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House of Representatives
PO Box 6021
Parliament House
Canberra ACT 2600

Submission No:	20
Date Received:	14/8/08
Secretary:	<i>[Signature]</i>

Dear Ms Scarlett

I refer to your letter dated 15 July regarding an inquiry into pay equality and associated issues related into increasing female participation in the workforce.

In that letter you refer to causes of any potential disadvantage in relation to women's participation in the workforce and seek my advise on these matters. In this regards I can only rely on my own experiences. At this time I am not aware of any issues in our organisation. We offer a range of permanent, permanent/part time or casual positions that allow people to re-enter the workforce. Remuneration is based on enterprise agreements that are consistent for everyone. I am not aware of any structural agreements in the negotiation of wages that disproportionately impact on women. Our organisation is covered by two union certified agreements these provides a framework whereby all staff are treated equability.

Accordingly I am not aware of or can suggest changes needed to improve the current policy framework.

Yours Faithfully

Tony Baker
Managing Director

QUICKSILVER GROUP OF COMPANIES

