

## MASTER LIST \_Employment and Workplace Relations portfolio - Budget Estimates 06-07 from May 2006 - as of 14 September 2006

DEWR no: (Hansard & written)	Qon no:	Received date	Tabled date	Group/ agency	Ref:	Senator	Question
							<u>OUTCOMES 1 AND 3</u>
1	W001-07	28/08/06	14/09/06	Intensive Support Group	5 and 6	Wong	<u>Job Network Members</u> Can the department provide copies of any risk assessment documentation associated with the decision to allow Job Network members the right to reclassify job seekers under the JSCI? Refer 671-06
2	W002-07	07/09/06	14/09/06	Working Age Policy Group	10 and 11	Siewert	<u>Family and Kinship carers</u> What was the outcome of discussions held with all states about the classification of carers and how they may be affected by the exemption requirements? What action does the department plan in relation to the outcome of those discussions? refer 677-06
3	W003-07	07/09/06	14/09/06	Working Age Policy Group	12	Wong	<u>Welfare to Work</u> In relation to W693-06 - does the department undertake any demographical analysis or income support payment analysis of the projected participants. What is the basis for predicated estimates for participation?
4	W004-07	28/08/06	14/09/06	Specialist Services and Income Support Group	21	Wong	<u>Personal Support Programme</u> - What proportion of participants do not complete the full two-year programme?
5	W005-07	28/08/06	14/09/06	Specialist Services and Income Support Group	23 and 25, 26, 47	Wong	<u>Personal Support Programme</u> - Can the department please provide a copy of the waitlist analysis broken down by ESA? In addition, can the department confirm whether this waitlist information is publicly available and confirm the timeframe between referral and commencement across ESA's and data in relation to commencement timeframes.
6	W006-07	07/09/06	14/09/06	Working Age Policy Group	30	Wong	<u>Social Security Guide</u> - Can the department provide copies of the 'extract' documents that have been the subject of consultation?
7	W007-07	07/09/06	14/09/06	Working Age Policy Group	30	Wong	<u>Social Security Guide</u> - Can the department provide a copy of the draft guidelines?
8	W008-07	07/09/06	14/09/06	Working Age Policy Group	37	Wong	<u>Notional entitlement</u> Is there anything other than income support payment and rent assistance included?
9	W009-07	07/09/06	14/09/06	Intensive Support Group	46	Wong	<u>Financial case management</u> When a parent has an older child with a disability who is not living in the home but the parent is the person on whom that child is dependent, would that adult child not be classed as a vulnerable dependent for the purpose of access to financial case management?

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10	W010-07	05/09/06	14/09/06	Labour Market Strategies Group	49/50 and 54	Wong	<u>Employer demand strategy</u> Can the department provide a list of the 40 projects approved to date? And details of the total spend or funds committed to date under this aspect of the strategy?
11	W011-07	05/09/06	14/09/06	Labour Market Strategies Group	50	Wong	<u>Training for ageing workforce</u> Of the \$2 million allocated for this activity - how much has been spent to date?
12	W012-07	08/08/06	14/09/06	Labour Market Strategies Group	51	Wong	<u>Workforce Tomorrow industry breakfasts</u> Was there any alteration to the recommendation of the advisory group in determining the location of these events?
13	W013-07	08/08/06	14/09/06	Labour Market Strategies Group	51	Wong	<u>Workforce Tomorrow industry breakfasts</u> Was the member for Denison invited to the Hobart session?
14	W014-07	08/08/06	14/09/06	Labour Market Strategies Group	52	Wong	<u>Workforce Tomorrow industry breakfasts</u> Were any government and non-government members senators invited to any of the capital city breakfasts?
15	W015-07	06/09/06	14/09/06	Labour Market Strategies Group	54	Wong	<u>Employer demand strategy</u> In relation to the \$50 million funding, can the department advise how much has been spent or committed?
16	W016-07	08/08/06	14/09/06	Labour Market Strategies Group	58	Wong	<u>Worforce Tomorrow industry breakfasts</u> Can the department provide a breakdown of the estimated expenditure of \$509,000 in relation to the breakfasts?
17	W017-07	08/08/06	14/09/06	Labour Market Strategies Group	59	Wong	<u>Workforce Tomorrow industry breakfasts</u> Did the department consult with one of the relevant ministers or with a local member or members in the location in which the breakfasts were held?
18	W018-07	07/09/06	14/09/06	Research and Evaluation Group	54 and 59	Wong	<u>Welfare to Work evaluation strategy</u> Can the department provide a breakdown of the \$2.2 million?

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19	W019-07	07/09/06	14/09/06	Research and Evaluation Group	62	Wong	<u>Welfare to Work evaluation</u> In relation to the longitudinal survey can the department provide a copy of the current survey instrument?
20	W020-07	29/08/06	14/09/06	Research and Evaluation Group	62	Wong	<u>Welfare to Work evaluation</u> Can the department provide the employment detail sought as part of the longitudinal study?
21	W021-07	07/09/06	14/09/06	Specialist Services and Income Support Group	66	Wong	<u>Supported wage</u> Has the SWS rate of assessment been reviewed at any point in the last 10 years?
22	W022-07	07/09/06	14/09/06	Specialist Services and Income Support Group	69	Wong	<u>Welfare to Work</u> In relation to uncapped places, how many people will go into the various categories 0-15, 15-29 and 30 and over, hours of work capacity group?
23	W023-07	07/09/06	14/09/06	Specialist Services and Income Support Group	69	Wong	<u>Welfare to Work</u> What is the budget allocation for 2006-07 and forward estimates for the capped and uncapped streams?
24	W024-07	28/08/06	14/09/06	Specialist Services and Income Support Group	70	Wong	<u>Early intervention engagement pilot</u> In relation to the specific pilot testing what was the department's experience in terms of the rate of referral to DOES?
25	W025-07	28/08/06	14/09/06	Working Age Policy Group	70	Wong	<u>Disability employment network (DEN)</u> can the department please provide information about the characteristics that might lead to a referral to DEN?
26	W026-07	28/08/06	14/09/06	Intensive Support Group	71	Wong	<u>Job Network</u> Did the department conduct a regular monitoring visit to the Ulladulla office of Wesley Uniting Employment in May 2005? If so, please provide details of the result and what action was required of the Job Network member
27	W027-07	28/08/06	14/09/06	Intensive Support Group	71	Wong	<u>Job Network</u> Was there any site visit, investigation or examination into the Narooma office (of Wesley Uniting Employment) prior to any sanctions being imposed on the organisation?
28	W028-07	05/09/06	14/09/06	Intensive	72	Wong	<u>Job Network</u> Has the department interviewed staff at Narooma Wesley Uniting?

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29	W029-07	28/08/06	14/09/06	Support Group Intensive Support Group	72	Wong	<u>Job Network</u> Does the IT system enable the department to determine which questions were altered in a JSCI reclassification by Centrelink or by a Job Network member?
30	W030-07	16/08/06	14/09/06	Employment Business Services Group	79	Wong	<u>Welfare to Work communications budget</u> In relation to customer focus groups conducted by Open Mind Research Group, did the department give any instructions or does the contract outline any restrictions on what information can be provided as to the purpose of the morning or afternoon tea?
31	W031-07	07/09/06	14/09/06	Employment Business Services Group	79	Wong	<u>Welfare to Work communications</u> Can the department provide a copy of the Open Mind Research Group contract to conduct focus groups
DAY TWO							
32	W032-07	07/09/06	14/09/06	Indigenous Employment and Business Group	46	Crossin	<u>CDEP</u> How many submissions did the department receive that suggested a youth rate?
33	W033-07	07/09/06	14/09/06	Indigenous Employment and Business Group	46	Crossin	<u>CDEP</u> How many submissions did the department receive that suggested a 12-month limit for people being on CDEP?
34	W034-07	07/09/06	14/09/06	Indigenous Employment and Business Group	51	Crossin	<u>CDEP</u> In addition to Wadeye are there any other remote communities where Job Futures and Mission Australia are going into from 1 July in the Northern Territory?
35	W035-07	07/09/06	14/09/06	Indigenous Employment and Business Group	51	Crossin	<u>CDEP</u> Can the department please provide the names of the remote communities and the names of the Job Network providers? Furthermore, will they have a full-time or fly-in fly-out presence?
37	W036-07	07/09/06	14/09/06	Indigenous Employment and Business Group	59	Crossin	<u>CDEP</u> How many real jobs are available in the limited job market on the Tiwi Islands?

