

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Outcome 2 - Workplace Relations and Economic Strategy

Department of Employment Question No. EMSQ16-000012

Senator Lines provided in writing.

Question

Penalty rates - Agreements

How many agreements have penalty rates in them?

How many agreements have traded penalty rates away for things such as a higher base pay?

Answer

The Department of Employment provided data from a sample of 216 agreements to the Productivity Commission which is reported in Appendix E of the Productivity Commission Inquiry Report – Workplace Relations Framework. Table E.1. and Table E.2 in Appendix E, amongst other things, contains the percentages of agreements in the sample which had Saturday and Sunday penalty rates for day and shift workers.

The Department of Employment's Workplace Agreements Database has data on the number of agreements approved from 1 January 2014 onwards which partially or completely roll their weekend penalty payments into a loaded wage rate.

684 agreements, accounting for 7.2 per cent of enterprise agreements approved between 1 January 2014 and 30 September 2015, have partially or completely rolled their weekend penalty payments into a loaded wage rate.