



## CCF IR Reform Policy Position

- CCF strongly backs the direction the Government is taking on IR reform (especially on freedom of association and pattern bargaining provisions) and specifically as it applies to the civil construction sector.
- CCF supports a single simplified IR arrangement based on minimum entitlements for salaries, leave entitlements and superannuation.
- Project agreements should adhere to the following principles:
  - no site-based payments;
  - project payments must be linked to demonstrable productivity gains against milestone targets;
  - industrial action intended to alter the structure of project payments is prohibited for the life of the project;
  - in the event project milestones are not met the employer has the right to review payments; and
  - all project agreements must be scrutinized and determined by the ABCC and not be made on a consent basis.
- The Government should ensure that compliance resources are adequate to ensure compliance with the legislation.
- Industry reform should cover in addition to IR reform:
  - nationally consistent security of payments legislation that gives sub-contractors / contractors a guaranteed effective process for recovering monies owing for work completed;
  - OHS arrangements should not be subverted for industrial purposes;
  - existing 3<sup>rd</sup> party accredited OHS management systems should be acceptable under mutual recognition arrangements.

### Contact:

D.S. Williams  
Chief Executive (national)  
Civil Contractors Federation  
Level 1, 210 High Street, Kew, VIC 3101

tel: 03 9851 9900

email: [dwilliams@civilcontractors.com](mailto:dwilliams@civilcontractors.com)