

Appendix 2

Hearings and Witnesses

Perth, Wednesday, 17 July 2002

Motor Trade Association of Western Australia Inc

Mr Peter John Fitzpatrick, Executive Director

Ms Noelle Frances Simons, Divisional Manager

WA BEC Managers Association

Mr Andrew James Maurice, Chairman

Small Business Development Corporation

Mr George Etrelezis, Managing Director

Perth Area Consultative Committee

Mrs Marilyn Horgan, Project Officer

Ms Allison Jane Oldfield-Hiosan, Executive Officer

South West Group of Councils

Mr John McIlhone, Director

Master Cleaners Guild of Western Australia (Inc.)

Mr Frank Holguin, Member Portfolio

Mr Ian Davis, Executive Director

WA Department of Employment and Training

Mr Larry Davies, General Manager Employment

Mr Richard Jonathan Strickland, Executive Director Policy and Evaluation

Albany, Thursday, 18 July 2002

Great Southern Area Consultative Committee

Ms Heather Thaxton, Acting Chair

Mr Edward Smith, Committee Member

Mrs Kerry Palmer, Secretary and NEIS and Business Representative

Mrs Vicki Brown, Small Business Assistance Officer

Centre for Regional Innovation and Enterprise

Dr Timothy Mazzarol, Chairman

Mr Robert Griffith, Secretary

Mr Neal Shoobert, Committee Member

Great Southern Development Commission

Mr Maynard Rye, Deputy Chief Executive Officer

Ms Sally Ann Haigh, Senior Development Officer

Dr Graham Townley, Aboriginal Economic Development Officer

Albany Chamber of Commerce and Industry

Mrs Joanne Hummerston, Chief Executive Officer

Mr Neil Ramsay Smithson, Committee Member

Albany, Thursday, 18 July 2002 – Roundtable

Mr Morris Blake

Mrs Vicki Brown, Small Business Assistance Officer, Great Southern Area
Consultative Committee

Mrs Elizabeth Farmer

Mr Paolo Lionetti, Director, Supa Value

Mr John Maxwell, Principal, Maxwell Designs

Mr Mark McCrae, Proprietor, Pure Plantation Furniture and Albany Yacht Charter

Mr Barry North, Salesman, Albany City Realty

Mrs Beverley Ford

Mr Philip Tasker, Secretary, Southern Information Technology Association

Mrs Janine Waterman, Chairman, Albany City Heart

Perth, Friday, 19 July 2002 - roundtable

Ms Kirrily Davies, General Manager, Messages on Hold Australia Pty Ltd

Mr George Etrelezis, Managing Director, Small Business Development Corporation

Ms Loretta Evangelisti, Director-Owner, Oriel Cafe Brasserie

Mr Peter Fitzpatrick, Executive Director, Motor Trade Association of Western
Australia

Mr Tony Fitzpatrick, Director, Regional Training Services; and Director,
Skill Hire Pty Ltd

Mr Graeme Harris, President, Swan Chamber of Commerce

Mr Kevin Jackson, Owner-Managing Director, Jacksons Drawing Supplies Pty Ltd

Mr Steven McLean, Manager, Gingin Meatworks

Mr Gerard Peters, Managing Director, The Honda Shop

Mr Norman Skoglund, Executive Officer, Central Coastal Districts Business
Enterprise Centre

