

## Sun still shines on many COVID-19 award variations with FWC granting variations and extensions

3 July 2020

### Abstract

Facing down the barrel of sunseting COVID-19 variations in a large number of modern awards, the Fair Work Commission (FWC) has determined several variations and extensions which continue many COVID-19 temporary measures beyond 30 June 2020 for between one and 12 months.

See: [FWC – Unpaid pandemic leave and annual leave changes to awards](#)

### Need for additional award measures continues for most modern awards

The COVID-19 pandemic continues to batter the economy threatening the economic livelihood of many award-covered employees and their employers.

Recognising this, the FWC has made a number of determinations varying or extending existing measures, including the Schedule X – unpaid pandemic leave/half-annual pay measures (see table below and [FWC – Unpaid pandemic leave and annual leave changes to awards](#)).

The FWC had regard to several information notes:

- [COVID-19 situation](#) updated June 2020
- [ABS Business indicators, Business Impacts of COVID-19](#), June 2020
- [Impact of COVID-19 on employees and employers likely to be covered by the Vehicle Award and a snapshot of recent effects of the pandemic on vehicle sales](#)
- [Clerks Award and COVID-19](#)
- [Impact of COVID-19 on employees and employers in the Accommodation and food services sector](#)
- [Retail Trade and COVID-19](#)

### Award-specific temporary measures

Some modern awards have had additional or different measures to Schedule X inserted, as set out below.

Award	Variation	Duration
<b>Restaurant Award</b>	Varied and extended Schedule I See - <a href="#">Restaurant Award flexibility during coronavirus</a>	1 July until 27 September 2020
<b>Clerks Award</b>	Varied and extended Schedule I See – <a href="#">Clerks flexibility during coronavirus</a>	1 July until 30 September 2020
<b>Hospitality Award</b>	Varied and extended Schedule J See - <a href="#">Hospitality Award flexibility during coronavirus</a>	1 July until 27 September 2020

<b>Vehicle Award</b>	Part extended Schedule I See - <a href="#">Vehicle Award changes during coronavirus</a>	31 July 2020
<b>Fast Food Award</b>	Schedule H See - <a href="#">Fast Food Award flexibility during coronavirus</a>	19 May until 31 July 2020
<b>Education (General Staff) Award</b>	Schedule J See - <a href="#">Educational Services (Schools) General Staff Award flexibility during coronavirus</a>	24 April until 1 August 2020.

### Schedule X measures ceasing

[Schedule X measures ceased](#) in the Aircraft Cabin Crew Award, Book Industry Award, Clerks – Private Sector Award, Concrete Products Award, Educational Services (Schools) General Staff Award, Education Services (Teachers) Award, Graphics Arts, Printing and Publishing Award, Higher Education Industry – Academic Staff – Award, Mannequins and Models Award, Manufacturing and Associated Industries and Occupations Award, Marine Tourism and Charter Vessels Award, Market and Social Research Award, Passenger Vehicle Transportation Award, Road Transport and Distribution Award, Road Transport (Long Distance Operations) Award, Sporting Organisations Award, Surveying Award, Telecommunications Services Award, Transport (Cash in Transit) Award and the Travelling Shows Award.

### Schedule X – unpaid pandemic leave – end dates extended

On 2 July 2020, the FWC determined that Schedule X additional measures should continued unchanged for these modern awards but with extended end dates: [Applications to vary Schedule X \[2020\] FWCFB 3490](#).

<b>Modern awards</b>	<b>End date</b>
Fast Food Industry Award 2010 (AM2020/43) General Retail Industry Award 2010 (AM2020/44) Hair and Beauty Industry Award 2010 (AM2020/41) Storage Services and Wholesale Award 2020 (AM2020/42)	31 July 2020
Airline Operations – Ground Staff Award 2020 (AM2020/57) Airport Employees Award 2020 (AM2020/53) Alpine Resorts Award 2020 (AM2020/80) Aluminium Industry Award 2020 (AM2020/80) Amusement, Events and Recreation Award 2020 (AM2020/80) Animal Care and Veterinary Services Award 2020 (AM2020/55 and AM2020/61) Aquaculture Industry Award 2020 (AM2020/80) Architects Award 2020 (AM2020/54) Asphalt Industry Award 2020 (AM2020/80)	30 September 2020

