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The Secretary  
Standing Committee on Employment and Workplace  
Relations  
House of Representatives  
PO Box 6021  
Parliament House  
CANBERRA ACT 2600

08 September 2008

Doc No:  
Our Ref:  
Your Ref:

Dear Sir/madam,

**Re: Pay equity and associated issues related to increasing female participation in the workforce**

The following points are made in relation to each of the terms of reference in you letter of 15 July 2008 –

- We have sufficient reliable systems in place here to manage/monitor this issue.
- There is always a need for on-going education/advice to be conveyed to the workforce. Trade Industry Groups, Employers and Trade Unions all have a role to play in ensuring the workforce is kept up to date and abreast of all current & proposed changes.
- Our current Enterprise Agreement process caters for equity between the sexes and wages are paid proportionately across all areas covered by the agreement.
- At Cogg we have a paid element of 12 weeks in relation to maternity leave. Staff absent are also able to avail of up to a total of 52 weeks leave without pay in conjunction with this leave. With Agreement the maximum period of leave can be extended to a total of 104 weeks.
- When returning from maternity leave some staff are taking up the offer of other forms of flexible working arrangements including, part time, job share, 48/52 and the normal rostered day off schemes. Some staff have also requested to be able to work from home for an interim period whilst they settle into their new family role.
- Am not sure that there is any further need for legislative reform in relation to pay equity issues in Australia.

Yours sincerely

A handwritten signature in black ink, appearing to read "Howard Oorloff".

HOWARD OORLOFF  
MANAGER – ORGANISATION DEVELOPMENT

ORGANISATION DEVELOPMENT  
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Submission No: .....	101
Date Received: .....	9/9/08
Secretary: .....	D.