



SENATE SELECT COMMITTEE ON JOB SECURITY

QUESTIONS ON NOTICE

Public Hearing – 3 November 2021

Mondelez Australia



Question 1 Response:

Mondelez employees 2,000 staff across six sites.

A breakdown of staffing numbers working at key manufacturing facilities are as per below:

Site	Total HC	Core	Permanent (FT/PT)	Permanent (Flexible PT)	Temp Contractor	Casuals
Scoresby (VIC)	146	124	102		22	
Suttontown (SA)	89	71	70		1	
Claremont (Tas)	406	369	279		41	49
Ringwood (VIC)	426	380	256	58	66	
TOTAL	1067	944	707	58	130	49

Mondelez recently purchased a new facility in Dandenong, Victoria, which has a permanent head count of 150 and a seasonal workforce of up to 150 to assist during peak seasonal periods, such as Easter and Christmas.

Mondelez operates a co-packing facility in Croydon, Victoria, that also operates on a seasonal basis with a permanent management staff and use of third-party labour hire to manage production fluctuations.

Question 2 Response:

In the past year, 80 additional staff have been made permanent Mondelez employees. All permanent roles are always advertised internally first. Sixty-seven per cent of employees from our Ringwood site, who applied for these roles were successful. Similar data is not available, at this time, for our Claremont site.

Question 3 Response:

While this was considered in previous rounds of enterprise bargaining negotiations at our Ringwood and Scoresby sites, it is not part of the recently agreed offer.

All Flexible-Part Time employees are permanent employees paid at the same hourly rate as Full Time employees. In addition to annual leave entitlements, Flexible-Part Time employees have eleven months guaranteed income each year (10 months work plus four weeks annual leave). They are also offered access to additional hours when available.

Question 4 Response:

Mondelez employs casual employees through reputable labour hire companies and receive a 25 per cent casual loading included into the pay rates for all casual employees.