Mr Louis Symes

Mr Anthony Thompson

Mr Anthony Young

Melbourne, Wednesday, 24 July 2002**CPA Australia**

Mr Gary Addison, Senior Taxation Consultant

Mr Ian Brown, Member, Small Business Centre of Excellence

Ms Judith Hartcher, Business Policy Adviser

Family Business Australia Ltd

Ms Julia Inez Cambage, National Executive Director

Australian Council of Trade Unions

Ms Sharan Burrow, President

Ms Linda Rubinstein, Senior Industrial Office

Albury-Wodonga Area Consultative Committee

Ms Debbie Corbett, Small Business Assistance Officer

Newcomers Network

Ms Sue Vitnell, Managing Director

Micro Business Network

Ms Barbara Gabogrecan, Managing Director

Melbourne Development Board

Mr John Gerard Macdonald, Executive Officer

Mrs Jacqueline Kelli O'Toole, Project Manager

Business Enterprise Centres Inc. Australia

Mr Colin James O'Brien, Executive Officer

Mr Ian Black Reid, Business Consultant

Association of Professional Engineers, Scientists and Managers Australia

Mr Bruce Nadenbousch, Director Industrial Relations

Mrs Kim Rickard, Executive Officer

Greater Green Triangle Area Consultative Committee

Mr Timothy Michael Neeson, Small Business Assistance Officer

Mr Patrick Francis McAloon, Executive Officer

Melbourne's West Area Consultative Committee

Mr Michael Iaccarino, Executive Officer

Associate Professor John Patrick Breen, Head, Small Business Research Unit,
Victoria University

Melbourne, Thursday, 25 July 2002**Recruitment and Consulting Services Association Limited**

Mr Charles Cameron, Issues Management Consultant

Ms Kaye Strain, Life Member (Individual), Corporate Member (Company) Consultant

Online Industry Analysis, Pacific Access Pty Ltd

Mr Steven Shepherd, Senior Economist and Manager

Associate Professor John Glover, Monash University

Dr Binh Tran-Nam, Senior Lecturer, Australian Taxation Studies Program,
University of New South Wales

Dusseldorp Skills Forum

Dr John Spierings, Research Strategist

Melbourne, Thursday, 25 July 2002 – roundtable

Mrs Diana Abruzzi, Executive Chairman, International Women's Federation of
Commerce and Industry

Mr Peter Cowley, Executive Officer, Victorian Authorised Newsagents Association
Limited

Mr Richard Evans, Chief Executive Officer, Franchise Council of Australia

Mr John Gaffney, Executive Director Victoria, Housing Industry Association

Mr Alan Giles, Chief Executive Officer, Australian Hotels Association

Mr John Gilmour, Director-Proprietor, Gilmour's Shoes

Mrs Barbara Murdoch, Owner-Operator, IGA Supermarket, Chiltern, Victoria

Mr Allen Roberts, Executive Director, The Retail Confectionery and Mixed Business
Association Inc.

Mr David Russell, Manager, Corporate and Public Affairs, Victorian Automobile
Chamber of Commerce

Mr Douglas Wright, Managing Director, Wrights

Launceston, Friday, 26 July 2002

Tasmanian Independent Wholesalers

Mr Peter Wise, General Manager

BPW Australia

Mrs Mary Dean, Vice-President, Internal Policy

Retail Traders Association of Tasmania

Mr David Wilkes, President

Mr Peter Fehre, Executive Director

National Institute of Accountants

Mr Jonathan Burns, Manager, Tasmania Division

Ms Katrina Drake-Mundy, Immediate Past President

Mr Gavan Ord, Technical Policy Manager

Launceston, Friday, 26 July 2002 – roundtable

Mr Ian Abernethy, Manager, Strategic Development Division, Launceston City
Council

Mr Andrew Billing, Manager, Employment Services, Tasmanian Business and
Employment Centre

Ms Katrina Drake-Mundy, Public Practitioner, Immediate Past President, National
Institute of Accountants

