRIES (AFEI)

AM2008/35 – TRAVELLING SHOWS AWARD 2010

AWARD MODERNISATION

**AFEI**  
Australian Federation of  
Employers & Industries

**BEFORE THE AUSTRALIAN INDUSTRIAL RELATIONS  
COMMISSION  
AWARD MODERNISATION**

**MATTER NO. AM 2008/35 – SUBMISSION CONCERNING  
EXPOSURE DRAFT TRAVELLING SHOWS AWARD 2010**

1. The Australian Federation of Employers and Industries (AFEI) has earlier provided written and oral submissions to the Commission concerning AM 2008/35. AFEI make the following submissions concerning the Exposure Draft Travelling Shows Award 2010 (the Exposure Draft).
2. In its decision of 25 September 2009, in regards to the proposed Travelling Shows Award 2010, the Commission stated that the Exposure Draft “is limited to those itinerant employers who operate amusements, rides and other related stands at the various shows and similar events that occur around Australia. AFEI submits that the coverage of this Exposure Draft be expanded to also cover employers who host travelling shows, in particular Agricultural Show Societies, and their employees.
3. Agricultural Show Societies host the majority of agricultural and horticultural shows held around Australia each year. The types of employees of these Societies, and the nature of their employment and duties performed, is very similar to those employees of the Travelling Shows. The Show Societies are more akin to Travelling Shows than they are to the Amusement, Events and Recreation Industry generally.

4. The majority of employees of Agricultural Show Societies are casually engaged only for the duration of a particular agricultural or horticultural show. Such employees are usually from the local community where the show is being held, or are itinerant employees who follow the travelling show circuit, working for different Agricultural Show Societies.
5. Approximately 90% of all agricultural and horticultural shows are held on weekends and local public holidays. Because of this, Agricultural Show Societies are highly sensitive to weekend and public holiday wage penalties.
6. The types of duties performed by employees of such Societies are also very similar in nature to the work performed by Travelling Show employees. Employees engaged by Agricultural Show Societies perform duties such as cleaners, gate attendants, pavilion attendants, caretakers, wood chop assistants, rodeo assistants, security personnel, and clerical employees. The engagement of employees in these duties is integral to the operation of agricultural or horticultural shows. The only area these employees are not engaged in is the transportable amusements and rides operated by the travelling show people.
7. AFEI submits that due to the very similar nature of employees of Agricultural Show Societies to employees of travelling show amusement operators, clause 4 of the Exposure Draft should be amended to include show society employees.

8. AFEI submits that clause 4.1 of the Exposure Draft be amended to read as follows:

*“This industry award covers employers throughout Australia in the industry of travelling shows being the operation of any stand, fixture or structure and associated grounds and permanent buildings for the purpose of providing amusement, food and/or recreation during the currency of and associated with any agricultural or horticultural show, carnival, rodeo, gymkhana, community event or festival, including the erection and/or dismantling and/or maintenance of such stand, fixture, structure, grounds or buildings, and their employees in the classifications in clause 13 of this award”.*

9. AFEI submits also that Clause 13 of the Exposure Draft should be amended to include the following roles:

- *Cleaners of show grounds and bathrooms;*
- *Gate attendants accepting entry fees and preventing prohibited items from being brought into the show ground;*
- *Parking attendants;*
- *Maintenance, grounds-keeping and caretaking employees responsible for general maintenance and upkeep of the grounds as well as erecting, dismantling and maintaining of event stands;*
- *Security employees; and*
- *Show attendants, such as rodeo, wood-chopping and pavilion attendants.*

10. Agricultural Show Societies are an integral part of the Travelling Shows Industry, particularly for agricultural and horticultural shows. Any Modern Award for Travelling Shows should include the host organisations of such shows and employees of these organisations who perform work for the currency of the show and also those employees performed throughout the year to ensure the continued operation of these Agricultural Show Societies.

**19 October 2009**