

**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 2.2: Workplace relations implementation

Output 2.2.1: Industry and Australian Government employment advice

Question Number: W1235-07

Question:

Senator Wong asked in writing:

- (a) Are the employees at Tristar entitled to redundancy pay?
- (b) If so, how much?
- (c) As the collective agreement covering these workers has been terminated, what redundancy provisions will apply to these workers currently?
- (d) What redundancy provisions will apply to these workers in 13 months time?

Answer:

- (a) The Tristar employees are entitled to redundancy pay in accordance with the provisions of their relevant industrial instrument.
- (b) The *Tristar Steering and Suspension Australia Limited Certified Agreement 2003* (the Tristar agreement) provides redundancy pay of four weeks pay per year of service for both involuntary and voluntary redundancy, capped at 52 weeks for voluntary redundancy.
- (c) As a result of WorkChoices amendments to the *Workplace Relations Act 1996*, Tristar workers currently continue to be entitled to the redundancy provisions contained in the Tristar agreement despite the Australian Industrial Relations Commission (AIRC) decision to terminate the Tristar agreement.
- (d) The redundancy provisions which will be in place in 13 months time is dependent on many factors, including the outcome of an appeal against the AIRC decision to terminate the Tristar agreement.

Estimated cost: Based on the FOI calculator it has taken approximately 3 hours and 40 minutes at an estimated cost of \$70.50 to prepare this answer.