



Pay rates



Working conditions



Health and safety

BALLOT FOR PROPOSED UWU AND ADIA MARKET AND SOCIAL RESEARCH INDUSTRY AGREEMENT 2022-2026

Agreement has been reached between the United Workers Union (**UWU**) and ADIA on the proposed *UWU and ADIA Market and Social Research Industry Agreement 2022-2026*. If approved by a vote of employees, ADIA and the UWU will seek to have the proposed Agreement approved by the Fair Work Commission (FWC) as a multi-enterprise agreement under the Fair Work Act 2009. It will be a four-year Agreement.

- An online ballot to approve the proposed Agreement will be held between **9am, Friday 15 July 2022** and **closing 5pm, Monday 25 July 2022**.
- You will be able to cast your online vote at <https://tinyurl.com/ADIA2022ballot> once the voting opens on 15 July 2022. Please note that only employees of the companies listed on the ballot site are entitled to vote.
- A copy of the proposed Agreement will be available in your workplace and at <https://dataandinsights.com.au/member-services/workplace-relations>

ADIA works to protect existing employment conditions and offers the following new benefits for employees:

New pay rates



The introduction of remote pay rates (clause 15.8): When a casual employee is required to work from home by their employer, an additional allowance of 52 cents per hour shall be paid if the interviewer chooses to use a device (PC/tablet etc.) provided by their employer; **or** 80 cents per hour if they choose to use their own equipment/device (PC/tablet etc.).



Executive (Telephone) interview rate (clause 10.5.2): An extension of the existing coverage of the (higher) Executive Interview Rate for interviewing work involving highly sensitive subject matter (e.g., domestic violence, sexual health, suicide, self-harm or significant trauma).



Wage increases (clause 9): the current Agreement rates will be increased from 1 July 2022 (where applicable) to 2% above the [Market and Social Research Industry Award 2020 \(Award\)](#). The wage rates in the Award increased by between 4.6 and 5.2% on 1 July 2022 so these increases have also been incorporated into the proposed Agreement. The Agreement rates will increase annually in line with future annual Fair Work Commission increases to the Award.



New Graduate classifications/pay rates (clauses 9 and 10): Two new classifications - Graduate Researcher & Graduate Research Officer - have been introduced for market research professionals in their first year in the industry.

Improved working conditions



Notice of shift cancellation (clause 18.2.2): Increase to the notice required from an employer that a shift is cancelled. This has gone up from 18 hours to **24 hours** (otherwise, the casual employee will be paid for a minimum of the lesser of four hours or the agreed shift length).



Temporary alternative workspaces (clause 15.8.5): Access to alternate workspaces to be provided where possible by employers for regular, remote casual employees who, due to unexpected circumstances, are temporarily unable to fulfil their duties from home.



Communications about available work (18.6.9): Increased obligations on employers to communicate with casual staff about current and projected work availability.



Alternative interviewing work (clause 18.6.12): Where a casual interviewer requests not to perform work on a particular project due to personal and/or ethical objections to the subject matter of the survey, or due to reasonable concerns about interacting with a respondent demographic, the employer will, where possible, offer the employee available interviewing work on other current projects.



Transparency about casual shift allocation (clause 18.6.3): Greater clarity to be provided by employers to casual employees about how shifts have been allocated, including employers providing information about any metrics/methodologies that have been used to allocate casual shifts.



Recordings of project briefings (clause 18.7): New obligation on employers to record project briefings where possible so casual employees who were unavailable for the briefing can still be briefed for new projects.



Annual Leave (clause 23.8): The ability for permanent staff to cash out up to two weeks of accrued annual leave.

Additional work health and safety cover



Paid domestic and family violence leave (clause 27): One week of **paid** domestic and family violence leave for all employees to be available, including for casuals. A further 5 days unpaid leave is also available.

Union Rights



Union Meetings (clause 38.2): Increased paid employee time for union meetings – increased to 4 hours a year and 8 hours in a bargaining year.



Union Delegates (clause 41.3): Increased paid time for union delegates.