

**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: W126-07

Question:

Senator Wong asked in writing:

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?

Answer:

Yes.

- (a) The developmental research involved 52 focus groups with employers and employees. Participating employers and employees used a range of instruments to set pay and conditions, including awards, collective agreements, and individual agreements (including AWAs). Quotas for the developmental research were not set by agreement type.

In the employer tracking research, 27 per cent of employers were using individual agreements, of which 41 per cent consisted of AWAs. In the community tracking research, 24 per cent of employees were using individual agreements (including AWAs). The community tracking research did not break down the individual agreement type.

In the creative testing research, 30 per cent of employers were using individual agreements (including AWAs). A total of 18 per cent of employees were using individual agreements (which includes AWAs). The creative testing research did not break down the individual agreement type.