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Monday, 21st July, 2008.

The Secretary,
Standing Committee on Employment and Workplace Relations
House of Representatives
P O Box 6021
Parliament House
CANBERRA ACT 2600.

Submission Number: 2
Date Received: 21/7/08

Dear Madam,

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

Re your letter 15 July 2008 and as requested, we provide comment as follows.

A. Noble & Son Ltd. is required to provide to 'Australian Government, Equal Opportunity for Women in the Workplace Agency, Public Report Form'. The data that is being requested by Employment and Workplace Relations, is covered by the E.O.W.A. Report which has been submitted.

We provide comment to your dot points which we have numbered 1 to 6 in the sequence of your letter.

1. Employees pay rates are established by reference to award rates, A.I.M. Salary Survey Publication, market forces for specific locations. These are all adequate references for specific job specification/position.
2. We subscribe to E.E.A.S.A., A.I. Group and A.C.C.I, Western Australia for employment information and advice. Employees are paid at the rate applicable to the position.
3. Pay rates apply to the position and performance, not gender.
4. As above.
5. Training is provided and available to all employees relevant to the business requirement. All options for women taking maternity leave are available and utilised but must be considered along with the business operational needs.



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6. Further legislative reform could present negative opportunities for women when seeking employment.

The low unemployment situation in Australia has encouraged employers to investigate all options to fill vacancies and this demand has opened up a broad range of opportunities for women.

Yours faithfully

A. NOBLE & SON LTD.

Kevin Essing
MANAGING DIRECTOR