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38	W037-07	16/08/06	14/09/06	Indigenous Employment and Business Group	60	Crossin	<u>STEP</u> What is the increase in the STEP contract in the Tiwi Islands?
39	W038-07	07/09/06	14/09/06	Indigenous Employment and Business Group	60	Crossin	<u>CDEP</u> In relation to the \$574 million of CDEP moneys in the budget, how much of that is allocated to the Northern Territory? How many CDEP organisations are there, and how many participants are there in each organisation in the Northern Territory that the department anticipates will be funded in the coming year out of that money? What funding delegations are provided to regional ICC managers?
40	W039-07			Indigenous Employment and Business Group	62	Crossin	<u>Employment outcomes for Indigenous people</u> Of the 44,000 job outcomes specified, how many of those are full-time? And how many of the 7,000 remaining at the six-month mark are in full time employment?
41	W040-07	16/08/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>ICC</u> How many staff does DEWR have in each ICC in the NT and are all positions filled? How many are Indigenous?
42	W041-07	07/09/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>KPI</u> How are Key Performance Indicators determined? On what actual evidence are they based eg if a KPI is that 20 people will move into jobs, on what hard evidence is this based – does DEWR actually analyse possible jobs and the related skills required, and potential candidates for them in realistic terms of people being capable of moving into those jobs? If so, who does this and how do they then assess how many participants might actually have the potential to be job ready?
43	W042-07	07/09/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> The new guidelines require all CDEP participants (excluding remote) to register with the Job Network and failure to comply with directives of the Job Network will result in participants being removed from the CDEP schedule. Given that CDEP is a voluntary program and it is accepted that the 2 days worked on the program fulfil participants mutual obligation requirements why are participants being forced into additional responsibilities with punitive measures in place should they not comply?
44	W043-07	07/09/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> Why are punitive measures put in place for CDEP participants when clearly there are many fine examples of joint servicing for participants by the Job Network and CDEP organisations?
45	W044-07	16/08/06	14/09/06	Indigenous Employment and Business	Written	Crossin	<u>CDEP</u> How can and why should CDEPs be responsible for ensuring Job Network responsibilities are undertaken?

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46	W045-07	08/09/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> CDEPs have supported New Apprenticeships with a high degree of success. The new Guidelines for post July 1 participants will now make it impossible to commit to four year Trade Apprenticeships or even 12 month New Apprenticeships (Traineeships). Is it counterproductive to limit skill acquisition and promote community sustainability and most importantly developing role models within communities?
47	W046-07	16/08/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> It would seem that DEWR believe that the majority of CDEP participants are employable in the immediate future and are in part using this assumption to time limit to 12 months participation. Why would DEWR believe this in the absence of any hard evidence to support it and in fact this assumption is at odds with many of the programs DEWR currently manage to assist this target group?
48	W047-07	16/08/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> If CDEP Participants are as employable as DEWR believe why are they so highly represented in the unemployment figures and continue to be the subject of concern by DEWR in regard to gaining full time employment?
49	W048-07	16/08/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> Why would DEWR believe CDEP can drive individuals into business enterprise when clearly other government programs have been not been able to do this by any meaningful measure? Is this a further duplication of programs that DEWR claim they are trying to avoid? Is this an opportunity to label the CDEP program as a failure for not inducing people who are ill-prepared and not motivated into business for its own political ends?
50	W049-07	16/08/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>Work for the Dole</u> It is my understanding Work for the Dole programs are not set Key Performance Indicators similar to those of the CDEP program and are not measured on their employment outcomes. CDEP is continually referred to as “black work for the dole” why are the expectations of this program far greater than that of mainstream Work for the Dole?
51	W050-07	07/09/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> The CDEP scheme was established as a flexible program to encourage community development, provide a minimum level of income support and to enhance prospects of mainstream employment where labour markets exist. In its reform of the CDEP scheme in 2005, DEWR committed to maintain this flexibility. Is this proving to be the case?

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52	W051-07	07/09/06	14/09/06	Indigenous Employment and Business Group	Written	Crossin	<u>CDEP</u> Assuming that CDEP is increasingly administered as a mainstream labour market program, has consideration been given to the impacts on Indigenous livelihoods of the 12 month rule in situations where there are limited job prospects? And what are the regional and national benefits foregone from the potential loss of the CDEP workforce?
53	W052-07			Labour Market Strategies Group	Written	Carr	<u>Ratios of apprentices to employees</u> DIMA has said (Legal and Constitutional Committee Hansard 22/5/06 p.34) that it seeks advice from DEWR about the appropriate ratio of apprentices in training to employees in Australian companies. Can you provide details of the Department's assessment of the appropriate ratios in this area, by industry and by any other relevant factor?
55	W053-07	05/09/06	14/09/06	Labour Market Strategies Group	Written	Carr	<u>Advice to DIMA about skills levels of 457 visa-holders</u> On how many occasions since 2000 has the Department, or any agency that comes under the Department's aegis, provided advice to DIMA about the appropriate skill levels for holders of subclass 457 visas? How many workers have been involved? On how many occasions have holders of these visas been found not to have the appropriate qualifications and/or formal skills levels? On how many occasions since 2000 has the Department provided for DIMA assessment of the actual skills of holders of subclass 457 visas? How many workers have been involved? On how many occasions have these workers been found not to have the level of skill claimed, either by themselves or by their employer? How many workers have been involved? Please provide this information by industry.
56	W054-07	05/09/06	14/09/06	Labour Market Strategies Group	Written	Carr	<u>457 Visas - discussions with DIMA about record of training issue</u> Can you provide details of the formulae under consideration with DIMA for assessing, in the context of employers' applications to become sponsors under visa subclass 457 arrangements, the training record or performance of the employer applicants? What are the factors you are taking into consideration? Have you decided on a formula? If so, what is it? Does it vary by industry? If so, please provide details by industry.
57	W055-07	05/09/06	14/09/06	Labour Market Strategies Group	Written	Carr	<u>Visa subclass 457: skills assessments</u> DIMA has said that the process of assessment of skills levels of visa 457 worker applicants is "more streamlined" than that for persons wishing to enter Australia under the General Skilled Migration program. Can you explain and contrast how DEWR approaches the assessment of skill levels and qualifications, when asked by DIMA, in the case of these two visa categories? Please provide examples as well as the general procedures and guidelines followed.
141	W056-07	28/08/06	14/09/06	Employment Business Services Group	Written	Crossin	<u>JPET</u> There seems to have been a significant change of services providers for JPET. Please provide details of the successful services who re-tendered for JPET services and those who tendered for the first time for the JPET program. Please explain why there has been such a significant change.

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142	W057-07	14/09/06		Employment Business Services Group	Written	Wong	<u>Welfare to Work communications budget</u> Please provide updated details (laid out as per W688-06) on how the Welfare to Work Communications budget is being spent?
144	W058-07	30/08/06	14/09/06	Labour Market Strategies Group	Written	Wong	<u>ANZ Job Ads report conflicting with DEWR analysis</u> The May job ads report from ANZ reported that: Official data showed a strengthening in labour market conditions in the early months of 2006, with an upturn in employment growth and a fall in the unemployment rate back to a 30 year low of 5%. This improvement was consistent with a lift in the demand for labour six months previously as indicated by trend movements in the ANZ total job advertisements series. Unfortunately, more recent ANZ job advertisements data has shown a softer trend, indicating some winding back in employers' hiring intentions. it will take a few months to show through, but the latest reading is consistent with a slowing in trend jobs growth. This points to a rise in the underemployment rate to around 5.5% in the second half of 2006. a) does DEWR agree with this forecast? b) if so, to what does DEWR attribute the winding back in employer's hiring intentions? c) if not, on what basis does DEWR disagree?
145	W059-07	30/08/06	14/09/06	Labour Market Strategies Group	Written	Wong	<u>Labour force statistics</u> The ABS recently released Labour Force statistics for April 2006, the first full month of operation of Work Choices. From March 2006 to April 2006, the number of employed persons fell by 3,200 and the number of unemployed persons increased by 9,700. The unemployment rate increased by 0.1 percentage point, with female unemployment increasing by 0.3 percentage points to 5.4%. The participation rate decreased slightly to 64.3%. How do you reconcile these numbers with continued statements by the Prime Minister and the Minister for Employment and Workplace Relations that Work Choices will increase employment and participation?
146	W060-07			OWS	Written	Carr	<u>Investigation of Maxitrans, Ballarat</u> Can you provide details of your investigation, at the request of DIMA, of Maxitrans, Ballarat, Victoria, in relation to claims that workers on 457 visas were not receiving proper wages and entitlements? What were your findings?
147	W061-07	28/08/06	14/09/06	Intensive Support Group	Written	Wong	<u>Wage subsidies</u> Can DEWR provide details of how many job seekers have received a wage subsidy, paid from the Job Seeker Account since March 2005? Can DEWR provide this information according to the number of wage subsidies between the following levels of the job seekers wage: a) <25% b) 25%-50% c) 50%-75% d) 75%-100% > 100%
148	W062-07	28/08/06	14/09/06	Intensive Support Group	Written	Wong	<u>Wage subsidies</u> Can DEWR provide the amount from the Job Seeker Account spent on wage subsidies since March 2005 both in dollar terms and as proportion of all money paid from the Job Seeker Account?



