



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

AM2008/72

AWARD MODERNISATION

AFEI
Australian Federation of
Employers & Industries

**BEFORE THE AUSTRALIAN INDUSTRIAL RELATIONS
COMMISSION**

AWARD MODERNISATION

AM2008/72 – FUNERAL DIRECTING INDUSTRY

1. The Australian Federation of Employers and Industries (AFEI) make the following submissions concerning the Funeral Directing Industry, which is included in Stage 4 of Award Modernisation.

2. Currently the industry is covered by industry specific instruments, as follows:
 - Funeral Industry Award 2003 (Victoria) (the Victorian Award);
 - A.C.T. Funeral Industry Award 2002 (the ACT Award)
 - Notional Agreement Preserving Funeral Industry Award (South Australia) 2003 (the SA NAPSA);
 - Notional Agreement Preserving Funeral Industries (State) Award 2005 (NSW) (the NSW NAPSA);
 - Notional Agreement Preserving Funeral Services Award - State 2002 (QLD) (the Qld NAPSA);
 - Notional Agreement Preserving Funeral Directors' Assistants' Award No. 18 of 1962 (WA) (the WA NAPSA).

3. It also appears that the Miscellaneous Workers (Northern Territory) Award 2001 covers employees in the funeral directing industry. It appears, however, to be a very general award.

4. AFEI supports a modern award for the funeral directing industry which covers the classifications currently covered by these awards.
5. A number of the current awards include coverage of coffin makers/assemblers, as in the Victorian Award, the NSW NAPSA and the WA NAPSA.
6. AFEI submits that coffin makers/assemblers should be included in the coverage of a modern award for this industry due to their unique skills.
7. The span of hours for this industry is particularly important due to the necessity to have funeral operations available seven days a week. Currently the Funeral Industry Award (South Australia) 2003 and the Funeral Services Award - State 2002 (QLD) reflect this need and their span of hours is from Monday to Sunday. AFEI supports a span of hours to cover the days from Monday to Sunday.

30 July 2009