Mr Bernard Duke, Owner/Partner, Tasmania Personalized Tours
Ms Lorraine Green, Executive Officer, Northern Midlands Business Association
Mr Wayne Guy, Chairman, Tasmanian Automobile Chamber of Commerce
Mr Leon Jones, National Group Employment Manager, Northern Group Training Ltd
Mr Danny Keep, Chief Executive Officer, Tasmanian Business and Employment
Centre
Mr Russell Balfour Reid, Chief Executive Officer, Northern Tasmanian Regional
Development Board
Mr Keith James Rice, Chief Executive Officer, Tasmanian Farmers and Graziers
Association
Ms Bronwyn Roney, Industrial Director, TPGA Industrial Association, Business
Development, Tasmanian Business and Employment Centre
Mrs Sheryl Thomas, Executive Officer, Tasmanian Employment Advisory Council
Mr David Wilkes, President, Retail Traders Association of Tasmania
Mr Craig Williams, Company Director, Senior Guide, Pepper Bush Peak's 4WD
Adventure Tours
Mr Richard Zawadzki, Small Business Assistance Officer, Tasmanian Employment
Advisory Committee

Canberra, Tuesday, 6 August 2002

Canberra Business Council

Mr Ian Davis, Deputy Chair, Capital Region Enterprise and Employment
Development Association; Member, Canberra Business Council
Mr Craig Sloan, Vice Chairman
Mr John Miller, Executive Director

Institution of Engineers, Australia

Mr John Boshier, Chief Executive
Mr Edwin Cooke, Contract Engineer
Mr Malcolm Palmer, Research Officer

National Farmers Federation

Miss Denita Harris, Policy Manager and Industrial Relations Advocate
Mrs Su McCluskey, General Manager, Policy

Australian Taxation Office

Mr Neil Mann, Deputy Commissioner—Small Business

Australian Chamber of Commerce and Industry

Mr Peter Anderson, Director, Workplace Policy
Ms Karen Curtis, Director, Industry Policy, Australian Chamber of Commerce and
Industry

Pharmacy Guild of Australia

Mr John Bronger, National President
Mr Stephen Gardner Greenwood, Executive Director
Mr Vasken Demirian, Director, Economic Analysis
Ms Wendy Phillips, Director, Strategic Policy

Council of Small Business Organisations of Australia

Mr Murray Geddes, Member, COSBOA; Honorary Development Officer, Home Based Business Association (Australian Capital Region) Inc
Mr Peter Middleton, Member

Department of Industry, Tourism and Resources

Mr Antony Brugger, Acting General Manager, Office of Small Business

Department of Employment and Workplace Relations

Mr Ken Douglas, Group Manager
Mr Paul Griffin, General Manager, Business Entry Point Branch
Mr John Rowling, Assistant Secretary, Safety and Compensation Policy
Ms Sue Sadauakas, Assistant Secretary, Framework Policy Branch, Workplace Relations Policy and Legal Administration Unit
Mr James Smythe, Chief Counsel

Sydney, Wednesday, 14 August 2002**Mr Brian Gibson****Restaurant and Catering Australia**

Mr Brian Carrad, President
Mr John Hart, Chief Executive Officer

Associate Professor Ann Thelma Hodgkinson**Australian Retailers Association**

Mr Stan Moore, Policy Director
Ms Sonya Vaughan, Policy Officer

Sydney, Wednesday, 14 August 2002 – roundtable

Mr David Bainbridge, Volunteer Business Facilitator, Business Buddies Committee Member and Coordinating Adviser for Young Achievement Group, Business Buddies
Mr David Baumgarten, Centre Director, Eastern Suburbs Business Enterprise Centre; and Chief Executive Officer, Business Buddies
Mr Paul Goodwin, Chief Executive Officer, GROW Employment Council Inc.
Ms Linda Hailey, Director, Hailey Enterprises Pty Ltd
Ms Clare Loewenthal, Publishing Director, Loyalty Australasia
Mr Kit Peters, Representative, Business Buddies

Mr David Small, Director, Symonds and Associates Pty Ltd
Mr Robin Taylor, Representative, Business Buddies

Sydney, Thursday, 15 August 2002

Hunter Economic Development Corporation

Dr Allan Pattison, Chair
Mr Giuseppe (Joss) De Iuliis, Board Director
Ms Gillian Summers, Chief Executive Officer