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149	W063-07	06/09/06	14/09/06	Intensive Support Group	Written	Wong	<u>Wage subsidies</u> What evidence does DEWR collect about the effectiveness of wage subsidies for highly disadvantaged job seekers, in particular, the priority groups identified under Welfare to Work (single parents, people with a disability, mature aged, very long term unemployed)?
150	W064-07	07/09/06	14/09/06	Intensive Support Group	Written	Wong	<u>Wage subsidies</u> For highly disadvantaged job seekers who received a wage subsidy, can DEWR indicate how many were in employment? Please provide this information in the form of the following table. Where possible, please provide this information for a) all highly disadvantaged job seekers b) single parents c) people with a disability d) mature aged e) very long term unemployed f) indigenous Australians Level of subsidy Proportion of disadvantaged job seekers in employment after 13 weeks 26 weeks 52 weeks <25% 25%-50% 50%-75% 75%-100% >100%
151	W065-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Effective marginal tax rates</u> What will be the impact of the 2006-07 Federal Budget on effective marginal tax rates (EMTRs) faced by people moving from welfare to work after 1 July 2006?
152	W066-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Effective marginal tax rates</u> When tax and withdrawal of benefits are taken into account, what will be the post-1/7/06 weekly disposable income and the post-1/7/06 amount of earnings kept (both in dollar terms and as a proportion of additional income earned) for the following hypothetical individuals: a) A single parent working 5, 10, 15, 20, 25, 30, 35 or 40 hours per week earning \$13 per hour (i.e. \$65, \$130, \$195, \$260, \$325, \$390, \$455 or \$520 respectively), where that parent has two children aged between 8 and 12? b) A person with disabilities without children working 5, 10, 15, 20, 25, 30, 35 or 40 hours per week earning \$13 per hour (i.e. \$65, \$130, \$195, \$260, \$325, \$390, \$455 or \$520 respectively)?
153	W067-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Effective marginal tax rates</u> How would the EMTRs faced by the single parent described in 2(a) above be affected if the parent lived in public housing, and the increased rental payment associated with increased earnings were regarded as notionally contributing to the effective marginal tax rate?
154	W068-07			Working Age Policy Group	Written	Wong	<u>Effective marginal tax rates</u> After 1 July 2006, will people moving from welfare to work face EMTRs which are higher than the new top marginal tax rate of 45% (estimated to apply to only 2% of taxpayers) or than the second-highest marginal tax rate of 40% (estimated to apply to fewer than 18% of taxpayers)? [1]

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					Written		[1] Figures based on following extract from Budget Speech 2006-07 delivered by the Treasurer on 9 May 2006: "Across the forward estimates more than 80 per cent of taxpayers will have a top marginal tax rate of 30 cents. Only 2 per cent of taxpayers will be affected by the top marginal tax rate on 1 July."
155	W069-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Effective marginal tax rates</u> Does DEWR's own research, and/or its understanding of the research of others, suggest that high EMTRs constitute a disincentive for people on welfare benefits to accept paid employment?
156	W070-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Effective marginal tax rates</u> What policies is DEWR developing and/or implementing to reduce the disincentive for people to move from welfare to work posed by high EMTRs?
157	W071-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Effective marginal tax rates</u> In its contribution to "whole-of-Government" formulation of taxation and welfare policies: a) Does DEWR, as a matter of course, calculate and comment on the implications of various policy options for effective marginal tax rates faced by low-income Australians, especially people moving from welfare to work? b) Did DEWR do so in the course of inter-agency discussion of policies announced in the 2006-07 Federal Budget?
158	W072-07	07/09/06	14/09/06	Specialist Services and Income Support Group	Written	Wong	<u>Number of recipients of income support payments</u> Please provide the latest available data on numbers of recipients of the following payments: - nationally and by State/Territory, marital status, employment status (employed or jobless), age of youngest child (where indicated), and duration on payment (where indicated): Disability Support Pension (including number of current recipients who claimed after 10 May 2005); Parenting Payment Single (including by age of youngest child = under 8 years, 8 years or over); Parenting Payment Partnered (including by age of youngest child = under 6 years, 6 years or over); Newstart Allowance (including by duration on payment: under 12 months, 12-23 months, 24 months +); Youth Allowance (unemployed) (including by duration on payment: under 12 months, 12-23 months, 24 months +)
160	W073-07	07/09/06	14/09/06	Specialist Services and Income Support Group	Written	Wong	<u>Number of new claims for income support payments</u> Please provide the number of new claims for the following payments in each of the last 3 months for which data are available, together with the number of these claims that were granted:- nationally and by State/Territory, marital status, and age of youngest child (where indicated). Disability Support Pension (including number of current recipients who claimed after May 2005); Parenting Payment Single (including by age of youngest child = under 8 years, 8 years or over); Parenting Payment Partnered (including by age of youngest child = under 6 years, 6 years or over); Newstart Allowance (including by duration on payment: under 12 months, 12-23 months, 24 months +); Youth Allowance (unemployed) (including by duration on payment: under 12 months, 12-23 months, 24 months +)
161	W074-07	07/09/06	14/09/06	Intensive Support Group	Written	Wong	<u>Financial case management</u> On the Centrelink registry for Financial Case management, the document initially stated that a client could have expenses paid that were a result of "other unavoidable or reasonable costs". When was this clause removed, and why?

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162	W075-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Work for the dole</u> In relation to the recent disallowable instrument on work for the dole, who was consulted over this instrument
163	W076-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Welfare to Work</u> Will parents be referred to a Jobs Capacity Assessment on the grounds that caring responsibilities can be barriers to employment?
164	W077-07			Working Age Policy Group	Written	Wong	<u>Welfare to Work</u> How many people will enter the new compliance regime with one or two activity test breaches (by NSA and YA)
165	W078-07	07/09/06	14/09/06	Specialist Services and Income Support Group	Written	Wong	<u>Newstart</u> how many grants of Newstart (incapacitated) were made over each of the past 12 months.
166	W079-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Financial benefits test</u> In relation to the return to work "financial benefits test" for parents recently announced by the Minister Kevin Andrews, are Centrelink debt repayments able to be disregarded, or will they be counted in the \$25 weekly benefit limit that would allow a parent to refuse a job offer?
159	W080-07	08/08/06	14/09/06	Labour Market Strategies Group	52	Wong	<u>Workforce Tomorrow industry breakfasts</u> Was the member for Brisbane invited to the Brisbane session?
208	W081-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Minimum wage rates for people with disabilities</u> according to the response to W722-06 and W723-06, 'qualification for the Disability Support Pension (DSP) does not have mutual obligations requirements'. a) is this correct given that this was designed to encourage workforce participation of disabled workers through welfare to work? How does this work?
209	W082-07	07/09/06	14/09/06	Working Age Policy Group	Written	Wong	<u>Minimum wage rates for people with disabilities</u> Is there any potential for people with a disability to be forced to accept a job with wages below the FMW in order to receive a welfare payment?
59	W083-07	05/09/06	14/09/06	Workplace Relations Services Group	37	Wong	<u>OWS</u> As at the commencement of the financial year, was there any attrition or increase in staffing levels in OWS prior to its establishment as an agency?

