

**Senate Standing Committee on Education Employment and Workplace  
Relations**

**QUESTIONS ON NOTICE  
Budget Estimates 2012-2013**

**Agency - Fair Work Ombudsman**

**DEEWR Question No. EW0188\_13**

**Senator Abetz asked on 28 May 2012 , Hansard page 62**

**Question**

**FWO - Feedback in relation to 'Health professionals and support services award 2010 guide'**

Senator ABETZ: I have before me a document entitled Health professionals and support services award 2010 guide. Who can take me through that? Would that be you? Mr Wilson: It depends on what the question might be. Senator ABETZ: It depends on what the question is. It relates to the issue of flexibility that I want to address. The index helpfully advises me to look at pages 13 and 85. Mr Wilson: Is that one of our publications? Senator ABETZ: Yes, it is. 'Australian Government Fair Work Ombudsman and AMA' is on the cover sheet, if that assists. Regrettably, I cannot assist you with a date. Mr Wilson: I do not think we have that information with us. That comes out of a project we completed last year, which was the Shared Industry Assistance Projects. But depending on the question we might need to take that on notice. Senator ABETZ: All right. On page 13 under the heading 'Award flexibility' we are told: Failure to adhere to the requirements for making an individual flexibility agreement may render the employer liable for any short-falls in wages or other entitlements. Then there is the suggestion that they should have a look at appendix 2 for a template. And it is page 85 that I refer to, which is headed 'Model individual flexibility arrangement'. Can I ask what the feedback has been in relation to this document and what has been the take-up of the document? Mr Wilson: We will need to take that on notice. Just by way of explanation, the Fair Work Ombudsman provided grant moneys to organisations to develop materials. We have certainly received some information back from the associations about what they did develop. But in terms of the utilisation of the material, we would need to go back and check that with the organisation who prepared the material. Senator ABETZ: And could you then ask them what the take-up of model individual flexibility arrangements has been as a result of this documentation.

**Answer**

*The Fair Work Ombudsman has provided the following response.*

The Fair Work Ombudsman has not received any feedback in relation to this document and is not aware of any feedback provided to the AMA on this document. There is no information about the take-up of the model IFAs entered into as a result of the AMA document.