



## Appendix C –Hearings and witnesses

**Tuesday, 10 July 2012, Sydney**

### **WorkCover Authority of New South Wales**

- Mrs Pamela Estreich, State Inspector; and
- Mr John Watson, General Manager.

### **Australian Industry Group (AIG)**

- Mr Stephen Smith, Director, National Industrial Relations; and
- Ms Genevieve Vaccaro, Senior Adviser, Workplace Relations Policy.

### **Australian Federation of Employers and Industries (AFEI)**

- Ms Jill Allen, Manager of Policy and Research; and
- Mr Garry Brack, Chief Executive.

### **Unions New South Wales and National Tertiary Education Union (NSW Branch)**

- Mr Shay Deguara, Representative, Unions New South Wales; and Public Service Association of New South Wales;
- Dr Sarah Elizabeth Gregson, Branch President, National Tertiary Education Union, Unions New South Wales;

- Ms Kylie Maree McKelvie, Union delegate, Unions New South Wales; and Public Service Association of New South Wales; and
- Mrs Alisha Wilde, Senior Industrial Officer, Unions New South Wales.

### **Law Society of New South Wales**

- Ms Petrine Costigan; and
- Mr Giri Sivaraman.

### **Keryl Egan and Associates**

- Ms Keryl Egan, Director.

## **Wednesday, 11 July 2012, Melbourne**

### **Australian Chamber of Commerce and Industry (ACCI)**

- Mrs Carolyn Davis, Manager, Work Health, Safety and Compensation Policy; and
- Mr Daniel Mammone, Director of Workplace Policy and Director of Legal Affairs.

### **Headspace**

- Ms Victoria Lee (Vicki) Ryall, Eheadspace Manager, headspace National Youth Mental Health Foundation

### **Law Institute of Victoria**

- Ms Moira Rayner, Deputy Chair, Workplace Relations Section

### **Australian Council of Trade Unions**

- Mr Michael Borowick, Assistant Secretary;
- Mr Jarrod Michael Moran, Senior OHS and Workers Compensation Officer; and
- Mr Finian Scallan, OHS and Workers Compensation Project Officer.

### **Centre for Regulatory Studies, Faculty of Law, Monash University**

- Mr Eric Windholz, Associate.

### **DC Workplace Consulting**

- Ms Toni Mellington, Director.

### **Evelyn M Field Pty Ltd**

- Ms Evelyn Margaret Field, Director.

## **Alannah and Madeline Foundation**

- Ms Sandra Craig, Manager, National Centre Against Bullying; and
- Dr Fiona McIntosh, General Manager, Programs.

## **Business in Mind project**

- Dr Angela Martin, Senior Lecturer, Management, University of Tasmania

**Mr Damien Panlock, private capacity; and**

**Mrs Rae Panlock, private capacity.**

## **Thursday, 12 July 2012, Hobart**

### **Unions Tasmania**

- Mr Kevin Harkins, Secretary; and
- Ms Nicole Mary Wells, Senior Vice-President.

### **Challenge Bullying Inc.**

- Ms Caroline Dean, President; and
- Ms Debbie Dunn, Treasurer.

### **Tasmanian Government**

- Mr Neale James Buchanan, Director, Operations; and
- Ms Robin Banks, Anti-Discrimination Commissioner, Office of the Anti-Discrimination Commissioner, Tasmania.

## **Tuesday, 17 July 2012, Darwin**

### **Working Women's Centre**

- Ms Nadja Reiter, Industrial Liaison Officer; and
- Ms Rachael Uebergang, Co-ordinator.

### **Unions NT and affiliate**

- Mr Mark Crossin, Occupational Health and Safety Officer; and
- Ms Erina Early, Senior Industrial Officer, United Voice.

### **Chamber of Commerce NT**

- Ms Toni Ah-Sam, Chair, Northern Territory Indigenous Business Network; and
- Mr Michael Maloney, Manager, Workplace Relations.

### **Employee Assistance Service Australia (EASA)**

- Mrs Sarah Marie Davies, Psychological Services Manger; and
- Ms Jade Hamilton, Training and Mediation Consultant.

## **Wednesday, 18 July 2012, Brisbane**

### **Harmers Workplace Lawyers**

- Mr Michael Harmer.

### **Academic Panel**

- Dr Sara Branch, Research Fellow, Key Centre for Ethics, Law, Justice and Governance, Griffith University;
- Dr Jane Murray, Assistant Professor, Bond University; and
- Dr Sheryl Ramsey, Senior Lecturer, Griffith University.

### **Australian Chamber of Commerce and Industry Queensland (CCIQ)**

- Mr Nick Behrens, General Manager, Advocacy;
- Ms Clare East, Education and Training Policy Adviser; and
- Mr Michael McGregor, Policy Analyst.

### **Dr Donna-Louise McGrath, private capacity**

### **Queensland Council of Unions (QCU) and affiliates**

- Ms Katherine Eames, Industrial Services Officer, Queensland and Northern Territory Branch, Independent Education Union of Australia;
- Ms Amanda Marion Richards, Assistant General Secretary, QCU;
- Ms Jan Sheppard, Senior Industrial Advocate, Australian Services Union;
- Mr Alan (Jamie) Shepherd, Professional Officer, Queensland Nurses Union; and
- Dr Elizabeth Todhunter, Research and Policy Officer, Queensland Nurses Union.