OUTCOME 2

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DEWR no: (Hansard & written)	Qon no:	Received date	Tabled date	Group/ agency	Ref:	Senator	Question
60	W084-07	08/08/06	14/09/06	Workplace Relations Services Group	41	Wong	<u>Training</u> How many staff were involved in the outcome 2 staff training process that was referred to Workplace Relations Services Group?
61	W085-07	28/07/06	14/09/06	Workplace Relations Policy Group	72	Campbell	<u>Awards Review Taskforce</u> Can the department provide a list of the 130 organisations who attended the consultations?
62	W086-07	27/06/07	14/09/06	Workplace Relations Policy Group	72	Campbell	<u>Awards Review Taskforce</u> Can the department provide a copy of the draft report, currently before the Minister, on the rationalisation of the awards classification structures?
63	W087-07	08/08/06	14/09/06	Workplace Relations Services Group	76	Campbell	<u>Work Choices seminars</u> Can the department outline how many seminars have been conducted, where they have been conducted and the level of attendance?
64	W088-07	08/08/06	14/09/06	Workplace Relations Services Group	76	Campbell	<u>Work Choices seminars</u> Can the department provide copies of the various agendas used for these seminars?
65	W089-07	08/08/06	14/09/06	Workplace Relations Services Group	79	Campbell	<u>Work Choices seminars</u> Can the department provide a copy of the tender documents for the delivery of the employer advisory program?
66	W090-07	08/08/06	14/09/06	Workplace Relations Services Group	81	Campbell	<u>Work Choices seminars</u> Of the 17 organisations delivering these seminars can the department provide a breakdown of the funding that has been provided to date? What proportion of the money has been spent on providing associated materials such as brochures, CDs and DVDs etc
67	W091-07	14/09/06	Needs tabling	Workplace Relations Legal Group	82	Campbell	<u>Legal costs</u> Can the department identify the total legal costs involved in developing and drafting the Workplace Relations Amendment (Work Choices) Bill 2005 and the regulations? And the costs for legal advice that the department used on the corporations power issue?
68	W092-07	05/09/06	14/09/06	Workplace Relations Policy Group	83	Campbell	<u>State and territory wage cases</u> Can the department provide a breakdown, by state, of the legal costs associated with these cases?

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DEWR no: (Hansard & written)	Qon no:	Received date	Tabled date	Group/ agency	Ref:	Senator	Question
69	W093-07	11/08/06	14/09/06	Workplace Relations Legal Group	86	Campbell	<u>Independent Contractors</u> Can the department advise how many independent contractors there are in the labour force?
70	W094-07	08/08/06	14/09/06	Workplace Relations Services Group	94	Campbell	<u>WorkChoices infoline</u> Can the department provide details of the call loads for each of the centres - Sydney, Melbourne and Perth
71	W095-07			Workplace Relations Services Group	95	Wong	<u>WorkChoices booklet</u> How many booklets have been distributed since the act commenced?
72	W096-07	08/08/06	14/09/06	Workplace Relations Services Group	97	Wong	<u>WorkChoices infoline</u> What is the total operational and staffing cost of this service since 27 March 2006 to date?
73	W097-07	08/08/06	14/09/06	Workplace Relations Services Group	97	Wong	<u>WorkChoices infoline</u> What proportion of staff employed at the call centres are on AWAs?
74	W098-07	18/08/06	14/09/06	Workplace Relations Services Group	99	Wong	<u>WorkChoices infoline</u> In relation to reference materials used by call centre staff, can the department provide a copy of the fact sheets?
75	W099-07	11/08/06	14/09/06	Workplace Relations Services Group	100	Wong	<u>WorkChoices infoline</u> Can the department provide a copy of the questions used by staff to identify a constitutional corporation?
76	W100-07	11/08/06	14/09/06	Workplace Relations Services Group	100	Wong	<u>WorkChoices infoline</u> Can the department provide a copy of the questions used to determine jurisdiction?
77	W101-07	21/08/06	14/09/06	Workplace Relations Services Group	101	Wong	<u>WorkChoices infoline</u> Can the department provide an analysis of the nature of calls received broken down by the various categories and what each of those categories captures, eg do calls about penalty rates or overtime get categorised as a wages query or as an other conditions query?

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DEWR no: (Hansard & written)	Qon no:	Received date	Tabled date	Group/ agency	Ref:	Senator	Question
78	W102-07	11/08/06	14/09/06	Workplace Relations Services Group	103	Wong	<u>WorkChoices infoline</u> Can the department provide a list of organisations, used by call centre operators, to which people might be referred for the purposes of legal advice?
79	W103-07	11/08/06	14/09/06	Workplace Relations Services Group	108	Wong	<u>WorkChoices infoline</u> Can the department provide a copy of any standard scripts used by operators to assist them when responding to a call about leave to attend trade union organised occupational health and safety training?
80	W104-07	08/08/06	14/09/06	Workplace Relations Legal Group	112	McEwen	<u>Publishing of collective agreements</u> In relation to compliance with the Copyright Act and gaining consent to publish, when did the department provide advice to the Office of the Employment Advocate?
81	W105-07			Workplace Relations Policy Group	102 and 121	Sterle	<u>Journeys to and from work</u> In relation to the exclusion of journeys to and from work in some state jurisdictions who was consulted and what was the range of recommendations provided?
88	W106-07	23/08/06	14/09/06	Workplace Relations Implementati on Group	30	Wong	<u>AWA templates</u> Which agencies have you provided advice to on template AWAs?
58	W107-07			Workplace Relations Services Group	Written	Carr	<u>457 visa applications: South-West TAFE Victoria</u> Has your Department, or any agency under the aegis of your Department such as Training Recognition Australia, examined applications from workers for 457 visas that include documentation from South-West Institute of TAFE, Victoria? Has any of that documentation been found to be fraudulent or forged? Please provide details of numbers and types of cases. Have you found fraudulent documentation associated with any other Australian training provider? Please name the provider(s) and provide details.
167	W108-07			Workplace Relations Implementati on Group	Written	Campbell	<u>Industry Grants</u> Can the department detail which employer organisations and industry associations have received grants under administered programs and what the value of each of these grants is?
168	W109-07			Workplace Relations Implementati on Group	Written	Campbell	<u>Industry Grants</u> Could the department also provide a description on what basis each grant is approved and the eligibility criteria?

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169	W110-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Campbell	<u>Eagles Engineering</u> It was disclosed that the Department could not specify which of the 72 employees were at critical meetings which formed the basis of allegations that the workers were making illegal claims for better accommodation; What investigations had been carried out to ascertain who, of the 72, were at critical meetings?
170	W111-07	08/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Campbell	<u>Eagles Engineering</u> Was the employer consulted when building the case, either by Freehills or DEWR?
171	W112-07	08/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Campbell	<u>Eagles Engineering</u> The Minister announced on the ABC on the 11/04/06 that the Department would not be pursuing the Eagles Engineering case. Why was this announcement made publicly before the lawyers representing the employees, the union or the employees were informed?
172	W113-07	08/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Campbell	<u>Eagles Engineering</u> When were Freehills Law Firm first consulted in relation to the Eagles Engineering matter?
173	W114-07	08/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Campbell	<u>Eagles Engineering</u> What was the briefing and instructions given to Freehills when pursuing the Eagles Engineering case?
174	W115-07	08/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Campbell	<u>Eagles Engineering</u> Did Freehills carry out any independent investigations apart from the briefing from the Department inspector(s), and if so, what was the result of the investigation?
175	W116-07	08/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Campbell	<u>Eagles Engineering</u> Did Freehills at any stage provide advice to the Department of Employment of Workplace Relations about; a) the potential costs of the case? B) The potential time frame in pursuing the case? C) The chances of successful outcome for the department?
176	W117-07	05/09/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> Why was the Flexibility Works website created?
177	W118-07	05/09/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> Why is the focus of the website specifically on the retail industry?

