

AKIBA CANBERRA ENTERPRISE AGREEMENT

2014

In accordance with Part 2-4 of the Fair Work Act 2009

Between:

Akiba Canberra Pty Ltd Trading as Akiba Restaurant and Bar of

40 Bunda Street Civic ACT 2608

ACN: 166 950 527

And

Employees as defined in the Agreement

1. Arrangement

This Agreement is set out in the following manner:

Clause No.	Subject Matter
1.	Arrangement
2.	Definitions
3.	Duration and Coverage
4.	Relationship to Award and Act
5.	Employment Contract
6.	Classifications
7.	Probation and Termination
8.	Hours of Work
9.	Rosters
10.	Remuneration
11.	Work Parameters
12.	Breaks
13.	Anti-Discrimination
14.	Dispute Resolution
15.	Consultation/Flexibility Clause
16.	Superannuation
17.	Parental Leave
18.	Sick/Carer's/Compassionate Leave
19.	Annual Leave
20.	Public Holidays
21.	Stand Down
22.	Annual Wage Adjustment
Schedule A	Minimum Rates of Pay & Annualised Salaries
Schedule B	Signatures
Appendix I	Model Consultation & Flexibility Clauses full text Model Term for dealing with Disputes full text

2. Definitions

“Act” means the Fair Work Act 2009 as amended and associated Regulations.

“Award” means the Restaurant Industry Award 2010

“Agreement” means this Agreement: The Akiba Canberra Enterprise Agreement 2014.

“Employer” means Akiba Canberra Pty Ltd.

“Employee(s)” means any person(s) employed by the employer in any capacity or classification to work at Akiba Restaurant and Bar at 40 Bunda Street Civic ACT

“FWC” means Fair Work Commission

“NES” means the National Employment Standards as defined by the Fair Work Act.

3. Duration and Coverage

3.1: This Agreement shall have a nominal term of two years from the date it is approved by the Fair Work Commission.

3.2: This Agreement shall apply to all employees as defined including Permanent, Permanent Part-Time and Casual Employees.

3.3: This Agreement provides wages and conditions standards for employees but does not prevent or restrict the parties agreeing to higher pay rates and employment benefits.

3.4: Where possible all employees will be employed on a full-time or part-time basis thus ensuring security of employment. Every effort will be made to ensure regularity of rostered hours however some flexibility will be required given the vagaries of the Restaurant business.

4. Relationship to the Award and the Act

4.1: Except as provided or excluded by this Agreement the conditions of employment of employees to whom this Agreement applies shall be those in relevant and prevailing legislation or the Award or the Act at the date this Agreement is made. Where there is inconsistency between this Agreement and the Award, this Agreement shall prevail.

4.2: For the avoidance of doubt, employees shall receive entitlements for Occupational Health and Safety, Redundancy and Long Service Leave in accordance with relevant and prevailing legislation.

5. Contract of Employment

5.1: The employment contract will consist of this agreement coupled with the terms of a letter of offer of employment from the employer to the employee plus the written policies and procedures of the company as notified from time to time. In no sense will the letter or the written policies and procedures detract in any way from the minimum entitlements of this agreement.

6. Classifications

6.1 Each employee is classified as assessed by the employer as follows:

6.1.1: Introductory

New employees who have no previous experience and who require training and direction to carry out tasks in any or all areas of the premises including general cleaning of the kitchen and the bar, clearing plates, glasses, wiping tables, removal of rubbish, light kitchen duties and washing up.

Employees working at this Level shall remain at this level for a period of up to three months before being eligible to work at Level 1. This period may be increased to six months by agreement between the employer and the employee that more training is needed.

6.1.2 Level 1

a) Waitstaff – Employees who have undergone introductory training and have demonstrated ability to perform introductory level tasks unsupervised and who provide general assistance to Waitstaff of a higher grade.

b) Kitchenhands:-- Employees who have undergone introductory training and have demonstrated an ability to carry out introductory tasks unsupervised and are involved in the assembly and preparation of food ingredients, general pantry duties and assist cooking employees.

