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Many thanks for the opportunity to contribute to you inquiry into pay equity, and associated issues, relating to increasing female participation in the workforce.

Both the State and Federal Awards for Local Government in Queensland have significant provisions for fairness and equity in both remuneration and flexible maternity (and paternity) leave arrangements. Our current and pending Enterprise Bargaining Agreements further support the provisions, relevant to equity in employment conditions, detailed in each of the awards.

Further to the above, regional considerations (such as child care availability and workforce demographic) encourage and enforce the provision of flexible, family based employment conditions.

Again, many thanks for the opportunity to contribute. Please don't hesitate to contact me should you have any further questions.

Kind regards,

Cook Shire Council