

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

**2006-2007 BUDGET SENATE ESTIMATES HEARING
29TH AND 30TH MAY 2006
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome 2: Higher productivity, higher pay workplace

Output Group 2.2: Workplace relations implementation

Output 2.2.3: Workplace relations services

Question Number: W088-07

Question:

Senator Campbell asked at *Hansard* page 76:

Can the department provide copies of the various agendas used for these seminars?

Answer:

A summary of the topics covered in seminars conducted under the Employer Advisor Programme is at Attachment A.

Employer Advisor Programme – Seminar Agendas

National Farmers Federation

Topics covered in the seminars run by National Farmers Federation include:

- WorkChoices & Constitutional Powers
- How does WorkChoices apply to you?
- Australian Fair Pay and Conditions Standard
- Australian Fair Pay Commission
- WorkChoices Awards
- WorkChoices Workplace Agreements
- Record Keeping
- OWS
- Dispute resolution
- Union right of entry
- Transmission of business
- Industrial action
- Unfair Dismissal Explained
- Unlawful termination
- Incorporation

Aged & Community Services Association of NSW & ACT

Topics covered in the seminars run by Aged & Community Services Association of NSW & ACT include:

- What is WorkChoices?
- What are the main changes introduced by WorkChoices?
- How does WorkChoices affect you?
- What are Constitutional Corporations?
- Awards and agreements
- The Australian Fair Pay and Conditions Standard
- Industrial Action
- Prohibited Content
- Unfair dismissal
- Unlawful Termination
- Model Dispute Resolution Process

Australian Hotels Association

Topics covered in the seminars run by the Australian Hotels Association include:

- Objectives of WorkChoices
- Constitutional framework
- Awards & Agreements
- Australian Fair Pay Commission
- Australian Fair Pay and Conditions Standard
- Workplace disputes
- Unfair and unlawful termination
- Compliance
- Record keeping
- Transmission of business

Australian Industry Group

Topics covered in the seminars run by the Australian Industry Group include:

- WorkChoices – Specific Objectives
- Transition under WorkChoices
- Australian Fair Pay & Conditions Standard
- Rationalizing and Simplifying Awards
- Agreement Making
- Unfair Dismissal
- Right of Entry / Industrial Action
- Record Keeping
- Transmission of Business
- Freedom of Association
- Compliance

Master Builders Australia

Topics covered in the seminars run by Master Builders Australia include:

- Overview of the WorkChoices reforms
- The “foundations” upon which the WorkChoices legislation is built
- WorkChoices and the building and construction industry
- Transmission of business
- Right of entry
- Awards and agreements
- Workplace relations requirements in the new legislative environment

National Retail Association

Topics covered in the seminars run by the National Retail Association include:

- Determining if the changes apply to a business
- What happens to a business’s existing arrangements?
- The new minimum employment entitlements
- The simplified workplace agreement making process
- Unfair dismissal laws – what’s changed and what hasn’t?

Recruitment and Consulting Services Association

Topics covered in the seminars run by Recruitment and Consulting Services Association include:

- WorkChoices - Principle changes
- Approaches to engaging with WorkChoices
- Issues for Employment Service providers
- Who is covered?
- How is other employment law affected by WorkChoices
- Australian Fair Pay and Conditions Standard
- Workplace Agreements
- Unfair dismissal
- Unlawful termination

Australian Mines and Metal Association

Topics covered in the seminars run by the Australian Mines and Metals Association include:

- Background to WorkChoices reforms
- Transitional arrangements
- Awards
- Minimum standards
- Making WorkChoices agreements
- Right of entry and disputes
- Termination of employment, compliance, & record keeping
- Where to from here?