6.1.3 Level 2

a) Waitstaff: -- Employees who have demonstrated competency at Level 1 tasks and are assessed by the employer as having the ability to perform general waiting duties of food and beverage, supplying and dispensing liquor, setting and cleaning of tables, receipt of money, handling, replenishing and distributing goods and providing general assistance to Waitstaff of a higher grade.

b) Kitchenhands: -- Employees who have demonstrated competency at Level 1 tasks and are engaged in cleaning duties and other specialised non-cooking duties in the kitchen.

c) Cook: -- Employees who require supervision and are engaged in the preparation of simple meals such as snacks, baking and pastry cooking.

6.1.4 Level 3

a) Waitstaff: -- Employees who have demonstrated an ability to perform all the tasks at Level 1 and 2, and have been assessed and appointed by the employer to perform all general waiting duties including supply and dispensing of liquor, receipt of monies and operating an electronic terminal, taking delivery of goods and assisting in the training of lower grade staff.

b) Kitchenhands: -- Employees assessed and appointed by the employer to have the responsibility of supervising, training and co-ordinating lower grade Kitchenhands.

c) Cook: -- Employees who are assessed by the employer as having the appropriate level of training and who undertake general cooking duties including, but not limited to, a la carte cooking, baking, pastry cooking and butchery.

6.1.5 Level 4

a) Waitstaff: -- Employees assessed and appointed by the employer as having all the competencies of lower level staff and have demonstrated a high level of customer service and who in addition to waiting duties are engaged in general purchasing and stock control, taking receipt of deliveries and supervising and co-ordinating lower grade staff.

b) Chef : -- Employees who are a qualified commi chef or who have completed an apprenticeship or other relevant training and are engaged in a la carte cooking, baking, pastry cooking and butchery.

6.1.6 Level 5

a) Manager: -- Employees assessed by the employer as having a high level of proficiency having demonstrated all the competencies of lower level staff and are appointed to take responsibility for the supervision, training and co-ordination of lower level waitstaff as well as for general purchasing and stock control. This includes receipt, recording, inventory control and ordering of goods as directed by the employer. Tasks also include opening and closing the restaurant, preparing rosters, operational reports, menu planning and staff inductions.

b) Chef: -- Employees who are a qualified demi-chef or who have completed an apprenticeship or other relevant training and who are engaged to perform general and specialised cooking duties including butchering, baking and pastry making. Duties also include supervising other cooks and kitchen staff.

7. Probation and Termination

7.1 : Permanent employees will initially be employed on three(3) month's s probation (the "Probation Period"). During the Probation Period either the employer or the employee may terminate the employment relationship by giving one week's notice of their intention to end the employment contract. The Probation Period will not affect the 6 month qualifying period under the Act. The employer may at any time during or on completion of the Probation Period confirm the employee's ongoing employment with the employer.

7.1.2 : Following expiry of the Probation Period termination is by notice or payment in lieu (in the case of the employer) or forfeiture of pay (in the case of the employee) in accordance with the following:

Permanent employee's period of continuous service with employer	Notice Required
Not more then 1 year	At least 1 week
1 to 3 years	At least 2 weeks
3 to 5 years	At least 3 weeks
More than 5 years	At least 4 weeks

In addition to the notice specified above, permanent employees 45 years of age or over who have completed at least 2 years continuous service with the employer shall be entitled to an additional week's notice.

7.3: The provisions of Clause 7.2 do not apply to casual employees.

7.4: Nothing in this Agreement shall affect the right of the employer to dismiss an employee without notice where the employee is guilty of serious misconduct. For the purposes of this Clause serious misconduct includes but is not limited to the following:

7.4.1: Wilful or deliberate behaviour by the employee that is inconsistent with the continuation of employment, including, but not limited to:

- a) Theft
- b) Fraud (including falsifying time records)
- c) Assault
- d) Attendance at the workplace under the influence of drugs including alcohol
- e) The employee refusing to carry out the lawful and reasonable instructions of the employer.

f) The employee not complying with the policies and procedures of the employer in such a manner as to endanger the business of the employer.

g) Conduct that causes imminent and serious risk to the health and/or safety of a person or the reputation, viability or profitability of the employer's business.

7.4.2: Notwithstanding Clauses 7.1 or 7.2, employees absent from work for a period of three consecutive shifts without the consent of the employer and without notification to the employer shall be deemed to have terminated their employment by abandonment.

7.4.3: Upon termination of employment the employee shall immediately return all documents, publications, manuals, corporate uniforms and other property which are in the employee's possession as a consequence of that employment.

