

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2005-2006 ADDITIONAL SENATE ESTIMATES HEARING
16 FEBRUARY 2006
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome 2: Higher productivity, higher pay workplace

Output Group 2.1: Workplace relations policy and analysis

Output: 2.1.1 Workplace Relations Policy Advice

Question Number: W701-06

Question:

Senator Bartlett asked in writing:

- a) What factors will the new Fair Pay Commission consider when deciding on wages for people with a disability?
- b) What will the Fair Pay Commission do about the safety net?
- c) Will the Fair Pay Commission invoke 'broad economic considerations' and will there be annual safety net wage increases?

Answer:

- a) Section 7J(d) of the *Workplace Relations Amendment (Work Choices) Act 2005* requires the Australian Fair Pay Commission to have regard to “providing minimum wages for ... employees with disabilities that ensure those employees are competitive in the labour market”.
- b) Section 7J(c) of the *Workplace Relations Amendment (Work Choices) Act 2005*, requires the Australian Fair Pay Commission to have regard to “providing a safety net for the low paid”.
- c) Section 7J of the *Workplace Relations Amendment (Work Choices) Act 2005* states that the objective of the Fair Pay Commission in performing its wage-setting function is to promote the economic prosperity of the people of Australia having regard to the following:
 - (a) the capacity for the unemployed and low paid to obtain and remain in employment;
 - (b) employment and competitiveness across the economy;
 - (c) providing a safety net for the low paid;
 - (d) providing minimum wages for junior employees, employees to whom training arrangements apply and employees with disabilities that ensure those employees are competitive in the labour market

Section 7K(1) of *Workplace Relations Amendment (Work Choices) Act 2005* states that the Fair Pay Commission may determine the following:

- (a) the timing and frequency of wage reviews;
- (b) the scope of particular wage reviews;
- (c) the manner in which wage reviews are to be conducted;

(d) when wage setting decisions are to come into effect.