

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

**2006-2007 ADDITIONAL SENATE ESTIMATES HEARING
15 FEBRUARY 2007
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 2.1.2: Workplace relations legislation development

Question Number: W1183-07

Question:

Senator Wong asked in writing:

Work Choices amendments Regarding the amendments requiring employers to provide a copy of the AWA to employees - had workers not been receiving copies of their AWAs? If not why the amendment? If so, what are the details of these cases in which employees were not receiving a copy?

Answer:

New section 346A of the *Workplace Relations Act 1996* (the Act) requires an employer to give an employee a copy of the employee's AWA as soon as practicable after the AWA has been lodged. This obligation is consistent with section 170WH of the pre-reform Act.

Prior to the amendment, there was no obligation on an employer to provide a copy of the AWA to the employee. The Department was aware of the possibility that employees may not have been provided with copies of their AWAs. However, this amendment was not made in response to any particular circumstances having been brought to its attention. The amendment provides an additional protection to employees.

Estimated cost: Based on the FOI calculator it has taken approximately 2 hours and 15 minutes at an estimated cost of \$44 to prepare this answer.