8. Hours of Work

8.1: The average weekly ordinary hours of work for full time employees will be 38 hours calculated yearly excluding any period of Stand Down under Clause 21 of the Agreement.

8.2: Maximum ordinary hours on any one day may not exceed 12 hours.

8.3: No employee shall be required to work more than 10 consecutive days without 4 days off.

8.4: A minimum engagement of 2 hours per shift will apply.

8.5: All time worked outside ordinary hours as defined in Clause 8.1 shall be additional hours. The employer may require the employee to work reasonable additional hours provided account is taken of:

8.5.1: Any risk to the employee's health and safety.

8.5.2: The employee's personal circumstances including any family responsibilities.

8.5.3: The needs of the workplace

8.5.4: The notice (if any) given by the employer of the additional hours.

8.6: Permanent Part-Time employees shall work no more than 37 ordinary hours and no less than 9 hours per week.

8.7: Casual employee's hours are as rostered by the employer on a weekly basis with a minimum shift of two hours.

9. Rosters

9.1: As far as practically possible, the employer will draw up a roster one week in advance. Changes to rosters may occur with 24 hours notice, or, subject to the availability of the employee with less notice by mutual consent.

9.2: The employer will use all reasonable endeavours to roster employees in a fair and equitable manner so as to ensure weekend and public holiday hours are rotated among all available workers.

9.3: Rostering of employees will as far as possible take in to consideration preferred hours of the employee, family responsibilities, study and personal priorities.

10. Remuneration

10.1: The minimum hourly rate of pay for each employee is as set out in Schedule A. These rates are not intended to limit the progress of an employee who obtains further qualifications from receiving higher rates after assessment by the employer. The Base Rates set out in Schedule A are inclusive of all allowances, overtime, penalty rates and other entitlements which the employee may otherwise be entitled to under the relevant Award. The Loaded Casual Rate sets out the applicable hourly rate including a 25% premium.

10.2: The minimum annualised salaries for permanent employees are as set out in Schedule A and are calculated so as to take in to account penalties and other entitlements the employee may otherwise have been entitled to.

10.3: Annualised salaries may only apply with the written agreement of the employee and are subject to a biannual accounting to ensure the employee is not worse off than if he or she was paid hourly rates.

10.4: Non-Monetary Remuneration: All staff who work in excess of a four hour shift are entitled to any meal on the menu and any non –alcoholic drink of their choosing. Drinks are unlimited provided they are drunk on the premises during or immediately after their shift finishes.

11. Work Parameters

(NB: This Clause is not intended to be prescriptive, but is a guide to rostering in the fairest manner possible. Unsociable hours will be shared among staff but no employee will exceed the quoted hours on Public Holidays, Saturdays, Sundays or after 10pm Monday to Friday in any 12 month period.)

Employees as classified in Clause 6 above, may be required to work within the following work patterns at the applicable ordinary rate of pay in any 52 week period:

Up to 24 ordinary hours on Public Holidays

Up to 216 ordinary hours on Saturdays

Up to 216 ordinary hours on Sundays

Up to 300 ordinary hours 10pm to midnight Monday to Friday

Up to 50 ordinary hours midnight to 7am Monday to Friday

12. Breaks

12.1: Employees who work a shift greater than five hours shall be entitled to a paid 30minute meal break which shall be taken at an agreed time between the employer and the employee taking in to account the operational requirements of the business.

12.2: To remove doubt, if an employee works a six hour shift he or she is entitled to pay for six hours even if a 30 minute meal break has been taken

13. Anti-Discrimination

13.1: Parties to this Agreement declare their intention to respect and value the diversity of the workforce by helping to prevent discrimination at the Akiba Restaurant and Bar on the basis of race, colour, sexual preference, physical or mental disability, marital status, pregnancy, religious belief, family responsibilities, political opinion, national extraction or social origin.

13.2: Nothing in this Agreement should be read as permitting in any way conduct that is prohibited by relevant anti-discrimination provisions in State, Federal or Territory legislation.

14. Dispute Resolution

14.1: This Agreement adopts in full the Model Term for Dealing with Disputes for Enterprise Agreements as outlined in Schedule 6.1 (Regulation 6.1) of the Fair Work Act Regulations as printed and attached as Appendix I to this Agreement.

