

**Senate Standing Committee on Education Employment and Workplace  
Relations**

**QUESTIONS ON NOTICE  
Additional Estimates 2010-2011**

**Outcome 5 - Workplace Relations**

**DEEWR Question No.**EW1039\_11

**Senator Ryan provided in writing.**

**Question**

***LHMU WORKPLACE EDUCATION PROGRAMS FOR THE CLEANING AND  
SECURITY INDUSTRIES***

"The LHMU received \$450,000 for the "development and delivery of advice to small business about key changes to the workplace relations laws following the commencement of the Fair Work Act 2009" – was this contract put out to tender? Was a representative organisation of small business considered for this role? What are the performance measures for this contract? How does the Department determine that it has received value for money? Can the Department provide a breakdown on what the LHMU is to deliver for the Department for the money it has received?"

**Answer**

As part of the Fair Work Education and Information Program (FWEIP), the Government identified opportunities for additional education activities targeted at vulnerable workers and their employers in the cleaning and security industries to increase awareness of their rights and obligations under the *Fair Work Act 2009* (FW Act).

In response to this identified need, the Government provided a one off grant to the LHMU (now known as United Voice) to enable them to educate cleaning and security industry participants on their rights and obligations under the FW Act, focusing on collective bargaining, freedom of association, sham contracting and the Fair Work Principles. The grant was not the subject of a competitive tender process, thus representative organisations of small business were not invited to apply.

The Department will assess the effectiveness of the project based on the number of activities, participation rates, educational material produced, expenditure against project budget and attendee feedback.

The Funding Agreement sets out key deliverables for the project which include:

- Seminars, information sessions and meetings to inform and educate the cleaning and security industries on the FW Act focusing on collective bargaining, freedom of association, sham contracting and the Fair Work Principles, in multiple languages.
- A range of resources and on-line information and training tools about the above matters.
- A worker and community education program in the ACT in relation to

workplace rights and sham contracting arrangements, and to assist in the referral of complaints to relevant agencies. This program includes educating cleaners and security officers on their workplace rights and how to identify the difference between genuine subcontracting arrangements and sham contracting.

- A range of resources to inform and educate the cleaning and security industries in the ACT on the FW Act, including the difference between genuine subcontracting arrangements and sham contracting in multiple languages.
- Publicly accessible information about the project such as published papers, newsletter articles, conference presentations and summary reports.

Program activities and resources target both employees and employers.