

EDUCATION, EMPLOYMENT AND WORKPLACE RELATIONS

**SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE
2008-09 BUDGET ESTIMATES HEARING**

Outcome **WORKPLACE AUTHORITY**

Question No. **EW503_09**

Senator Abetz provided in writing.

Question

No Disadvantage Test – Policy Guide

When trading away allowances, overtime or redundancy provisions does the Workplace Authority consider that a training course might be adequate compensation or payment where some of those conditions are removed or traded away?

Answer

The Workplace Authority has provided the following response:

A training course might be considered to be a benefit provided by a workplace agreement, if the training course is not of a minor nature and not inherent to the requirements of the job. Whether it is 'adequate' compensation for reductions in terms and conditions provided in a reference instrument is dependent on a range of issues including the value of the training course and the extent of any reduction of terms and conditions provided by the reference instrument.