15. Consultation/Flexibility Clause

15.1: This Agreement adopts in full the "Model Consultation Term" as outlined in Schedule 2.3 (regulation 2.09) of the Fair Work Act Regulations as printed and attached as Appendix I to this Agreement.

15.2: This Agreement adopts in full the "Model Flexibility Term" as outlined in Schedule 2.2 (regulation 2.09) of the Fair Work Act Regulations as printed and attached as Appendix I to this Agreement.

16. Superannuation

16.1: The employer shall contribute, on behalf of an eligible employee, amounts in accordance with the requirements of relevant and prevailing legislation to the (Hostplus) superannuation account of the employee or to another eligible fund if directed by the employee but only if such alternative Fund operates a My Super option.

16.2: The employer must make such contributions monthly for each employee who earns \$400 or more per month.

17. Parental Leave

17.1: Parental Leave entitlements are in accordance with the provisions of the Fair Work Act and apply to permanent and eligible casual employees.

17.2: An eligible casual employee is one who has been employed by the employer on a regular and systematic basis for a period of 12 months or more and who, but for the pregnancy or decision to adopt would have a reasonable expectation of continuing engagement on a regular and systematic basis.

17.3: For the avoidance of doubt, Parental Leave includes Maternity, Paternity and Adoption Leave.

18. Sick/Carer's/Compassionate Leave

18.1: Subject to Clause 18.2, a permanent employee who is unable to attend or remain at his/her place of work due to personal illness or incapacity, shall be entitled to pay at the appropriate Monday to Friday hourly rate as follows:

18.1.1: Up to 10 days sick pay each year of continuous employment accruing on a pro-rata basis for each four week period of continuous employment.

18.1.2: Unused sick leave entitlements shall be cumulative

18.1.3: Permanent employees are entitled to access a maximum of 10 days per year of their sick leave entitlement to provide care and/or support to a sick or injured immediate family or household member.

18.1.4: An immediate family or household member is a spouse, child, parent, grandparent, grandchild or sibling of the employee or the spouse of the employee.

18.2: Permanent employees are expected to comply with the following requirements when taking sick or carer's leave:

18.2.1: The employee shall, where practicable, advise the employer of their inability to attend for work at least 3 hours before the shift begins and as far as possible the nature of the illness and the estimated period of absence.

18.2.2: The employee shall produce to the employer a Medical Certificate or other satisfactory evidence of their inability to attend work if the absence is in excess of one 24 hour period.

18.2.3: An employee shall not be entitled to paid sick or carer's leave for any period with respect to which an entitlement to Workers Compensation is extant.

18.3: A permanent part-time employee is entitled to pro-rata benefits under this Clause.

18.4: Permanent employees are entitled to a period of 2 days compassionate leave for each permissible occasion. A permissible occasion happens when a member of the employee's immediate family, as defined in Clause 18.1.4, or household:

- a) Contacts a personal illness posing a serious threat to life
- b) Sustains a personal injury posing a serious threat to life
- c) Dies

18.5: An employee accessing leave under this part must comply with the requirements of Clause 18.2

18.6: Permanent and Casual employees are entitled to a period of up to 2 days unpaid carer's leave when a member of their immediate family, as defined in 18.1.4 or household requires care and/or support because of personal illness or injury or an unexpected emergency.

18.7: Notice and documentation requirements under 18.5 must be complied with on accessing the leave.

18.8: A permanent employee is only entitled to unpaid carer's leave if all paid sick and carer's leave is exhausted.

19. Annual Leave

19.1: Permanent employees are entitled to 4 weeks paid annual leave per year of continuous employment. Annual Leave accrues on a pro-rata basis for each completed four week period of continuous employment.

19.2: Employees taking approved annual leave shall be entitled to pay at the appropriate Monday to Sunday hourly rate as per Schedule A of the Agreement.

19.3: Annual Leave is to be taken when it becomes due unless by agreement between the employer and the employee alternative dates for the taking of the leave are set. In any case, annual leave shall not be permitted to accrue for longer than two years, ie a maximum of 8 weeks.

19.4: Subject to Clause 19.5, an employee may elect to forgo an entitlement to take an amount of annual leave credited to the employee by way of written request to the employer. Where such a request is made and approved by the employer, the employee will receive a payment in lieu of the amount of annual leave at a rate no less than the employee's agreed rate of pay at the time the election is made.