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DEWR no: (Hansard & written)	Qon no:	Received date	Tabled date	Group/ agency	Ref:	Senator	Question
178	W119-07	05/09/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> What were the costs involved in creating and maintaining this website?
179	W120-07	06/09/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> How will DEWR measure the effectiveness of this website? Does DEWR have performance targets for this website? If so, what are these targets?
180	W121-07	06/09/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> As a result of this website, how many retailers does DEWR envisage will implement flexible working arrangements?
181	W122-07	05/09/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> What was the role of the National Retailers' Association (NRA) in developing this website or providing material for it?
182	W123-07	08/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> What were the instructions or the brief provided by DEWR to the NRA in developing the website or providing material?
183	W124-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> How much was paid to the NRA for its assistance?
184	W125-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Flexibility Works website</u> Was the provision of information or assistance put to tender by DEWR? If not, why not? If so, on what basis was the NRA chosen?
185	W126-07	11/08/06	14/09/06	Workplace Relations Services Group	Written	Wong	<u>WorkChoices market research</u> According to the contract for consultancy services provided in W715-06, the 'target audience' listed in A2 (Schedule 1) does not mention employers or employees who use AWAs. Were any employees or employers who use AWAs included in the target audience? a) If so, how many or what percentage did they represent in the developmental research focus groups, the tracking research and the focus groups for creative testing research?
186	W127-07	11/08/06	14/09/06	Workplace Relations Services Group	Written	Wong	<u>WorkChoices market research</u> According to the responses from Additional Estimates 205/06, DEWR is unable to release or discuss the findings from the market research. Why is DEWR not able to discuss the results of the market research on the advertising impacts as this component has been concluded? a) Please table information on the effectiveness of the advertising campaign such as the reach of the advertisement and the level of understanding of the changes.



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DEWR no: (Hansard & written)	Qon no:	Received date	Tabled date	Group/ agency	Ref:	Senator	Question
187	W128-07	05/09/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>Regional employment and wages growth</u> Please provide statistics on the number of workers employed by motels in regional areas fast-food outlets and cafes and restaurants in regional areas in Australia. Please provide these divided by state and regions
188	W129-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> In response to W622-06 you said that: (8,665.00/84.7) *12,025.00 = \$10,466.00 a) is this calculation correct? In response to W622-06 you also said that: (12,025.00/102.3) * 12,025.00 = \$12,025.00 b) is this calculation correct? Please explain what each number represents and table the relevant pages of all source documents, with the relevant statistics highlighted.
189	W130-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> In response to W714-06 you said that the 'Average non-farm compensation per employee for March 1996 was 8665. a) Is this statistic correct? b) please table the page of the source document from which this number is taken, with the relevant statistic highlighted.
190	W131-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> In response to W714-06 you said the 'Average non-farm compensation per employee' for June 2005 was 12,025. a) is this statistic correct? B) please table the page of the source document from which this number is taken, with the relevant statistic highlighted.
191	W132-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> In response to W714-06 you said that the 'final consumption expenditure - household' for march 1996 was 84.7. a) Is this statistic correct? b) Please table the page of the source document from which this number is taken, with the relevant statistic highlighted.
192	W133-07			Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> Which part of DEWR is responsible for providing these responses?
193	W134-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> Is DEWR aware of any other methodologies that are used to calculate real wage growth? A) please detail these alternative methodologies b) Please explain why the methodology chosen by DEWR is in your view the best way to accurately calculate real wage growth.

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194	W135-07			Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> In response to W714-06, also about methodology used for real wage growth, you referred us to the Treasury website: The methodology is the same as that used by the Department of the Treasury (the Treasury). The Treasury derives real non-farm average earnings by deflating nominal non-farm average earnings by the implicit price deflator for private final consumption expenditure as explained on its website at <a href="http://www.treasury.gov.au/documents/562/HTML/docshell.asp?URL=default.asp">http://www.treasury.gov.au/documents/562/HTML/docshell.asp?URL=default.asp</a> a) Page does not provide the promised information and explanation. Please table the document referred to rather than providing a hyperlink
195	W136-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> Given the inaccuracies and complexity in answers to previous questions on real wage growth, please provide a plain English explanation of the methodology used, with step by step instructions to enable your results to be reproduced.
196	W137-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Regional employment and wages growth</u> Please provide real calculations for real wage growth from March 1996 to March 1997, March 1998, March 1999, March 2000, March 2001, March 2002, March 2003, March 2004, March 2005 and March 2006. Please include the real wage growth for the 12 months prior to each of these dates, and the change in real wage growth from year to year.
197	W138-07			Workplace Relations Policy Group	Written	Wong	<u>Unfair contract remedies</u> In response to question W289-06 in addressing the issue of the unfair contract remedies available in the New South Wales jurisdiction DEWR said: The (DEWR discussion paper, Proposals for Legislative Reforms in Independent Contracting and Labour Hire Arrangements) notes that unfair contracts provisions such as those in s106 of the Industrial Relations Act 1996 (NSW) create a barrier to the freedom to contract as a 'contract which was made fairly and was fair in its terms could later be held to be unfair' (page 15). This creates the potential for contractual and commercial uncertainty for parties as their initial intentions can be remade during the life of the contract. This has attracted judicial comment. For instance, Sheldon J in Davies v General Transport Development Pty Ltd noted that s88F of the Industrial Arbitration Act 1940 (on which current section 106 is based) 'certainly plays havoc with the classic principles relating to contracts' in that a contract can be remade 'either by omitting parts and retaining the rest or by adding new terms'. a) on what basis does DEWR contend that a contract reviewed by the NSW Industrial Relations Commission, on application by one of the parties to it, was 'fair, if the Industrial Relations Commission later rules that it was unfair? b) How does this approach differ from Work Choices which gives the federal Minister a Regulation making power to declare any term of a registered agreement to be 'prohibited content'? c) does this Regulation making power not allow the federal Minister to 'play havoc' with contracts by 'omitting parts and retaining the rest'?

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198	W139-07	28/07/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Seacare</u> Could the Department advise where the 2005 review of Seacare scheme legislation is up to and when is the Minister expected to respond to the recommendations of the Ernst and Young report of nearly one year ago?
199	W140-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Seacare</u> Advise on the nature of discussions that the CEO of Comcare mentioned at Estimates hearings on 16 February 2006 between the Department and Department of Transport and Regional Services regarding a possible change in jurisdictional responsibility for the application of Seacare scheme legislation?
200	W141-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Seacare</u> What does the Government have in mind, and if legislation is contemplated, when is it expected to be introduced?
201	W142-07	28/07/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Seacare</u> Will the industry, including the maritime unions, be consulted on any amendments to Seacare scheme legislation that might arise from the review of Seacare scheme legislation and or changes to the coverage of Seacare scheme legislation, before any amending Bill is introduced into the Parliament?
202	W143-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Pay equity</u> Child care workers in Victoria, Australian Capital Territory, Western Australian, South Australia, Queensland, the Northern Territory and New South Wales have recently won improved pay and conditions in pay equity claim wins before their respective tribunals. a) what guarantee is there that these recently won entitlements will survive once the notional federal agreements that apply under the Work Choices Act expire? b) does the Work Choices Act contain any protections for these conditions in the long term?
203	W144-07	23/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Pay equity</u> How will historical undervaluation of work on the basis of gender be addressed under the Work Choices Act?
204	W145-07	23/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Pay equity</u> If there is no mechanism for this under the Work Choice Act, does DEWR consider that no more historical undervaluation of work based on gender exists?
205	W146-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Pay equity</u> By diminishing the state industrial systems Work Choices removes the scope to mount pay equity cases before the state Industrial Relations Commission. a) does DEWR acknowledge the increased burden that this potentially places on state anti-discrimination tribunals? b) Can DEWR advise whether the AFPC is required to consider pay equity issues when fulfilling its functions under the Work Choices Act?
206	W147-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Minimum wage rates for people with disabilities</u> Under Work choices, is the AFPC required to set a special FMW for workers with a disability or junior workers?

