

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

**2006-2007 SUPPLEMENTARY BUDGET SENATE ESTIMATES HEARING
2ND NOVEMBER 2006**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Outcome 2: Higher productivity, higher pay workplaces

Output Group 2.2: Workplace Relations Implementation

Output 2.2.3: Workplace Relations Services

Question Number: W714-07

Question:

Senator Wong asked in writing:

Work Choices Implementation Agencies - Alternative Dispute Resolution Assistance Scheme.

Can an employer use ADRAS as a tactic to prolong disputes and terminate employees ?If an employee fails to follow the direction from an ADR procedure, can the employer terminate them if they have less than 100 workers ?

Answer:

No. The Alternative Dispute Resolution Assistance Scheme simply provides financial assistance to facilitate choice in alternative dispute resolution services.

For employers with fewer than 100 employees the unlawful termination provisions of the *Workplace Relations Act 1996* apply.

Estimated cost: Based on the FOI calculator it has taken approximately 2 hours at an estimated cost of \$40 to prepare this answer.