19.5: The maximum amount of annual leave that an employee can forgo during each 12 month period of employment is 2 weeks for employees working an average of 38 hours per week. Part time employees working less than 38 hours per week are entitled to forgo a pro-rata amount.

20. Public Holidays

20.1: The following days are Public Holidays: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day and any other Government gazetted public holidays in the Australian Capital Territory.

20.2: The employer may request the employee to work on a particular public holiday, which request the employee is entitled to refuse on reasonable grounds including, but not limited to, family responsibilities and the like..

21. Stand Down

21.1: The employer may stand down employee(s) without pay where the employee(s) cannot be usefully employed due to a strike, breakdown of machinery, or stoppage of work for any cause where the employer cannot reasonably be held responsible.

21.2 The employer may also stand down employee(s) without pay during periods when business turnover and profitability cannot justify employment of the employee(s) affected. Stand downs in this context may not exceed a total of 12 weeks in any 52 week period.

21.3: An employee's continuity of service is not broken during a period of stand down.

22. Annual Wage Adjustment

22.1: On the anniversary of each year of full time employment from the date of making this Agreement, all wage rates will be increased by 2.5% for the duration of the Agreement.

Minimum Rates of Pay

(Current at December 2020)

Classification	Base Rate	Loaded Casual Rate
Introductory	20.48	25.26
Level 1	21.37	26.74
Level 2	22.58	28.21
Level 3	23.77	29.73
Level 4	24.95	31.21
Level 5	27.33	35.29

Fulltime Employees Annualised Salary Pay

Classification	Base Rate
Level 1	\$52,849.00
Level 2	\$55,785.00
Level 3	\$58,720.00
Level 4	\$61,672.00
Level 5	\$67,532.00

NB: The hourly rates above are intended to be for hours worked on any day including Saturday, Sunday and Public Holidays. They include a premium for penalty rate time after 10pm Monday to Friday and for annual leave loading.

Casual rates include a 25% premium for all the incidents of permanent employment including annual holidays.

Apprentices

1st Year.....\$14.27/hour (60% hourly rate Chef Level 4)

2nd Year.....\$16.65/hour (70% hourly rate Chef Level 4)

3rd Year.....\$20.19/hour (85% hourly rate Chef Level 4)

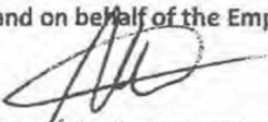
4th Year.....\$22.57/hour (95% hourly rate Chef Level 4)

Schedule B – Signatures

I, the undersigned, hereby state that on behalf of Akiba Canberra Pty Ltd(trading as Akiba Restaurant and Bar40 Bunda Street Civic ACT 2608) ACN: 166 950 527 have fully informed and discussed with the Bargaining Representatives of the employees of Akiba Restaurant and Bar the terms and conditions of employment under this Agreement. Further I took steps to ensure that all employees were provided with a copy of the Agreement and several opportunities to raise any concerns with any part of the Agreement prior to the date of the ballot which approved the Agreement.

Signed for and on behalf of the Employer:

Signature:



Date: 15/10/14

Name in Full: Michael Ross Harrington

Position: Director

Witness Name in Full: Alan John Lees

Signature:



We, the undersigned, do hereby state that on behalf of the employees of Akiba Restaurant and Bar as their appointed Bargaining Representatives, did fully discuss the terms and conditions of this Agreement with the employer and ensured that all staff were kept informed during the process and were furnished with a copy of the Agreement and given every opportunity to raise any concerns before the ballot which approved the Agreement.

Signed as staff representatives on behalf of staff:



Johnon Macdonald



Lee Potter Cavanagh

Witness Name in Full: Alan John Lees

Signature:



