

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

2003-2004 BUDGET ESTIMATES HEARING – 2 and 3 JUNE 2003

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Outcome: 2 Higher productivity, higher pay workplace

Output Group: 2.1 Workplace relations policy and legislation

Outputs: 2.1.1 Policy advice and legislation development

Question Number: W084-04

Question:

Senator Kirk asked at *Hansard* page 79:

Can calculations please be provided for figures in regard to the estimated increase in the unfair dismissal workload of \$16.8 million or \$17 million?

Answer:

Based on a range of data from the Australian Bureau of Statistics (ABS) and other sources, the Department estimates that slightly fewer than 50 per cent of Australian employees are currently covered by Commonwealth unfair dismissal legislation.

Using unpublished data from the ABS, the Department estimates that an expanded Commonwealth unfair dismissal system would apply to up to 85 per cent of employees. This would represent an increase of around 73 per cent in the number of employees in the Commonwealth unfair dismissal jurisdiction.

The number of Commonwealth unfair dismissal applications varies from year to year. Based on the 2001–2002 financial year when 7,461 Commonwealth unfair dismissal applications were lodged, and depending on the impact of other changes that would be introduced by the Workplace Relations Amendment (Termination of Employment) Bill 2002, the number of unfair dismissal applications lodged in an expanded Commonwealth system could increase to around 13,000 each year.

The precise impact of the expected expansion of the unfair dismissal jurisdiction on the resource requirements of the Australian Industrial Relations Commission cannot be identified in advance.