<p>Banking, Finance and Insurance Industry Award 2020 (AM2020/84)</p> <p>Broadcasting, Recorded Entertainment and Cinemas Award 2010 (AM2020/79)</p> <p>Business Equipment Award 2020 (AM2020/57)</p> <p>Car Parking Award</p> <p>Cement, Lime and Quarrying Award 2020 (AM2020/80)</p> <p>Cemetery Industry Award 2020 (AM2020/80)</p> <p>Children's Services Award 2010 (AM2020/65)</p> <p>Cleaning Services Award 2020 (AM2020/67)</p> <p>Commercial Sales Award 2020 (AM2020/68)</p> <p>Contract Call Centres Award 2020 (AM2020/57)</p> <p>Corrections and Detentions (Private Sector) Award 2020 (AM2020/69 and AM2020/80)</p> <p>Cotton Ginning Award 2020 (AM2020/80)</p> <p>Dry Cleaning and Laundry Industry Award 2020 (AM2020/81)</p> <p>Educational Services (Post-Secondary Education) Award 2020 (AM2020/82)</p> <p>Electrical Power Industry Award 2020 (AM2020/58)</p> <p>Fitness Industry Award 2010 (AM2020/80)</p> <p>Food, Beverage and Tobacco Manufacturing 2010 (AM2020/70)</p> <p>Funeral Industry Award 2010 (AM2020/71)</p> <p>Gardening and Landscaping Services Award 2020 (AM2020/80)</p> <p>Higher Education Industry-General Staff-Award 2020 (AM2020/57)</p> <p>Horse and Greyhound Training Award 2020 (AM2020/80)</p> <p>Horticulture Award 2010 (AM2020/80)</p> <p>Hospitality Industry (General) Award 2020 (AM2020/72)</p> <p>Journalists Published Media Award 2020 (AM2020/79)</p> <p>Labour Market Assistance Industry Award 2020 (AM2020/57)</p> <p>Legal Services Award 2020 (AM2020/57)</p> <p>Local Government Industry Award 2020 (AM2020/56 and AM2020/57)</p> <p>Meat Industry Award 2020 (AM2020/80)</p> <p>Miscellaneous Award 2020 (AM2020/73)</p> <p>Nursery Award 2020 (AM2020/80)</p> <p>Pastoral Award 2010 (AM2020/80)</p> <p>Pest Control Industry Award 2020 (AM2020/80)</p> <p>Pharmaceutical Industry Award 2010 (AM2020/80)</p> <p>Poultry Processing Award 2020 (AM2020/80)</p> <p>Premixed Concrete Award 2020 (AM2020/80)</p> <p>Professional Diving Industry (Recreational) Award 2020 (AM2020/80)</p> <p>Professional Employees Award 2020 (AM2020/59)</p>	
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<p>Racing Clubs Events Award 2010 (AM2020/80)</p> <p>Racing Industry Ground Maintenance Award 2020 (AM2020/80)</p> <p>Rail Industry Award 2020 (AM2020/57)</p> <p>Registered and Licensed Clubs Award 2010 (AM2020/75)</p> <p>Restaurant Industry Award 2020 (AM2020/74)</p> <p>Salt Industry Award 2010 (AM2020/80)</p> <p>Seafood Processing Award 2020 (AM2020/80)</p> <p>Security Services Industry Award 2020 (AM2020/76)</p> <p>Silviculture Award 2020 (AM2020/80)</p> <p>State Government Agencies Award 2020 (AM2020/60)</p> <p>Sugar Industry Award 2020 (AM2020/80)</p> <p>Textile, Clothing, Footwear and Associated Industries Award 2010 (AM2020/81)</p> <p>Timber Industry Award 2010 (AM2020/81)</p> <p>Vehicle Repair, Retail and Services Award 2020 (AM2020/83)</p> <p>Waste Management Award 2020 (AM2020/80)</p> <p>Water Industry Award 2020 (AM2020/77, AM2020/64 and AM2020/57)</p> <p>Wine Industry Award 2010 (AM2020/78) and</p> <p>Wool Storage, Sampling and Testing Award 2010 (AM2020/80)</p>	
Air Pilots Award	31 December 2020
Live Performance Award	30 June 2021
<p>Aboriginal Community Controlled Health Services Award 2020 (AM2020/34)</p> <p>Aged Care Award 2010 (AM2020/38)</p> <p>Ambulance &amp; Patient Transport industry Award 2020</p> <p>Health Professionals and Support Services Award 2010 (AM2020/40)</p> <p>Medical Practitioners Award 2020 (AM2020/49)</p> <p>Nurses Award 2010 (AM2020/46)</p> <p>Pharmacy Industry Award 2010 (AM2020/50)</p> <p>Social, Community, Home Care and Disability Services Industry Award 2010 (AM2020/52)</p> <p>Supported Employment Services Award 2010 (AM2020/39)</p>	Until further order of the FWC

See FWC – Unpaid pandemic leave and annual leave changes to awards can be found [here](#)

See also: [Dealing with the impact of widespread disease on the workplace](#), [Jobkeeper scheme – temporary amendments to the Fair Work Act 2009 and award changes](#), [Jobkeeper scheme – jobkeeper payment](#), [Considering safety during COVID-19 and the return to work](#), [Quality check – COVID-19 decision-making to reduce workforce legal claims](#) and the [COVID-19 toolkit for employers](#)