Date: 15/10/14

APPENDIX 1

Model flexibility term

- (1) **An employer and employee covered by this enterprise agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:**
- (a) the agreement deals with 1 or more of the following matters:
 - (i) arrangements about when work is performed;
 - (ii) overtime rates;
 - (iii) penalty rates;
 - (iv) allowances;
 - (v) leave loading; and
 - (b) the arrangement meets the genuine needs of the employer and employee in relation to 1 or more of the matters mentioned in paragraph (a); and
 - (c) the arrangement is genuinely agreed to by the employer and employee.
- (2) The employer must ensure that the terms of the individual flexibility arrangement:
- (a) are about permitted matters under section 172 of the *Fair Work Act 2009*; and
 - (b) are not unlawful terms under section 194 of the *Fair Work Act 2009*; and
 - (c) result in the employee being better off overall than the employee would be if no arrangement was made.
- (3) The employer must ensure that the individual flexibility arrangement:
- (a) is in writing; and
 - (b) includes the name of the employer and employee; and
 - (c) is signed by the employer and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and
 - (d) includes details of:
 - (i) the terms of the enterprise agreement that will be varied by the arrangement; and
 - (ii) how the arrangement will vary the effect of the terms; and
 - (iii) how the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - (e) states the day on which the arrangement commences.
- (4) The employer must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- (5) The employer or employee may terminate the individual flexibility arrangement:
- (a) by giving no more than 28 days written notice to the other party to the arrangement; or
 - (b) if the employer and employee agree in writing — at any time.

Model consultation term

- (1) This term applies if:
- (a) the employer has made a definite decision to introduce a major change to production, program, organisation, structure, or technology in relation to its enterprise; and
 - (b) the change is likely to have a significant effect on employees of the enterprise.

- (2) The employer must notify the relevant employees of the decision to introduce the major change.
 - (3) The relevant employees may appoint a representative for the purposes of the procedures in this term.
 - (4) If:
 - (a) a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
 - (b) the employee or employees advise the employer of the identity of the representative; the employer must recognise the representative.
 - (5) As soon as practicable after making its decision, the employer must:
 - (a) discuss with the relevant employees:
 - (i) the introduction of the change; and
 - (ii) the effect the change is likely to have on the employees; and
 - (iii) measures the employer is taking to avert or mitigate the adverse effect of the change on the employees; and
- (b) for the purposes of the discussion — provide, in writing, to the relevant employees:
- (i) all relevant information about the change including the nature of the change proposed; and
 - (ii) information about the expected effects of the change on the employees; and
 - (iii) any other matters likely to affect the employees.
- (6) However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
 - (7) The employer must give prompt and genuine consideration to matters raised about the major change by the relevant employees.
 - (8) If a term in the enterprise agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the employer, the requirements set out in sub-clauses (2), (3) and (5) are taken not to apply.
 - (9) In this term, a major change is *likely to have a significant effect on employees* if it results in:
 - (a) the termination of the employment of employees; or
 - (b) major change to the composition, operation or size of the employer's workforce or to the skills required of employees; or
 - (c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - (d) the alteration of hours of work; or
 - (e) the need to retrain employees; or
 - (f) the need to relocate employees to another workplace; or
 - (g) the restructuring of jobs.
 - (10) In this term, *relevant employees* means the employees who may be affected by the major change.

Schedule 6.1 Model term for dealing with disputes for enterprise agreements

(regulation 6.01)

Model term

- (1) If a dispute relates to:
 - (a) a matter arising under the agreement; or
 - (b) the National Employment Standards;this term sets out procedures to settle the dispute.
- (2) An employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term.
- (3) In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the employee or employees and relevant supervisors and/or management.
- (4) If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to Fair Work Commission.
- (5) The Fair Work Commission may deal with the dispute in 2 stages:
 - (a) the Fair Work Commission will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
 - (b) if the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:
 - (i) arbitrate the dispute; and
 - (ii) make a determination that is binding on the parties.

Note: If Fair Work Commission arbitrates the dispute, it may also use the powers that are available to it under the Act.

A decision that Fair Work Commission makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.

A decision that Fair Work Commission makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.

- (6) While the parties are trying to resolve the dispute using the procedures in this term:
 - (a) an employee must continue to perform his or her work as he or she would normally unless he or she has a reasonable concern about an imminent risk to his or her health or safety; and
 - (b) an employee must comply with a direction given by the employer to perform other available work at the same workplace, or at another workplace, unless:
 - (i) the work is not safe; or
 - (ii) applicable occupational health and safety legislation would not permit the work to be performed; or
 - (iii) the work is not appropriate for the employee to perform; or
 - (iv) there are other reasonable grounds for the employee to refuse to comply with the direction.

(7) The parties to the dispute agree to be bound by a decision made by Fair Work Commission in accordance with this term.