



## Extended operation of COVID-19 schedule: Unpaid pandemic leave and annual leave flexibility

### SUMMARY

In Member Advice [NAT 033/20](#), Members were informed of a decision of the Fair Work Commission (FWC) in April 2020 to vary 99 Awards to insert a new schedule providing an entitlement to up to 14 days unpaid pandemic leave. The schedule also enabled employees to reach agreement with their employer to take twice as much annual leave at half the pay. These flexibilities initially operated until 30 June 2020.

The Commission has decided to extend the operation of the schedule in many but not all of the 99 awards.

### Which modern awards have been varied to extend the operation of the schedule?

The schedule has been extended until **30 September 2020** in the modern awards listed in **Attachment A**.

The schedule has been extended until **31 July 2020** in the modern awards listed in **Attachment B**.

For the health sector awards listed in **Attachment C**, the schedule has been extended “*until further or other order of the Commission in matter number AM2020/13 and others*” (i.e. the Paid Pandemic Leave Case that is currently underway in the FWC).

The schedule has been extended until 31 December 2020 in the *Air Pilots Award 2010* and until 30 June 2021 in the *Live Performance Award 2010*.

### Which modern awards have not been varied to extend the operation of the schedule?

The modern awards in which the schedule has not been extended are listed in **Attachment D**. In these modern awards, the schedule has ceased to operate.

### What are the terms of the unpaid pandemic leave and annual leave flexibility entitlements?

These entitlements were set out in Member Advice [NAT 033/20](#).

### Do you require further advice?

For further information or assistance, please contact the Ai Group Workplace Advice Line on 1300 55 66. Ai Group has set up a [special section on our website](#) to provide access to Ai Group advice and assistance relating to the COVID-19 pandemic.

A handwritten signature in black ink, appearing to read 'S. Smith'.

**Stephen Smith**  
Head of National Workplace Relations Policy

**ATTACHMENT A****MODERN AWARDS IN WHICH THE SCHEDULE HAS BEEN EXTENDED UNTIL 30 SEPTEMBER 2020**

*Airline Operations – Ground Staff Award 2020*  
*Airport Employees Award 2020*  
*Alpine Resorts Award 2020*  
*Aluminium Industry Award 2020*  
*Amusement, Events and Recreation Award 2020*  
*Animal Care and Veterinary Services Award 2020*  
*Aquaculture Industry Award 2020*  
*Architects Award 2020*  
*Asphalt Industry Award 2020*  
*Banking, Finance and Insurance Industry Award 2020*  
*Broadcasting, Recorded Entertainment and Cinemas Award 2010*  
*Business Equipment Award 2020*  
*Car Parking Award 2020*  
*Cement, Lime and Quarrying Award 2020*  
*Cemetery Industry Award 2020*  
*Children’s Services Award 2010*  
*Cleaning Services Award 2020*  
*Commercial Sales Award 2020*  
*Contract Call Centres Award 2020*  
*Corrections and Detentions (Private Sector) Award 2020*  
*Cotton Ginning Award 2020*  
*Dry Cleaning and Laundry Industry Award 2020*  
*Educational Services (Post-Secondary Education) Award 2020*  
*Fitness Industry Award 2010*  
*Food, Beverage and Tobacco Manufacturing 2010*  
*Funeral Industry Award 2010*  
*Gardening and Landscaping Services Award 2020*  
*Higher Education Industry-General Staff-Award 2020*  
*Horse and Greyhound Training Award 2020*  
*Horticulture Award 2010*  
*Hospitality Industry (General) Award 2020*  
*Journalists Published Media Award 2020*  
*Labour Market Assistance Industry Award 2020*  
*Legal Services Award 2020*  
*Local Government Industry Award 2020*  
*Meat Industry Award 2020*  
*Miscellaneous Award 2020*  
*Nursery Award 2020*  
*Pastoral Award 2010*  
*Pest Control Industry Award 2020*  
*Pharmaceutical Industry Award 2010*



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*Poultry Processing Award 2020*  
*Premixed Concrete Award 2020*  
*Professional Diving Industry (Recreational) Award 2020*  
*Professional Employees Award 2020*  
*Racing Clubs Events Award 2010*  
*Racing Industry Ground Maintenance Award 2020*  
*Rail Industry Award 2020*  
*Restaurant Industry Award 2020*  
*Registered and Licensed Clubs Award 2010*  
*Salt Industry Award 2010*  
*Seafood Processing Award 2020*  
*Security Services Industry Award 2020*  
*Silviculture Award 2020*  
*State Government Agencies Award 2020*  
*Sugar Industry Award 2020*  
*Textile, Clothing, Footwear and Associated Industries Award 2010*  
*Timber Industry Award 2010*  
*Vehicle Repair, Retail and Services Award 2020*  
*Waste Management Award 2020*  
*Water Industry Award 2020*  
*Wine Industry Award 2010*  
*Wool Storage, Sampling and Testing Award 2010*



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## ATTACHMENT B

### MODERN AWARDS IN WHICH THE SCHEDULE HAS BEEN EXTENDED UNTIL 31 JULY 2020

*Fast Food Industry Award 2010*

*General Retail Industry Award 2010*

*Hair and Beauty Industry Award 2010*

*Storage Services and Wholesale Award 2020*



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## ATTACHMENT C

### MODERN AWARDS IN WHICH THE SCHEDULE HAS BEEN EXTENDED UNTIL FURTHER ORDER OF THE FWC IN THE PAID PANDEMIC LEAVE CASE

*Aboriginal Community Controlled Health Services Award 2020*

*Aged Care Award 2010*

*Ambulance and Patient Transport Industry Award 2020*

*Health Professionals and Support Services Award 2020*

*Medical Practitioners Award 2020*

*Nurses Award 2010*

*Pharmacy Industry Award 2020*

*Social, Community, Home Care and Disability Services Industry Award 2010*

*Supported Employment Services Award 2020*

**ATTACHMENT D****MODERN AWARDS IN WHICH THE SCHEDULE HAS CEASED TO OPERATE**

*Book Industry Award 2020*

*Clerks—Private Sector Award 2020*

*Concrete Products Award 2020*

*Educational Services (Schools) General Staff Award 2020*

*Educational Services (Teachers) Award 2010*

*Graphic Arts, Printing and Publishing Award 2010*

*Higher Education Industry—Academic Staff—Award 2020*

*Mannequins and Models Award 2020*

*Manufacturing and Associated Industries and Occupations Award 2020*

*Marine Tourism and Charter Vessels Award 2020*

*Market and Social Research Award 2020*

*Passenger Vehicle Transportation Award 2020*

*Real Estate Industry Award 2020*

*Road Transport and Distribution Award 2020*

*Road Transport (Long Distance Operations) Award 2020*

*Sporting Organisations Award 2020*

*Surveying Award 2020*

*Telecommunications Services Award 2010*

*Transport (Cash in Transit) Award 2020*

*Travelling Shows Award 2020*