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DEWR no: (Hansard & written)	Qon no:	Received date	Tabled date	Group/ agency	Ref:	Senator	Question
207	W148-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Minimum wage rates for people with disabilities</u> In response to W722-06 and W723-06, what minimum rate will apply to workers with a disability or junior worker if the AFPC decides not to set a 'special' FMW for them? a) please specify a dollar amount (do not just refer to another response that does not answer the questions) b) Does the Work choices Act provide a minimum rate under which their wage cannot fall?
210	W149-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Minimum wage rates for people with disabilities</u> How will an employer know if an employee is eligible for the DSP? A) Does the employee have to tell the employer that they are entitled to the DSP? b) What is the offence if an employee does not inform the employer of their eligibility for the DSP? c) What happens if an employee qualifies for the DSP but does not claim it? d) Does this mean that they are not entitled to the protection of a minimum wage safety net in the event that the AFPC does not set one?
211	W150-07	11/08/06	14/09/06	Workplace Relations Policy Group	Written	Wong	<u>Minimum wage rates for people with disabilities</u> Has this government told or advised the AFPC that they should set a minimum wage rate for people who are eligible for a disability pension? A) is it the government's intent that people with a disability will enjoy the protection of a minimum wage or not? b) if it is, then why is it not a requirement of the Work Choice Act?
212	W151-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> How many certified agreements has the DEWR reviewed for compliance with the National Code of Practice for the Construction Industry since the most recent changes in September 2005
213	W152-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> What is the average time it takes the Department to review each such agreement and provide a response to the parties to such agreements?
214	W153-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> Are any further changes to the National Code presently contemplated? What is the nature of any contemplated changes?
215	W154-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> In a media release on 5 April 2006 the federal Minister has announced that the plans to legislate the National Code and Implementation Guidelines have been reversed and the Code and Guidelines will continue to be applied administratively. Why has this policy change occurred?
216	W155-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> Has DEWR sought or obtained advice in relation to this issue? If so, from what sources and at what cost?

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217	W156-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> The Code and Guidelines will be 'reviewed' once the effects of the Work Choices Act and the BCII Act are more apparent. a. Does DEWR have an indication of the likely timing of such a review? b. What does DEWR consider to be a reasonable time in order to determine the impact of a piece of legislation? c. Will stakeholders in the building and construction industry be able to participate in such a review?
218	W157-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> The federal Minister also announced that the Guidelines would be 'reissued shortly' to take account of changes arising from the Work Choices Act a. Has this revision been done? If so, please table a copy of the revised guidelines. b. If not, when are the Guidelines expected to be reissued c. Why are the Guidelines to be reissued yet again when they were only reissued six months ago (effective 1 November 2005)? d. What will be the effect of the 'reissued Code' on agreements that were struck under the existing Code if they are now found to be 'non-compliant'? e. What action is DEWR taking to mitigate the effect of continuous changes to the rules applying to the building and construction industry?
219	W158-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> Is DEWR aware of a public comment made by a construction company executive on 23 March 2006 (as report in the Sydney Morning Herald) that the new federal laws 'attack the industry's right to work co-operatively with our own workforce the construction unions have been quite responsible since the Gyles Royal Commission'. a. How does DEWR respond to this comment?
220	W159-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> Has DEWR or the ABCC vetted any draft project agreements for compliance with the Guidelines? a. If so, how many project agreements have been advised of compliance or non compliance?
221	W160-07	11/08/06	14/09/06	Workplace Relations Implementati on Group	Written	Wong	<u>National Code of Practice for the Construction Industry and Implementation Guidelines</u> Has DEWR or the ABCC advised any potential tenderers about problems or difficulties that they may experience in winning tenders for federal government projects because of industrial relations issues? a. If so, how many potential tenderers have been advised and on what grounds?
84	W161-07	11/08/06	14/09/06	Workplace Relations Services Group	26	Wong	<u>Call centre staff</u> Of the staff employed for the purposes of the WorkChoices hotline and so forth there has been and increase from 875 to 1171, how many for each of these numbers are call centre staff?

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143	W162-07	11/08/06	14/09/06	Labour Market Strategies Group	Written	Wong	<u>Regional employment and wages growth</u> In a response to an enquiry, DEWR's Labour Economics Office recently recommended using the Labour Cost Index or Average Weekly Earnings, deflated by the National Accounts deflator for Consumer Goods to calculate Real Wage Growth. a) Would this not allow real wage growth calculations to exclude executive salaries? b) Please provide the calculations requested in the previous question for Real Wage Growth using the Labour Cost Index and Average Weekly Earnings. c Please provide calculations both with and without executive salaries included. d) What is the 'implicit price deflator'? How is this calculated? e) Why are only non-farm average earnings used? Why not use all earnings? <u>CROSS PORTFOLIO</u>
82	W163-07	27/07/06	14/09/06	Corporate	17	Wong	<u>Questions on notice</u> Of the outstanding questions on notice from previous estimates rounds that are currently in the Minister's Office, please explain why the Minister has delayed in tabling the answers.
83	W164-07	23/08/06	14/09/06	Corporate	25&26	Wong	<u>AWA template</u> What date were the new AWA templates finalised and by what committee?
85	W165-07	27/07/06	14/09/06	State Office Network	28	Wong	<u>AWA template for new APS employees</u> Please provide a general template letter that a new APS employee would receive including an AWA offer.
86	W166-07	27/07/06	14/09/06	State Office Network	28	Wong	<u>Conditions of employment</u> Are health checks and citizenship a condition of employment at DEWR?
87	W167-07	23/08/06	14/09/06	State Office Network	29	Wong	<u>Employment pre WorkChoices</u> Were those employees who commenced during the period between when the Work Choices legislation came in and the new template AWAs were finalised advised that they were on the Certified Agreement and did not have to sign an AWA?
89	W168-07	23/08/06	14/09/06	State Office Network	35	Wong	<u>Vacancies</u> How many vacancies does the department currently have and given the budget allocation for an increase in staff, what is the plan for filling those additional places?
90	W169-07	27/07/06 23/08/06	14/09/06	State Office Network	35	Wong	<u>Allocation of new staff</u> Where are new staff going, what level are they at and what are their tasks?
91	W170-07	27/07/06	14/09/06	State Office Network	38	Wong	<u>Staff turnover</u> What is the rate of staff turnover in the department for 2004 and 2003?
92	W171-07	23/08/06	14/09/06	State Office Network	Written	Mason	<u>Sick leave and unscheduled leave</u> With respect to the Department of Employment and Workplace Relations (the department) in the last calendar year or financial year you have records for what is the total number of days of sick leave and unscheduled leave taken by the department's employees? Over the same period, what was the average number of days of sick leave and unscheduled leave taken per full time equivalent employee of the department?
93	W172-07	27/07/06	14/09/06	State Office Network	Written	Mason	<u>Sick leave</u> What is the sick leave entitlement allowable to the employees of the department as part of the terms of their employment (under the certified agreement or individual contracts)?
94	W173-07	23/08/06	14/09/06	State Office Network	Written	Mason	<u>Use of sick leave</u> Does the department monitor and review employees use of sick leave entitlement? Has this procedure changed in the past 12 months?

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95	W174-07	27/07/06	14/09/06	State Office Network	Written	Mason	<u>Absenteeism</u> what initiatives, if any, has the department undertaken in the past three years to address?
96	W175-07	27/07/06	14/09/06	Corporate	Written	Ludwig	<u>Legal costs</u> What sum did the department or agency spend during 2005-2006 on external legal services (including private firms, the Australian Government Solicitor and any others)? What sum did the agency spend on internal legal services and what is the department or agency's projected expenditure on legal services for 2006-2007?
97	W176-07	27/07/06	14/09/06	State Office Network	Written	Ludwig	<p><u>Executive coaching and/or other leadership training services</u> by the department/agency, broken down for each of the last four financial years. Where available, please provide:</p> <ol style="list-style-type: none"> <li>1. Total spending on these services.</li> <li>2. The number of employees offered these services and their salary level.</li> <li>3. The number of employees who have utilised these services and their salary level.</li> <li>4. The names of all service providers engaged.</li> <li>5. For each service purchased from a provider listed in the answer to the previous question, please provide: <ol style="list-style-type: none"> <li>a. The name and nature of the service purchased.</li> <li>b. Whether the service is one-on-one or group based.</li> <li>c. The number of employees who received the service.</li> <li>d. The total number of hours involved for all employees.</li> <li>e. The total amount spent on the service.</li> <li>f. A description of the fees charged (e.g. per hour, complete package).</li> <li>g. Where a service was provided at any location other than the department or agency's own premises, please provide: <ol style="list-style-type: none"> <li>i. The location used</li> <li>ii. The number of employees who took part on each occasion</li> <li>iii. The total number of hours involved for all employees who took part.</li> </ol> </li> </ol> </li> </ol>