## **Tuesday, 7 August 2012, Adelaide**

### **Youth Affairs Council of South Australia (YACSA)**

- Ms Anne Bainbridge, Executive Director; and
- Mr Lucas de Boer, Policy Officer.

### **South Australian Government**

- Ms Marie Boland, Director, Policy and Strategy Group, SafeWork SA;
- Mr Stephen Brennan, Employee Ombudsman, Office of the Employee Ombudsman, South Australia;
- Mr Bryan Russell, Executive Director, SafeWork SA; and
- Ms Sandra Voumard, Principal Inspector of Occupational Health and Safety, Safe Work SA.

### **Australian Lawyers Alliance**

- Mr Graham Harbord, Member; and
- Mr Anthony Kerin, National President.

### **Unions**

- Ms Julia Fox, National OHS Officer and National Industrial Officer, Shop, Distributive and Allied Employees' Association;
- Ms Anne Elizabeth Lindsay, Industrial Officer, Shop, Distributive and Allied Employees' Association;
- Ms Katrine Hildyard, Secretary, South Australia and Northern Territory Branch, Australian Services Union; and
- Ms Deborah Vallance, National OHS Coordinator, Australian Manufacturing Workers' Union.



## **Thomsons Lawyers**

- Mr Karl Luke, Partner.

## **Dr Moira Fay Jenkins, private capacity**

## **SA Unions**

- Ms Janet Giles, Secretary; and
- Ms Anne Purdy, Coordinator, Young Workers Legal Service (YWLS)

## **Wednesday, 8 August 2012, Perth**

## **Law Society of Western Australia**

- Mr David Blade, representing Dr Christopher Kendall, President.

## **Associate Professor Maryam Omari, private capacity**

## **Chamber of Commerce and Industry Western Australia Inc. (CCI WA)**

- Mrs Karin Janna Karina Lee, Manager, Safety and Risk Services;
- Ms Sherill Ellen Lepp, Consultant, Safety and Risk Services; and
- Mr Paul Moss, Manager, Employee Relations Consulting.

## **Unions WA and affiliates**

- Ms Meredith Hammat, President;
- Ms Sue Pethick, Industrial Organiser, WA Branch, Australian Services Union; and
- Ms Sophie Van der Merwe, UnionLink Adviser, Community and Public Sector Union/Civil Service Association of WA.

## **Equal Opportunity Commission Western Australia**

- Ms Yvonne Henderson, Commissioner for Equal Opportunity.

## Sally Jetson and Associates

- Ms Gail Margaret Broady, Senior Investigator;
- Mrs Sally Jetson, Consulting Director; and
- Mr Tim Law, Organisational Consultant.

## **Thursday, 16 August 2012, Canberra**

### **ACT Government**

- Mr Andrew Kefford, Deputy Director-General, Chief Minister and Cabinet Directorate;
- Mr Mark McCabe, Senior Director, Worksafe, ACT; and
- Ms Julie Field, Executive Director, Legislation and Policy Branch, Justice and Community Safety Directorate.

### **Community and Public Sector Union**

- Ms Rebecca Fawcett, Acting Deputy Secretary; and
- Ms Melissa Payne, Assistant Director, Member Service Centre.

## **Friday, 17 August 2012, Canberra**

### **Australian Public Service Commission**

- Ms Karin Fisher, Group Manager, Ethics;
- Ms Annwyn Godwin, Merit Protection Commissioner;
- Mr Stephen Sedgwick, Commissionerl and
- Mr David Schmidtchen, Group Manager, Human Capital Research and Evaluation.

### **Department of Education, Employment and Workplace Relations**

- Ms Nikki Armour, Acting Branch Manager, Safety and Compensation Policy Branch; and
- Ms Kylie Emery, Acting Group Manager, Workplace Relations Implementation and Safety Group.

### **Safe Work Australia**

- Ms Amanda Grey, Branch Manager, Policy and Services Branch;
- Mr Rex Hoy, Chief Executive Officer; and
- Mrs Justine Ross, Branch Manager, Work Health and Safety and Corporate Governance Branch.

### **Attorney-General's Department**

- Mr Matt Hall, Assistant Secretary, Human Rights Policy Branch.

### **Productivity Commission**

- Ms Sue Elaine Holmes, Assistant Commissioner.

## Fair Work Ombudsman

- Mr Russell Anthony Jacob, Director, Compliance (Queensland, NSW and ACT); and
- Mr Bill Loizides, Group Manager, Workplace Relations Policy, Education and Partner Development.

## Comcare

- Mr Paul O'Connor, Chief Executive Officer; and
- Mr Neil Kendall Quarmby, General Manager, Regulatory Services.

## **Thursday 23 August 2012, Canberra**

Dr Carlo Caponecchia, private capacity

### **Australian Human Rights Commission**

- Mr Darren Dick, Director, Policy and Programs;
- Ms Padma Raman, Executive Director
- Ms Tracey Raymond, Director, Investigation and Conciliation Service;  
and
- Professor Gillian Triggs, President.

## **Thursday 13 September 2012, Canberra**

### **Davidson Trahaire Corpsych**

- Ms Michele Leslie Grow, Chief Executive Director; and
- Ms Kathryn (Kate) Price, Regional Manager ACT.

