



**Senator the Hon Michaelia Cash**

SHADOW MINISTER FOR EMPLOYMENT AND WORKPLACE RELATIONS

SHADOW ATTORNEY-GENERAL

DEPUTY LEADER OF THE OPPOSITION IN THE SENATE

SENATOR FOR WESTERN AUSTRALIA

8 May 2024

Mr Richard Shields  
State Director  
Liberal Party of Australia – NSW Division  
Locked Bag 2  
KINGS CROSS NSW 1340

Dear Mr Shields

A handwritten signature in blue ink, appearing to read 'Michaelia Cash'.

Thank you for your letter dated 6 May 2024 regarding the recent motion from the Industrial Relations Policy Branch carried at your recent NSW Liberal Party State Council meeting and providing me with a copy of the document entitled *"Principles of Liberal Industrial Relations Policy"*.

Since its election in May 2022, the Albanese Labor Government have wreaked significant damage to the industrial relations framework in Australia, passing legislation that has created significant uncertainty for Australian employers, particularly small and family business.

The Government has moved towards policies which encourage centralised wage decision making, less flexibility in employing workers and promoting conflict in the workplace between employers and employees. These policies are not about increasing productivity in the workplace but will instead be damaging for our economy for many years.

The Opposition at a Federal level is currently developing its industrial relations policy framework for the next Federal election which will be finalised in the coming months. We are particularly focused on ensuring that industrial relations policy will boost productivity, encourage greater flexibility in the workplace and ensure certainty for employers when hiring staff.

It is very important that we reverse the negative impact of the Albanese Government's legislative changes on small and family businesses and creating an industrial relations framework built on co-operation between employers and employees, rather than conflict. This is consistent with the Coalition's approach for many years at both a Federal and State level.

I sincerely appreciate the suggestions contained in the document *"Principles of Liberal Industrial Relations Policy"* from the NSW Liberal Party's Industrial Relations Policy Branch, which includes several good ideas that align strongly with the Coalition's approach to industrial relations:

Thank you for providing me with the NSW State Council's views on this matter about this important policy initiative.

Yours sincerely

Senator the Hon. Michaelia Cash