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**ACTTAB Limited** ABN 98 071 257 504

Suite 1 Level 1 The Marketplace  
Hibberson Street Gungahlin ACT 2912

Locked Bag 3001 Gungahlin ACT 2912

Telephone: **02 6245 6211**

Facsimile: **02 6245 6242**

Customer Services: **02 6245 6201**

[www.acttab.com.au](http://www.acttab.com.au)

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

Dear Mr Worthington

I refer to Ms Scarlett's correspondence of 15 July 2008, seeking submissions in regard to an inquiry into pay equity and associated issues related to female participation in the workforce.

I am writing to confirm my discussion with you by telephone on 28 July 2008, in which I advised that ACTTAB Limited administers a range of term and conditions under a collective ACTTAB Enterprise Bargaining Agreement (EBA), which to a large extent, mirrors public sector conditions.

Under the provisions of the ACTTAB EBA, there are no terms or conditions of employment (including remuneration) that are less favourable to female employees. ACTTAB cannot relate to pay equity issues or associated inadequacies related to gender, in the workforce. This is verified through the annual analysis of our workforce and working conditions, as reported to the Equal Opportunity for Women in the Workplace Agency each year.

ACTTAB has invested in actively embracing and promoting Workplace Diversity over past years, through the provision of short training and awareness sessions for all employees, monitored recruitment practices, establishing a written commitment to workplace diversity, and incorporating diversity into individuals' performance management plans, to help foster a workplace culture that is fair and inclusive of all employees.

ACTTAB has utilised the service of the ACT Human Rights Office for the provision of training and advice, and has also followed prescribed public sector practices relating to workplace diversity, and has found these information sources to be of great value.

I would like to thank you for the opportunity to respond to the inquiry.

Yours sincerely



Louise Fitzgerald  
Manager HR and Policy

21 August 2008