Australian Trade Commission

Mr Tim Harcourt, Chief Economist
Ms Meredith (Dee) Katherine Wiles-Bowes, Acting Manager, Government and Policy

Sydney, Thursday, 15 August 2002 – roundtable

Ms Carol Daunt, Managing Director, Learntel Pty Ltd
Mr Jason Elias, Director, Elias Recruitment
Mrs Barbara Enright, New South Wales President, Sign Association of Australia
Ms Elizabeth-Anne Gervay, Managing Director, Hughenden Boutique Hotel
Ms Annette Louise Heywood, Director and part owner, Healthy Business International Pty Ltd
Ms Emma Larkins, Director, Australian Security and Protection Pty Ltd
Ms Amy Lyden, Company Director, Bow Wow Meow Pty Ltd
Mr Paul Misbrener, Co-director, Side-On Enterprises Pty Ltd
Ms Doris Panossian, Managing Director, Kingsford Locksmiths
Mr Matthew Pettman, Director, VisibleIT Pty Ltd
Ms Suzanne Sheil, Director and Owner, Eastside Personnel Pty Ltd
Mrs Mary Storch (Private capacity)
Mr Luke Torrevillas, Director, Side-On Enterprises Pty Ltd
Miss Narelle Whyte (Private capacity)
Mr Paul Wilson, Owner and Creative Director, Hot Chilli

Brisbane, Thursday, 12 September 2002

National New Enterprise Incentive Scheme Association

Mrs Irene Helen Dewsbery, Treasurer

Ipswich and Regional Area Consultative Committee

Ms Cindy Ford, Executive Officer
Mr Jason Robert Harm, Small Business Assistance Officer and Small Business Assistance Officer, Gold Coast and Region Area Consultative Committee

Gold Coast and Region Area Consultative Committee

Mr Brian Gassman, Chair

Far North Queensland Area Consultative Committee

Mr Frederick Marchant, Small Business Assistance Officer

National Federation of Independent Business

Mr Vincent Schofield, President

Mr George Smith, Secretary

Gulf Savannah Development Inc

Ms Kathryn Sutcliffe, Chief Executive Officer

Far North Queensland Area Consultative Committee

Mr Tomas Vieira, Executive Officer

Office of Economic Development, City of Brisbane

Mr Richard Joel, Chief Executive Officer

Aboriginal and Torres Strait Islander Commission

Mr Philip Neal, Acting Program Manager, Customer Lending and Support Services
Centre

Mr Leslie O'Donoghue, Policy Officer, Economic, Employment and Training,
National Policy Office

Brisbane, Thursday, 12 September 2002 - roundtable

Mr Nick Czeperko, Managing Director, Crisp Technologies Pty Ltd

Mr Jim Daynes, Owner and Publisher, Dayheat Publishing

Mrs Irene Dewsbery, Treasurer, Business Success Group Pty Ltd; and Treasurer,
National New Enterprise Incentive Scheme Association

Mrs Dorothy Finlayson, Director, Aleis International Pty Ltd

Ms Kay Ganley, Owner and Managing Director, Charlton Brown Australia Nanny
College

Mr Edwin Gerns, Managing Director, Gerns Continental Smallgoods Pty Ltd

Mr Leslie Howson, Director, Les Howson Plumbing Service

Mr Robin Jaggessar, Head of College, In-Tech Training Institute

Mrs Judi Jaques, Owner and Managing Director, Cork'n Fork Winery Tours

Mr Graham Steadman, Managing Director, Die-Namic Dies

Mr Nigel Welsh, Managing Director, Australian Field Equipment

Mr Paul Willett, Owner and Managing Director, Bakenomics

Brisbane, Friday, 13 September 2002**Australian National Training Authority**

Ms Moira Scollay, Chief Executive Officer

Ms Margo Couldery, Director, Client Relationships

Gold Coast City Council

Mr Grayson Perry, Manager, Economic Development

Mr James Fountain, Economic Development Liaison Officer

Local Government Association of Queensland

Mr Malcolm Griffin, Planning and Development Policy Officer

Mr Mark Leyland, Finance and Governance Adviser

Department of Industrial Relations

Mr Robert Seljak, Acting Deputy Director-General

Mr Peter Lamont, General Manager, Private Sector Industrial Relations

Brisbane, Friday, 13 September 2002 - roundtable

Mr Malcolm Griffin, Planning and Development Policy Officer, Local Government Association of Queensland

