

**TOLL Australia Group – Responses to Questions on Notice
Melbourne, 16 April 2007**

1.

Senator STERLE—How many trainees do you have in the Toll Australia group?

Senator GEORGE CAMPBELL—Could you take that question on notice, please? Can you give us some more specific advice on the numbers of apprentices that you have and the classifications they are in?

Senator STERLE—While you are at it, Mr Walters, could you separate traineeships from existing employee traineeships so we can get a map of exactly who is doing what and how many numbers you have? That is just so it is very clear to the committee. We do not want, say, a blown-out figure of trainees when really the majority of them may very well be existing employees and that funding was done some years ago.

Answer:

Toll Australia Group currently has 960 active trainees.

Over 5000 Toll Group employees have participated in Australian Apprenticeships across 88 different locations since 1998.

Unfortunately, due to TOLL's decentralised structure there are no central records that will readily assist identification of classifications that trainees are in or whether they are new traineeships or existing employees.

2.

Senator STERLE—It could be quite possible with your Toll Personnel people that they be in an IPEC shirt today, an SPD shirt tomorrow and someone else's the day after but be actively engaged five days a week for a minimum of 7.6 hours a day?... Is that the normal practice?

Answer:

All Toll Personnel employees are casuals as they (Toll Personnel) have no committed ongoing work. The average hours worked across the entire candidate base are approximately 32 hours per week. Some candidates do work across various Toll sites but not on a regular schedule. It is more the case that when a casual work assignment finishes at one Toll site work is sought for the displaced candidate on another Toll site. Toll Personnel supply Toll Personnel shirts for ongoing casual candidates.

3.

Senator STERLE—Would it be fair to assume that the employees within Toll Personnel would not enjoy the same conditions as those of your other divisional employees in terms of full-time employment and the like?...What I am trying to get to

is this: they would all be casual, wouldn't they?...So do you invest in any training at all for the casuals?

Answer:

Toll Personnel employees undergo Bluecard training and then proceed with on site training which is specific to the needs of the site where they are working.