

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

2014 - 2015

Department/Agency: PC

Question: BET 537

Topic: BET 537 - Bargaining and Agreements

Reference: Hansard page no. 64 - 03 June 2015

Senator: Ketter, Chris

Question:

537. Mr Lattimore: We have got an idea of the issues. Bargaining and agreements was probably the top matter raised by parties. Employment protection, which was mainly unfair dismissal—not so much the general protections—was 91. Wages and conditions, often the minimum wage issue, as I mentioned, and awards were pretty critical. Penalty rates was very common from parts of the industry, and then there were a variety of other issues. I can go through them but they are the principal ones. Senator KETTER: Would I be able to obtain a copy of that document you are referring to there?

Mr Lattimore: That would be fine.

Senator KETTER: And also the breakdown on the composition of the submissions.

Mr Lattimore: Certainly.

Answer:

537. The following is information on the composition of submissions

Written submissions

- 249 submissions, with the following proportions (full list of submitters at Attachment 1):

Employer Association	62
Employer	46
HR/Legal Practitioner	30
Employee Association	29
Employee	28 (27 separate and one grouped with 447 responses)
Academic	21
Community Sector	20
Government/Regulator	13

Other written inputs

- 125 informal comments from employees and employers (summary statistics on geographic location, employment category and main themes will be supplied when the comments are published prior to the release of the draft report).

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Themes from submissions

- Informal comments focused predominantly on penalty rates, including those for shift work.
- Count of key topics raised in formal submissions (this analysis will be more detailed in the draft report, to show the most frequent topic/s raised by stakeholder category):

Bargaining and agreements	94
Employment protection (mainly unfair dismissal)	91
Wages and conditions (mainly minimum wage)	81
Awards	74
Penalty rates	72
Role and power of unions	58
Performance of main institutions	57
Industrial disputes	30
Impacts of WR and/or data	24
Independent contractors	8

Other recurring themes emerging from submissions not captured by these main categories: migrant and/or vulnerable workers, workplace health and safety (including bullying), transfer of business, public sector employment/bargaining.

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ATTACHMENT 1

List of submitters in alphabetical order

Academics, University of Western Australia
Ai Group
Air Conditioning and Mechanical Contractors' Association of Australia
ALDI Stores
Alugia, J
Anglicare Australia
Asciano
Association of Mining and Exploration Companies
Australasian Railway Association
Australia Licenced Aircraft Engineers Association
Australian Association of Progressive Repairers
Australian Bureau of Statistics
Australian Catholic Council for Employment Relations
Australian Chamber of Commerce and Industry
Australian Consortium for Research on Work and Employment (ACREW), Monash
Business School
Australian Council of Social Service
Australian Council of Trade Unions
Australian Dairy Farmers
Australian Dismissal Services
Australian Education Union
Australian Federation of Employers and Industries
Australian Higher Education Industrial Association
Australian Hotels Association and Accommodation Association of Australia
Australian Human Resources Institute
Australian Human Rights Commission
Australian Institute of Employment Rights
Australian Institute of Marine and Power Engineers
Australian Logistics Council
Australian Meat Industry Council, The
Australian Mines and Metals Association
Australian National Retailers Association
Australian Newsagents Federation
Australian Nursing and Midwifery Federation

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Australian Petroleum Production and Exploration Association
Australian Psychological Society
Australian Public Service Commissioner
Australian Public Transport Industrial Association
Australian Retailers Association
Australian Road Transport Industrial Organisation
Australian Services Union
Australian Shipowners Association
Australian Sugar Milling Council
Australian Workers' Union, The
Balranald Pty Ltd (trading as Norris Park IGA)
Bergwald, A
BHP Billiton
Bluescope Steel
Bowley, TJ
Bray, JR
Brickworks
Buchanan, J
Building Service Contractors Association of Australia
Bushell, J
Business Council of Australia
Business SA
Busselton Chamber of Commerce and Industry
Byford, M
Caponecchia, C
Carers Australia
Catholic Commission for Employment Relations
CB&I Constructors Pty Ltd
Cement Industry Federation
Chamber of Commerce and Industry of Western Australia
Chamber of Commerce and Industry Queensland
Chamber of Minerals and Energy of Western Australia
Choong, K
Civil Contractors Federation
Clare Dewan and Associates
Clubs Australia Industrial
Clubs Queensland
Co Invest Limited as Trustee for the Victorian Construction Industry Long Service Leave Fund