Restaurant and Catering Association of Australia

Topics covered in the seminars run by the Restaurant and Catering Association of Australia include:

- Why WorkChoices?
- Who does WorkChoices apply to?
- Awards and the impact of changes in your state
- The Australian Fair Pay and Conditions Standard
- Role of the Australian Fair Pay Commission
- Agreements
- Changes to the unfair dismissal laws
- Industrial action and dispute handling
- Compliance

Australian Retailers Association

Topics covered in the seminars run by the Australian Retailers Association include:

- A single national system
- What is a constitutional corporation
- Transitional arrangements
- Australian Fair Pay Commission
- Australian Fair Pay Conditions Standard
- New minimum entitlements
- Awards & WorkChoices
- Awards & Agreements
- Transmission of business
- Unfair dismissal
- Unlawful termination
- Dispute resolution
- Union right of entry
- Protected industrial action
- Record keeping
- Apprentices and trainees

Victorian Automobile Chamber of Commerce

Topics covered in the seminars run by Victorian Automobile Chamber of Commerce include:

- What is WorkChoices?
- Awards
- Australian Fair Pay Commission
- Australian Fair Pay and Conditions Standard
- Transmission of Business
- Unfair dismissal
- Unlawful termination
- Record keeping
- Workplace agreements and WorkChoices

ACT Chamber of Commerce and Industry

Topics covered in the seminars run by the ACT Chamber of Commerce and Industry include:

- Overview of the key elements in the new laws and the immediate impact on your business
- Australian Fair Pay and Conditions Standard - The changes you will need to make in your business
- Workplace Agreements - the opportunities for your business
- The new role of Awards
- Termination of Employment
- Industrial action and right of entry - the new rules
- Transmission of business - all you need to know about buying or selling a business from an IR perspective
- New rules for Apprentices and Trainees
- Transitional issues and potential pitfalls for employers

Chamber of Commerce and Industry Western Australia

Topics covered in the seminars run by Chamber of Commerce and Industry Western Australia include:

- Australian Fair Pay Commission
- Australian Fair Pay and Conditions Standard
- Other minimum entitlements
- Records relating to employees and payslips
- Awards & Agreements
- Right of Entry
- Industrial Action
- Unfair Dismissal
- Transmission of Business
- Transition to New System

Business South Australia

Topics covered in the seminars run by Business South Australia include:

- Constitutional corporations/transitional arrangements
- Workplace agreements
- Unlawful dismissals/termination
- Awards/award free employees

- Unions
- Relevant institutions
- Transmission of business
- The Australian Fair Pay and Conditions Standard

Commerce Queensland

Topics covered in the seminars run by Commerce Queensland include:

- Who is covered by WorkChoices?
- Transitional Arrangements
- Australian Fair Pay and Conditions Standard
- Transmission of Business
- Agreement Making
- Right of Entry
- The Australian Fair Pay Commission
- Industrial Action
- Secret Ballots
- Unfair Dismissal
- Role of the AIRC
- Industrial Disputes

Northern Territory Chamber of Commerce

Topics covered in the seminars run by Northern Territory Chamber of Commerce include:

- Who is covered by WorkChoices
- The Fair Pay and Conditions Standard
- Workplace Agreements
- Protected Award Conditions
- Prohibited Content
- Award free employers in the NT
- Award Simplification and Rationalization
- Unlawful termination
- Compliance

Australian Business Limited (ABL)

Topics covered in the seminars run by Australian Business Limited include:

- Who is covered by WorkChoices
- What that means for employers and employees
- How awards affect businesses now
- How to use the new agreement making arrangements under WorkChoices?
- What records must be kept and for how long?
- How the new unfair dismissal laws work and which businesses they apply to
- The difference between an unfair and unlawful dismissal and why the difference is important?
- What minimum conditions that have to be provided to employees and how conditions will be changed in the future

Tasmanian Chamber of Commerce and Industry (in alliance with ABL)

Topics covered in the seminars run by Tasmanian Chamber of Commerce and Industry include:

- Who is covered by WorkChoices
- What that means for employers and employees
- How awards affect businesses now
- How to use the new agreement making arrangements under WorkChoices?
- What records must be kept and for how long?
- How the new unfair dismissal laws work and which businesses they apply to
- The difference between an unfair and unlawful dismissal and why the difference is important?
- What minimum conditions that have to be provided to employees and how conditions will be changed in the future

Victorian Employers' Chamber of Commerce and Industry (in alliance with ABL)

Topics covered in the seminars run by Victorian Employers' Chamber of Commerce and Industry include:

- Who is covered by WorkChoices
- What that means for employers and employees
- How awards affect businesses now
- How to use the new agreement making arrangements under WorkChoices?
- What records must be kept and for how long?
- How the new unfair dismissal laws work and which businesses they apply to
- The difference between an unfair and unlawful dismissal and why the difference is important?
- What minimum conditions that have to be provided to employees and how conditions will be changed in the future