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222	W177-07	23/08/06	14/09/06	State Office Network	Written	Wong	<u>AWAs</u> A series of questions relating to the DEWR AWA process were placed on notice in the last round of Additional Estimates, specifically questions W745-06 to 761-06. The responses to these questions reveal that DEWR does not keep a record of: a) the number or type of AWAs that vary from the template b) the extent to which 'other negotiated benefits' are included in AWAs c) AWAs that provide for salaries above or below the salary bands d) management and staff time spent negotiating AWA contracts or variations, or performance assessments e) consultation about and changes to the PAS or AWA guidelines or handbooks. The response to these questions also reveal that DEWR does not provide: f) guidance for managers and staff on 'market factors' and 'parity within the workgroup', factors which according to the handbook must be considered in negotiating an appropriate salary g) guidelines concerning who is authorised to conduct AWA negotiations or performance assessments on behalf of the department h) training in AWA negotiating techniques for staff or management. On this basis, how can DEWR accurately determine i) where more flexible work practices are being achieved j) whether AWAs are increasing pay gaps between 1 management and more junior staff 2 male and female employees (full time, part time, casual, contract) k) the usefulness of the AWA template and whether amendments or updates are required l) the capacity of staff and managers to negotiate effective agreements m) staff and management awareness of changes to PAS and AWA guidelines and handbooks n) the administrative cost of employing staff under AWAs as opposed to the collective agreement o) quantifiable benefits to the AWA approach?
223	W178-07	23/08/06	14/09/06	State Office Network	Written	Wong	<u>AWAs authority to negotiate</u> In response to question W753-06 you responded that 'DEWR does not place restrictions on who is authorised to conduct AWA negotiations on behalf of the Department. a. Surely this does not mean that any employee can initiate AWA discussions with any other employee? Is there any particular level of delegation required? b. How many different persons, and at what grade, have represented the Department in AWA negotiations over the past 12 months?
224	W179-07	23/08/06	14/09/06	State Office Network	Written	Wong	<u>AWAs</u> In response to question W756-06 you have said that an AWA that has been agreed between a staff member and his or her manager is not final until the RSC approves the agreement, and that this process can take up to 2 and a half weeks. A) How can these agreements best suit the needs of the workplace when a third party not involved with the negotiation can veto the agreement? and b) Is this process and time period also true for the approval of AWAs for new staff?



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225	W180-07	23/08/06	14/09/06	State Office Network	Written	Wong	<u>AWA guidelines</u> In response to question W759-06 you said that to provide the information requested would involve an unreasonable diversion of DEWR resources. a) if you cannot tell us about changes that have been made to the guidelines and handbooks, how are staff expected to be aware of changes? b) Do you not track or collate changes to the guidelines and handbooks on your intranet or in some other forum or medium? c) As previously requested, please table any written notifications required by the AWA handbook that have been provided to Group and State managers over the past 2 years.
36	W181-07	27/07/06	14/09/06	State Office Network	54	Crossin	<u>Training</u> Can the department advise how much cross-cultural awareness training was conducted in state and territory branches in the last 12 months and where it has been conducted?
233	W182-07	27/07/06	14/09/06	State Office Network	24	Wong	<u>WorkChoices training</u> What training/seminars have been offered to DEWR non-HR and non-SES staff?
235	W183-07	05/09/06	14/09/06	Financial Management Group	40	Wong	<u>OWS appropriation</u> In 2005-06 what was the appropriation in respect of OWS equivalent functions' funding?
236	W184-07	23/08/06	14/09/06	State Office Network	39 and 40	Wong	<u>AWAs</u> Can the department provide an analysis to include the number of staff on AWAs, broken down by broadband classification and gender <u>AGENCIES</u>
98	W185-07	27/07/06	14/09/06	OEA	84	Marshall	<u>Employer Greenfields agreement</u> In relation to the information provided by employers that 20 employees were covered by employer Greenfields agreements at the time of lodgement, being information the OEA believes was provided in error at lodgement, please advise what action the OEA has taken to follow up on that.
99	W186-07	27/07/06	14/09/06	OEA	84	Marshall	<u>Employer Greenfields agreement</u> With respect to the OEA records showing that 20 employees are covered by 16 employer Greenfields agreements lodged in April 2006, please advise whether those 20 employees are covered by only one Greenfields agreement or whether it is spread across a number of Greenfields agreements?
100	W187-07	11/08/06	14/09/06	OEA	84	Marshall	<u>Employer Greenfields agreement</u> Can the OEA please advise why has the figure of 20 employees come up?
101	W188-07	27/07/06	14/09/06	OEA	85	Marshall	<u>Employer Greenfields agreement</u> How did the information about the number of employees covered by a Greenfields agreement enter the OEA's lodgement system? How was that information provided at the point of lodgement?
102	W189-07	11/08/06	14/09/06	OEA	85	Marshall	<u>Employer Greenfields agreement</u> Does the OEA's lodgement system accept a number put in the 'number of employees' box when the lodgement is in respect of a Greenfields agreement?
103	W190-07	11/08/06	14/09/06	OEA	86	Marshall	<u>Sampling methodology</u> What is the size of the sample for union collective agreements and employee collective agreements?
104	W191-07	11/08/06	14/09/06	OEA	86	Marshall	<u>Sampling methodology</u> Can the OEA please provide an outline of the sampling methodology used?

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105	W192-07	11/08/06	14/09/06	OEA	87	Marshall	<u>Sampling methodology</u> Please provide the OEA statistician's advice that the sampling methodology used is appropriate.
106	W193-07	27/07/06	14/09/06	OEA	95	Marshall	<u>AWA sample analysis</u> Please provide some examples of what action has been taken in respect of the 3% of the sample that did not meet the Australian Fair Pay & Conditions Standard (the Standard) and were not compensated for by cash payments in excess of the Standard or otherwise?
107	W194-07	11/08/06	14/09/06	OEA	93&96	Marshall	<u>AWA sample analysis</u> Please provide details of all the results of the coding for the sample of 250 AWAs for the month of April 2006.
108	W195-07	11/08/06	14/09/06	OEA	97	Marshall	<u>AWA sample analysis</u> Please provide a breakdown of the number of casual, part-time and full-time employees covered by the sample AWAs.
109	W196-07	12/09/06	14/09/06	OEA	99	Wong	<u>AWA sample analysis</u> As to the AWAs in the sample that provided for alternative days substituting a public holiday, is it 54% of the total number of agreements in the sample or is it 54% of the 41% in the sample that do not retain the protected gazetted public holidays?
110	W197-07	11/08/06	14/09/06	OEA	99	Wong	<u>AWA sample analysis</u> Of the 41% in the sample that do not retain the protected gazetted public holidays, how many have, and how many do not have, an alternate day to replace the gazetted public holidays?
111	W198-07	11/08/06	14/09/06	OEA	100	Marshall	<u>AWA sample analysis</u> Please provide a breakdown of percentages of AWAs that removed two protected award conditions, three protected award conditions etc.
112	W199-07	27/07/06	14/09/06	OEA	102	Marshall	<u>AWA sample analysis</u> How many AWAs in the sample contained family-friendly provisions?
113	W200-07			OEA	104	Marshall	<u>Collective agreements sample analysis</u> Please provide details of the analysis of a sample of collective agreements by the Department of Employment and Workplace Relations.
114	W201-07	11/08/06	14/09/06	OEA	106	McEwen	<u>Number of AWAs by postcode</u> Please provide a breakdown of the number of AWAs by postcode.
115	W202-07	27/07/06	14/09/06	OEA	106	Marshall	<u>Duress</u> Can employees who have been redeployed in a new job with the same employer be required by the employer to sign an AWA as a condition of employment?
116	W203-07	11/08/06 14/08/06	14/09/06	OEA	111	Marshall	<u>WorkChoices seminars</u> Please provide the OEA information kit on agreement making and the <u>WorkChoices seminar presentation outline</u> .
117	W204-07	11/08/06	14/09/06	OEA	12	Marshall	<u>Prohibited content</u> How many employers' requests for advice whether an agreement contains prohibited content, are outstanding for more than 30 days?
118	W205-07	11/08/06	14/09/06	OEA	14	Marshall	<u>Office relocation</u> What is the estimated cost of relocation, renovation and fit-out of OEA existing offices in all state capitals and Darwin?
119	W206-07	11/08/06	14/09/06	OEA	14	Marshall	<u>Young persons</u> Further to QoN W788-06, can the OEA please update the data provided in the answer to take into account what has occurred since the previous Estimates round?
120	W207-07	11/08/06	14/09/06	OEA	16	Marshall	<u>Number of AWAs by electorate</u> Please provide a reconciliation of the number of AWAs by postcode with federal electorates. Please provide information about the software product that