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Communist Party of Australia
Community and Public Sector Union
Community and Public Sector Union, SPSF Group
Council of Small Business Australia
Craig Joy Consulting
Creighton, B, McCrystal, S and Johnstone, R
Cully, M
Department of Employment
East Coast Apprenticeships
eChenn
Ellem, B
Employment Law Centre of Western Australia
Ethnic Communities' Council of Victoria
Everson's Food Processors
Extron Design Services Pty Ltd
Fair Work Ombudsman
Fairweather, R
Family Business Australia
Favre, R
Federation of Ethnic Communities' Councils of Australia
Finance Sector Union
Finger, S and M
Footscray Community Legal Centre
Frappell, G
Freebairn, J
Freyens, B
G&T Security
Geelong Chamber of Commerce
Glencore
Government of South Australia
Graham, D
Griffiths, D
Group of individuals (447 individual submissions grouped as one document)
Hair and Beauty Australia
Hancock, K
Health Employment Relations Medical Imaging Employment Relations Group
Health Services Union
Hemlof, L
Hicks, D

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Hicks, R
Holland, S
Hopgood Ganim Lawyers
Housing Industry Association
HR Business Direction
Information Technology Contract and Recruitment Association
Innovative Research Universities
Institute of Public Accountants
Institute of Public Affairs
Interns Australia
Job Watch Inc
Jobs Australia
Jones, R
Justice and International Mission Unit, Synod of Victoria and Tasmania, Uniting Church in Australia
Justice Connect
Justice Ian Ross
JW Shannon Engineers
K&L Gates
Kelly, S
King, A
Kingsford Legal Centre
Koci, S
Laan, R
Launceston Chamber of Commerce
Law Council of Australia
Law Institute of Victoria
Law Society of New South Wales
Law Society SA
Legal Aid NSW
Linfox Australia Pty Ltd
Linney Strategies
Local Government NSW
Lukman, J
MacIver, L
Major Events Consulting Australia Pty Ltd
Mannkal Economic Education Foundation
Manufacturing Australia
Manufacturing Industries Group Apprenticeship Scheme

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Mapleson, J
Maritime Union of Australia
Master Builders Australia
Master Electricians Australia
Master Grocers Australia and Liquor Retailers Australia
McCarthy, B
McDonald Murholme
McDonald, T
McGrath-Champ, S
McPherson, G
Minerals Council of Australia
Minter Ellison (Melbourne)
Minter Ellison (Sydney)
Mitolo Group, The
Mount Gambier Chamber of Commerce
National Centre for Epidemiology and Population Health, Australian National University
National Disability Services
National Electrical and Communications Association
National Farmers' Federation
National Foundation for Australian Women
National Retail Association
National Road Transport Association
National Tourism Alliance
National Union of Workers
National Working Women's Centres
Networks NSW (Ausgrid, Endeavour Energy, Essential Energy)
Northern Rivers Community Legal Centre
Norton Rose Fulbright
NSW Young Lawyers
O'Brien, F
Office of the Australian Small Business Commissioner
Office of the Commissioner for Public Employment
Office of the Merit Protection Commissioner
Origin Energy
Patmore, G
Paul Murphy and Associates Lawyers
Paws a While Boarding Kennels
Peabody Energy
Peetz, D

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Per Capita

Philanthropy Australia

Police Federation of Australia

Ports Australia

Price, S

Printing Industry Association of Australia

Professionals Australia

Qantas Group

Qube Ports Pty Ltd

Queensland Association of Independent Legal Services Inc

Queensland Council of Unions

Queensland Government

Queensland Nurses' Union

Rail, Tram and Bus Union

Recruitment and Consulting Services Association

Restaurant and Catering Australia

Rio Tinto

Rogers, N

Salvation Army, The

Seymour Timber and Hardware

Shockwaves Hair Design

Shop, Distributive and Allied Employees' Association

Shopping Centre Council of Australia

South Australian Wine Industry Association and the Winemakers' Federation of Australia

St Vincent de Paul Society National Council

Steers, A

Stewart, A and others

Strategic Human Resources

Sydney Symphony Orchestra

TAB Agents Association (SA Branch) Inc

Textile Clothing and Footwear Union of Australia

Teys Australia and NPH Foods

Teys Australia

Toga Group

Transport Workers' Union

Ultimacy

Unions Tasmania

Unions WA

United Voice

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University of New South Wales Policy Society

University of Sydney Business School Discipline of Work and Organisational Studies

Victorian Automobile Chamber of Commerce, Tasmanian Automobile Chamber of Commerce, Motor Trader's Association of New South Wales and Motor Trade Association of South Australia

Versatile Group

Victoria Legal Aid

Victorian Employers' Chamber of Commerce and Industry

Victorian Government

Vintage Reds of the Canberra Region

Walk Free Foundation, and the Salvation Army-Freedom Partnership

Walk Industrial Services Pty Ltd

Watkins, S

Watts, S

Western Australian Government

Wilson, P AM

Woldring, K

Women's Legal Services NSW

Work and Family Policy Roundtable and the Women + Work Research Group, The

Worksite Resolutions

Young, S