

Recommendations

Recommendation 1 page 31

The committee recommends to the Senate that the Workplace Relations Amendment (Fair Dismissal Reform) Bill 2004 be rejected.

Recommendation 2 page 32

The committee recommends that the Government work with small business, unions and peak industry bodies to make unfair dismissal laws more effective by reducing the procedural complexity and cost to small business of the current unfair dismissal process.

Recommendation 3 page 32

The committee recommends that the Government make no further changes to unfair dismissal laws until an independent review has been conducted by experts selected from employee and union groups, employer groups and academics. The committee recommends that:

- the review examine the Government's policy on unfair dismissal and evidence used to support its legislation, relevant Senate committee reports which have addressed the issue of unfair dismissal, state government views and any other relevant sources; and
- findings of the review be presented to the Council of Australian Governments (COAG) with a request that it develop a set of common principles to guide future reform of unfair dismissal laws at the state and federal level.