Ms Helen Jentz, Principal Adviser, Public Policy and Economics, Commerce Queensland

Mr Mark Leyland, Finance and Governance Adviser, Local Government Association of Queensland Inc.

Mr Mark Panitz, Chief Advocate, Queensland Fruit and Vegetable Growers

Mr David White, Member, Small Business Centre of Excellence, CPA Australia

Canberra, Tuesday 8 October 2002**Australian Taxation Office**

Mr Neil Mann, Deputy Commissioner, Small Business

National Association of Retail Grocers of Australia

Mr Alan McKenzie, Director and National Spokesman

Mr Ken Henrick, Senior Policy Adviser

Australian National Training Authority

Ms Moira Scollay, Chief Executive Officer

Ms Margo Couldery, Director, Client Relationships

Office of Small Business, Department of Industry, Tourism and Resources

Mr Antony Brugger, Acting General Manager

AusIndustry, Department of Industry, Tourism and Resources

Mr Drew Clarke, Executive General Manager

Mr Paul Griffin, General Manager, Business Entry Point Branch

Department of Employment and Workplace Relations

Mr Finn Pratt, Group Manager, Job Seeker Support Group

Department of Transport and Regional Services

Mrs Robyn Beetham, First Assistant Secretary, Regional Programs Division

Ms Jan Lawless, Acting Assistant Secretary, Regional Network Branch

Department of Education, Science and Training

Mr Colin Walters, Group Manager, Vocational Education and Training Group

Capital Region Enterprise and Employment Development Association (CREEDA)

Mr Julian Webb, Chief Executive Officer

Mr Ian Davis, Deputy Chair

Adelaide, Thursday, 10 October 2002**Local Government Association of South Australia**

Mr David Dercho, Manager, Economic Development, City of Salisbury
Mr Greg Waller, Director, Development and Environmental Services, City of
Salisbury

Business Enterprise Centres SA Inc

Mr Euan Miller, Executive Officer

Regional Development South Australia

Mr Michael Edgecombe, Executive Officer

Dr Tim Atterton, Director, Entrepreneurship and Business Development Unit,
Curtin Business School

Mr David Byrne, Lecturer, Small Business Training Centre, Adelaide Institute
of TAFE

**Research and Evaluation, National Centre for Vocational Education Research
(NCVER)**

Dr Kaye Bowman, General Manager

Adelaide, Thursday, 10 October 2002 – roundtable

Mrs Susanne Gibbs, Owner and Managing Director, Professional Choice Financial
Services

Mr Harold Handley, Proprietor, H.J. Handley

Mr Geoff Haygreen, Owner/Retailer/Managing Director, Parafield Betta Electrical

Mr Graeme Hollidge, Managing Partner, Scammell & Company

Ms Susan Lee, Director, Soniclean Pty Ltd

Mr Robert Saunders, Legal Practitioner, Andrew Rogers Lawyers

Ms Ellen Seymour, Director, Strategic Futures Pty Ltd

Mr Frank Sloan, Director, Century 21

Mr Ron Spain, Administration Manager, Calbic Pty Ltd

Mr Rick Stockley, Director, Carlec Pty Ltd

Mr Ron Watts, Chairman, Northern Adelaide Business Enterprise Centre Inc

Canberra, Thursday, 17 October 2002**Productivity Commission**

Mr Gary Banks, Chairman

Dr Stephen Rimmer, Assistant Commissioner, Office of Regulation Review