

TRMC SECURES WIN FOR INDUSTRY WITH REINSTATEMENT OF SCHEDULE X IN GAPPA

For immediate release

The Real Media Collective has secured the reinstatement of *Schedule X* for all across industry following submission during the recent lockdowns.

In June 2021, The Real Media Collective submitted a request, specifically to the print industry's requirements, into the Fair Work Commission arguing that it reinstate *Schedule X* into the Graphic Arts Printing and Publishing Award. This has been approved, securing a win for the industry.

"This is a much-needed option for many of our members, and broader industry, currently impacted across Australia. I want to thank our members who participated in not only this matter specifically, but also in our Industry Metrics Survey – the metrics we were able to include in our submission was significant in arguing the matter. I also want to thank (and welcome) our new members who joined in the previous quarter and immediately provided additional data to assist this process," commented Kellie Northwood, CEO, The Real Media Collective.

The Commission has reinstated *Schedule X* in the Award in the same terms as previously applied and effective from the first full pay period that starts on or after 23 July 2021 and until 31 December 2021.

Essentially the Schedule in the Award covers two matters:

1. Providing for unpaid pandemic leave of up to 2 weeks for an employee required by government or a medical authority to self-isolate for COVID related reasons; and
2. Permitting an employer and employee to agree to an employee taking double the period of annual leave at the half-pay.

"In making our submissions to the Commission, TRMC and the various members we consulted with agreed *Schedule X* continued to be a reasonable measure to assist employees through the COVID-19 period and there was merit in its reinstatement. Given the recent lockdowns across Australia, and particularly the increased cases of COVID in the greater Sydney region," commented Charles Watson, GM – IR, Policy and Governance, The Real Media Collective.

Schedule X was originally inserted into most industry and professional Awards, including the industry's Graphic Arts, Printing and Publishing Award, in April 2020. The Schedule was proposed by the Fair Work Commission at its own initiative and supported, without opposition, by The Real Media Collective at the time.

"There is a clear need for supportive options to ensure businesses and their employees get through current difficult times. The reinstated Schedule X provisions provide businesses in the industry, along with their employees, additional options to assist businesses and employees who have been impacted by the recent lockdowns and should an employee is ordered into a period of isolation. Members are reminded that if those provisions of the Award are used, appropriate records be kept of any such agreement," furthered Watson.

The Real Media Collective has released several reports and advisory notices over the previous fortnight across its Australian Membership. Members are advised to contact the Association directly for further advice, other industry can access the public reports via <https://www.therealmidiacollective.com.au/covid-19-2/>.

For any further information please contact:

About *The Real Media Collective*

The Collective is a not-for-profit industry association representing media channels that deliver results.

Member companies represent paper, print, publishing, mail, letterbox and distribution across Australia and New Zealand.

All activities and communications are delivered in a considered, researched, balanced and verifiable manner offering a sophisticated industry voice across producers, distributors, buyers and end-users.

Please visit [The Real Media Collective website](#) for more information.