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							assigns postcodes to electorates.
121	W208-07			OEA	Written	Marshall	<u>AWA compliance</u> Can the OEA provide details on AWA compliance with the minimum sick leave provisions provided by the WorkChoices legislation
226	W209-07			OEA	Written	Wong	<u>Sample analysis of AWAs</u> Can the OEA provide a breakdown of AWAs it has examined in its sampling process by: a) casual b) full time c) part time. And can the OEA divide those AWAs it has examined in its sampling process into source regions?
227	W210-07			OEA	Written	Wong	<u>AWAs</u> Can the OEA provide a breakdown of those AWAs that remove Award conditions by conditions removed (ie whether% losing overtime loadings, weekend penalty rates, public holiday entitlements?)
228	W211-07			OEA	Written	Wong	<u>AWAs</u> Can the OEA provide a breakdown of those AWAs that remove conditions by region?
122	W212-07	20.7.06	14/09/06	ABCC	124	Siewert	<u>Formal requests</u> In relation to gaining access to employee records, how many formal requests have been made to employers to date?
123	W213-07	20.7.06	14/09/06	ABCC	125	McEwen	<u>Increase in budget funding</u> What proportion of the budget increase would be as a result of the increase in staff members?
124	W214-07	20.7.06	14/09/06	ABCC	125	McEwen	<u>Hooker Cockram</u> What was the cost of the investigation into the allegation of strike pay on the Hooker Cockram site in Victoria?
125	W215-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Notices</u> Can the ABCC give an update on the number of notices to attend and answer questions served?
126	W216-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Notices</u> How many have been served on people other than the worker in question?
127	W217-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Notices</u> Hypothetically speaking, if 200 workers employed on a construction site all decided to terminate their employment simultaneously, would they be in potential breach of any of the provisions of the laws that govern the ABCC?
128	W218-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Notices</u> Hypothetically, if an employer told 200 of its workers that they could not simultaneously terminate or abandon their employment without breaching the Act and would therefore be subject to prosecution by the ABCC for taking illegal industrial action if they did, would these be grounds for the ABCC to investigate the employer's conduct?
129	W219-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Notices</u> If this were proven to have occurred, would that employer be subject to prosecution?
130	W220-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Investigative powers</u> Can an ABCC inspector or an ABCC commissioner ask and compel response to a wide range of questions, or are they limited to the particulars of an alleged breach? Are they restricted to investigating activities that occurred within a particular period of time during or after which a breach is alleged to have occurred?
131	W221-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Investigative powers</u> Is the ABCC able to call on the services or support of other investigative agencies (such as the federal Police) to assist in its inquiries?
132	W222-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Investigative powers</u> Is the ABCC able to co-operate in investigations being undertaken by, or jointly with other agencies? If so, what parameters, if any, limit or determine the sharing of information under these circumstances?

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133	W223-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Investigative powers</u> Does the ABCC have the power to access records of phone calls made by persons under investigation? If so, under what circumstances?
134	W224-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Productivity gains</u> Both the Minister and the Commissioner have indicated that an important purpose of the BCII Act is to remove obstacles to productivity in the building and construction industry. What procedures are in place to monitor productivity in the building and construction industry? Is baseline data available? Are activities underway to quantify and report on productivity gains?
135	W225-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Productivity gains</u> Both the Minister and the Commissioner have indicated that an important purpose of the BCII Act is to remove obstacles to productivity in the building and construction industry. What evidence does the ABCC have of productivity gains as a result of its activities?
136	W226-07	11/08/06	14/09/06	ABCC	Written	Siewert	<u>Guest workers</u> If a labour-hire agency recruits self-employed ABN workers, pays their professional liability insurance, places them on construction sites, administers their pay and charges them an administration fee for those services, is that labour hire agency subject to the provisions on the BCII Act and, if so, in what way?
137	W227-07	20.7.06	14/09/06	ABCC	Written	Siewert	<u>Appearance costs</u> Can you clarify what arrangements are in place for cost recovery for a worker who is NOT accused of committing an offence under the BCII Act but is required to travel to attend an ABCC hearing? I understand that travel costs are covered, but in the situation where a worker has to travel (say from Albany to Perth) to answer questions, would this person be compensated (given that they have done nothing wrong but they are required to miss a day's work to do this travel)?
138	W228-07	08/08/06	14/09/06	OWS		132 Wong	<u>Communications and advertising</u> Of the \$32 million appropriated for 2006-07 how much is on communications and advertising?
139	W229-07	08/08/06	14/09/06	OWS		139 Wong	<u>Cowra abattoir</u> Please provide a copy of the email sent from the Cowra abattoir to the OWS informing of it's decision to withdraw the termination letters previously sent to its employees
140	W230-07			OWS	Written	Carr	<u>Hanssens Western Australia</u> Is the department investigating allegations that the Western Australian Company Hanssens's has been underpaying some workers currently in Australia and in their employ who are holders of visa subclass 457? Please provide a report on the status of that investigation, of any findings you have made and the action taken. Has Hanssens's been prosecuted? Do you intend to prosecute Hanssens's over this matter? If there is an outcome, what is it?
54	W231-07			OWS	Written	Carr	<u>Matters referred by DIMA</u> Can you provide details of the procedure you follow when cases are referred to your Department for investigation regarding workers' entitlements and awards by DIMA, with respect to visa subclass 457-holders? How many cases have you investigated each year since January 2000? In how many cases each year have breaches of awards or agreements or labour laws been found to have occurred? In how many cases each year have prosecutions eventuated?

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226	W232-07			OWS	Written	Campbell	<u>Wage rates for imported labour</u> To what extent is Workplace Services or the OEA involved in monitoring the minimum wage and conditions of imported labourers?
227	W233-07			OWS	Written	Campbell	<u>457 visa compliance</u> How many officers from Workplace Services are involved specifically in compliance with 457 Visas
228	W234-07			OWS	Written	Campbell	<u>Minimum wage compliance</u> How many site visits have occurred to ensure compliance on minimum wages (remember the minimum wage is supposed to be \$39,900 for non IT workers and \$55,000 for IT workers).
229	W235-07	08/08/06	14/09/06	OWS	Written	Campbell	<u>Skills compliance</u> How many site visits have occurred to ensure that persons on 457 Visas are working in the skilled occupation they were brought in to perform (i.e. some people are working in Labouring or low level hospitality)?
230	W236-07	08/08/06	14/09/06	OWS	Written	Campbell	<u>Breaches</u> How many prosecutions of employers or sponsors have occurred for breaches of the conditions pertaining to 457 Visas?
231	W237-07			OWS	Written	Campbell	<u>Investigations</u> What percentage of investigations of employers or sponsors; a) Find a breach of working conditions? b) End in prosecutions?
232	W238-07	05/09/06	14/09/06	Outcome 2	Written	Carr	Did DEWR inform you that, at a meeting of the Workplace Relations Ministers' Council held on 23 March 2003, the Commonwealth and all State and Territory Ministers supported the Convention and agreed to provide formal commitment to achieve compliance with it?  a. Was Norfolk Island represented at that meeting of the Workplace Ministers? b. Was its agreement sought? If not, why not? Why is Norfolk Island excluded from the process gone through with the other Territories and the States?
	W239-07	12/09/06	14/09/06	Outcome 2	Written	Carr	<i>When developing advice for the Minister on Schedule 3 Bills, the Department seeks the advice of relevant Portfolios on whether the Bill is consistent with Australian law, Australian Government policy and Australia's international obligations.</i>  a. Can you confirm that the Australian Government actually has a policy regarding ILO Convention 182, that being, to ensure that all State and Territory legislation on child labour complies with the Convention? Can you further confirm that Australia intends to sign ILO Convention 182 at the meeting of the ILO currently underway?