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## Tutt Bryant Group Limited



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22 July, 2008

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

Email: [ewr.reps@aph.gov.au](mailto:ewr.reps@aph.gov.au)

Dear Sir / Madam,

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

Following from your correspondence dated 15 July, 2008 in reference to the above mentioned issue, Tutt Bryant Group Limited offers the following comments in line with the Terms of Reference provided.

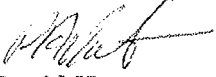
It is also to be noted that Tutt Bryant Group Limited is a current reporting organisation for the Equal opportunity for Women in the Workplace Agency, a copy of the most recent report is attached for your information and understanding of the company's philosophies and approach to the subject.

1. The adequacy of current data to reliably monitor employment changes that may impact on pay equity issues;
  - Tutt Bryant Group Limited does not allocate remuneration based on any other criteria except for ability and performance, of which both are measurable in the day to day operations within the business. When data is sought in relation to levels of appropriate remuneration they are purely based on position and responsibility.
2. The need for education and information among employers, employees and trade unions in relation to pay equity issues;
  - When remuneration information is sought, Tutt Bryant Group Limited sources the information from independent specialists in the area.
3. Current structural arrangements in the negotiation of wages that may impact disproportionately on women;
  - Non existent in an organisation that offers an Equal Employment Opportunity Workplace.
4. The adequacy of recent and current equal remuneration provisions in state and federal workplace relations legislation;

- No issues have been highlighted in this area within Tutt Bryant Group Limited.
5. The adequacy of current arrangements to ensure fair access to training and promotion for women who have taken maternity leave and/or returned to work part time and/or sought flexible work hours;
- All employees within Tutt Bryant Group Limited are treated fairly no matter what their current or past situation. Training and promotion is based on merit.
6. The need for further legislative reform to address pay equity in Australia;
- It is a common feel on consensus that the current state and federal award system addresses this area, but also that the “modernisation” of the current award system will place it in a positive position into the future.

Should you require further information or clarification in relation to the content above

Yours Faithfully,

  
David Haynes  
Managing Director