

# Glossary of Terms

## New Enterprise Agreement (EA)

Here you will find a glossary of commonly used words, and their acronyms which support the new draft enterprise agreement communications. If we are missing something, please email [peopleexperience@endeavour.com.au](mailto:peopleexperience@endeavour.com.au) and we will update accordingly.

Term	Acronym	What does it mean?
Australian Services Union	ASU	Support frontline staff and managers working in local authorities, the electricity, water, rail, travel, ports and shipping industries, community services, information technology, airlines and the private clerical sector.
Australian Workers Union	AWU	The Australian Workers' Union (AWU) is a union of employees connected to work in various trades, agriculture, metal working, and assorted industries.
Award	-	<p>An award is a legally binding document made and varied by the Fair Work Commission (FWC). An award contains the minimum terms and conditions of employment which apply across an industry.</p> <p>In general, an award applies to employees in a particular industry or occupation.</p>
Better Off Overall Test	BOOT	<p>The Better Off Overall Test (BOOT) is designed to ensure employees don't receive entitlements in enterprise bargaining that are less than what they would receive under the relevant modern award.</p> <p>The FWC will only approve an enterprise agreement if it is satisfied that employees would be better off under that agreement than the award.</p>

Term	Acronym	What does it mean?
Endeavour Foundation Enterprise Agreement	EFEA	EFEA, currently in DRAFT format, is proposed to be the next Endeavour Foundation Collective Agreement to replace EFUCA. This will set the terms and conditions of employment for Endeavour Foundation employees and is underpinned by SCHADS, SESA and Waste Management Award (see details below)
Endeavour Foundation Union Collective Agreement	EFUCA	The EFUCA is the collective agreement that Endeavour Foundation employees are under and it dictates the terms and conditions of their employment. Since 2011, EFUCA is no longer endorsed by the Fair Work Commission.
Enterprise Agreement	EA	An enterprise agreement is an agreement made at the enterprise (business) level. It contains terms and conditions of employment, including wages. An enterprise agreement must have a nominal expiry date but under the Fair Work legislation the agreement will continue to operate after that date until it is replaced by a new enterprise agreement or terminated by the Fair Work Commission (FWC).
Fair Work Act (2009)	-	<p>The Fair Work Act govern the employee and employer relationship in Australia. They:</p> <ul style="list-style-type: none"> <li>• provide a safety net of minimum entitlements</li> <li>• enable flexible working arrangements</li> <li>• provide fairness at work and prevent discrimination against employees.</li> </ul>

Term	Acronym	What does it mean?
Fair Work Commission	FWC	<p>The Fair Work Commission was established by the <i>Fair Work Act 2009</i>. They set the minimum wages for Australia and help with issues in the workplace.</p> <p>The FWC are Australia's national workplace relations tribunal and registered organisations regulator.</p>
Joint Consultative Committee	JCC	<p>The Joint Consultative Committee (JCC) is a group consisting of employees, relevant unions, and nominated representatives from Endeavour Foundation. It serves as a platform for discussing workplace matters and opportunities for improvement under the agreement. The committee meets at least quarterly, with additional meetings scheduled as needed. Representatives outside the Brisbane City Council area can participate via telephone or video conferencing.</p>
National Employment Standards	NES	<p>The National Employment Standards (NES) are the minimum employment entitlements that must be provided to all employees in Australia. These standards cover areas such as maximum weekly hours, leave entitlements, and flexible working arrangements. Workplace agreements, such as awards or employment contracts, cannot offer conditions below the NES, and employers are required to provide new employees with a Fair Work Information Statement (FWIS) or a Casual Employment Information Statement (CEIS) as appropriate.</p>

Term	Acronym	What does it mean?
Notice of Employee Representative Rights	NERR	<p>The NERR is a legal document for employees proposed to be covered by a new enterprise agreement. It outlines your right to appoint a bargaining representative during the negotiations. The NERR explains the process to appoint a representative.</p> <p>For more information, <a href="#">click here</a></p>
Representative	-	<p>A representative is a person chosen by an employee or a group of employees to act on their behalf in workplace matters. This can include union representatives, colleagues, or other nominated individuals who participate in discussions, negotiations, or meetings, such as those conducted by the Joint Consultative Committee (JCC).</p>
Social, Community, Home Care and Disability Services Industry Award	SCHADS	<p>The Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS Award) establishes the minimum employment standards for a wide range of roles within the social and community services sector. This includes organisations like charities, not-for-profits and NDIS providers. For more information, <a href="#">click here</a></p>
Supported Employment Services Award	SESA	<p>Supported Employment Services Award covers employers who work in supported employment services. Supported employment services means services to support the paid employment of people with disabilities. For more information, <a href="#">click here</a></p>

Term	Acronym	What does it mean?
Supported Services Employee	SSE	Supported Services Employees (SSE) are employees of Endeavour Foundation who work in roles specifically designed to support people with disability. These employees are commonly referred to as ‘employees we support’ or ‘employees who access our services’ within Endeavour Foundation. SSE’s provide assistance in various capacities and enable people with disability achieve greater independence and participate fully in their communities.
Sunsetting	-	The term “sunsetting” describes the process because, similar to the sun setting, the pre-2010 agreement automatically terminates unless steps are taken to keep it active beyond the default termination date. It symbolises the agreement coming to an end.
Waste Management Award		The Waste Management Award 2020 covers those who work in the waste management industry, including the collection, transportation, handling, recycling and disposal of any waste material whatsoever and includes the operation of transfer stations, landfill sites, incinerators, recycling depots, yards or terminals, treatment plants, compost facilities, alternative waste treatment facilities and the operation of other facilities of the same kind. For more information, <a href="#">click here</a>
Zombie Agreement	-	A zombie agreement is an agreement made before 1 January 2010 also referred to as a pre-2010 agreement. The agreement must have been made before the Fair Work Act 2009 came into effect and is still active without being terminated or replaced by a new agreement.