

## **Appendix 2**

### **Hearings and Witnesses**

*Brisbane Convention Centre, Brisbane, 27 January 2009*

#### **Australian Mines and Metals Association**

Mr Christopher Platt, *General Manager, Workplace Policy*

Ms Minna Knight, *Director, Membership, Communications and Media*

#### **Chamber of Commerce and Industry - Queensland**

Mr Stephen Nance, *State Manager, WR Services*

Ms Margaret Darwin, *Senior WR Advisor*

#### **Australian Local Government Association, QLD Branch**

Mr Steve Cooney, *CEO*

Mr Anthony Goode, *Director, Workforce and Organisational Service*

#### **Queensland Council of Unions**

Mr Ron Monaghan, *General Secretary*

Ms Deborah Ralston, *Advocate*

Ms Julie Bignell, ASU;

Mr Phillip Hodge, LHMU

#### **Electrical Trades Union (Queensland)**

Mr Peter Simpson, *Assistant Secretary*

Ms Kerry Inglis, *Industrial Officer*

*Ms Patricia Carol, Industrial Officer, Communications, Electrical and Plumbing Union*

#### **Queensland Workplace Rights Ombudsman**

Commissioner Don Brown

Ms Wendy Ussher, Investigating Officer

**Professor David Peetz**

Griffith University Business School

*Adelaide Convention Centre, Adelaide, 28 January 2009*

**Professor Andrew Stewart**

University of Adelaide

**Business SA**

Mr David Frith, *Director of Policy*

Mr Michael Sheehan, *Senior Consultant*

Mr Henrik Wallgren, *Business Advisor*

**Master Builders Australia**

Mr Wilhelm Harnisch, *CEO*

Mr Richard Calver, *National Director Industrial Relations*

**Yum! Restaurants Australia**

Mr Richard Wallis, *Employee Relations Director*

Mr Tim McDonald, *Partner, Sparke Helmore*

*Perth Convention and Exhibition Centre, Perth, 29 January 2009*

**Employment Law Centre of WA**

Ms Toni Emmanuel, *Principal Solicitor*

Ms Sara Kane, *Manager*

Mr Michael Geelhoed, *Paralegal & Volunteer*

**WA Government**

Hon Troy Buswell MLA, *Minister for Commerce*

Ms Cara Breuder, *Manager – Legal and Legislation*

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Mr Robert Horstman, *Acting Executive Director, Labour Relations Division, Department of Commerce, Western Australian Government*

**Chamber of Commerce and Industry, WA**

Ms Marcia Kuhne, *Manager, Workplace Relations Policy*

Mr Daniel Lee, *General Manager, Employee Relations*

Mr Geoff Blyth, *Group Workplace Relations Manager, Compass Group (Australia) Pty Ltd*

Mr Michael Borlase, *Group Industrial Relations Manager, Clough*

**National Aquaculture Council**

Mr Brian Jeffriess, *CEO, Australian Southern Bluefish Tuna Industry Association*

Mr Brett McCallum, *Pearl Producers Association*

**Unions WA**

Mr Dave Robinson, *Secretary*

Ms Simone McGurk, *Assistant Secretary*

Ms Lolita Lamberto, *Member*

***Melbourne Town Hall, Melbourne, 16 February 2009***

**FairWear**

Ms Liz Thompson, *Co-ordinator*

Ms Shelley Marshall, *Committee Member*

Ms Nguyet Nguyen, *Clothing Outworker*

**Maritime Union of Australia (MUA)**

Mr Paddy Crumlin, *National Secretary*

Mr Rod Pickette, *Policy Executive Officer*

Mr Bill McNally, *Partner - W. G. McNally Jones Staff, Lawyers*

**CPSU**

Mr Stephen Jones, *National Secretary*

Ms Melissa Donnelly, *Senior Legal Officer*

**Australian Retailers Association**

Mr Richard Evans, *Executive Director*

Mr Toby Halls, *Employment Relations Specialist*

**Australian Hotels Association**

Mr Bill Healey, *Chief Executive Officer*

Mr Ross Clarke, *Director, Industrial Relations*

**Australian Nurses Federation**

Mr Nick Blake, *National Industrial Officer*

Mr Steve Ross, *Industrial officer, Queensland Branch*

Ms Lisa Fitzpatrick, *Member*

**Textile, Clothing and Footwear Union**

Ms Michele O'Neil, *National Secretary*

Ms Bev Myers, *National Industrial Officer*

Ms Beth Macpherson, *Officer*

**Stooke Consulting Group**

Mr Warren Stooke

*Melbourne Town Hall, Melbourne, 17 February 2009*

**Shop, Distributive and Allied Employee's Association**

Mr Joe DeBruyn, *National Secretary*

Mr Ian Blandthorn, *National Assistant Secretary*

Mr John Ryan, *National Industrial Officer*

**Australian Chamber of Commerce and Industry**

Mr Peter Anderson, *CEO*

Mr Scott Barklamb, *Acting Director Workplace Policy*

Mr Daniel Mammone, *Manager, Workplace Relations and Legal Affairs*

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**Australian Business Industrial - NSW Business Chamber**

Ms Leah Brown, *Senior Workplace Policy Advisor*

Mr Greg Pattison, *GM, Workplace Solutions*

**Australian Services Union**

Ms Linda White, *Assistant National Secretary*

Ms Ingrid Stitt, *Secretary, Victorian Branch*

Ms Lisa Darmanin, *Assistant Secretary, Victorian Authorities and Services Branch*

Ms Clair Corbett, *Association of Neighbourhood Houses and Learning Centres*

**Australian Council of Trade Unions**

Ms Sharan Burrow, *President*

Ms Cath Bowtell, *Senior Industrial Officer*

Mr Joel Fetter, *Industrial Officer*

Mr Jeff Lawrence, *Secretary*

**Civil Contractors Federation**

Mr Phil Marsh, *President*

Mr Rob Batchelor, *Chair, WR Committee*

Mr Chris White, *Chief executive Officer*

Ms Julie Abramson, *National Policy Director*

**Australian Education Union**

Mr Rob Durbridge, *Federal Industrial Officer*

Mr David Colley, *Industrial Officer, Victorian Branch*

**Victorian Trades Hall Council**

Mr Brian Boyd, *Secretary*

Mr Adam Bandt, *Barrister*

Mr Geoff Borenstein, *In-House lawyer, Electrical Trades Union*

Mr Peter Marshall, *National Secretary, United Firefighters Union*

Ms Suzanne Hammond, *Representative, Victorian Branch, Community & Public Sector Union- State Public Services Federation*

Ms Bronwyn Halfpenny

Mr Dinh Nguyen, *Australian Manufacturing Workers Union*

Ms Maria Scarfi, *Toll Dnata*

***Cliftons Conference and Training Facilities, Sydney, 18 February 2009***

**Australian Industry Group (AiG)**

Ms Heather Ridout, *Chief Executive Officer*

Mr Stephen Smith, *Director - National Workplace Relations*

**Australian Workers' Union (AWU)**

Mr Paul Howes, *National Secretary*

Mr Ben Swan, *Assistant National Secretary*

Mr Andrew Herbert, *Counsel*

Mr Marc De Carne, *AWU National Legal Officer*

**Cochlear Australia**

Dr Chris Roberts, *CEO*

Mr Dig Howitt, *Senior Vice-President, Manufacturing and Logistics*

Mr Joydeep Hor, *Counsel, Harmers Lawyers*

**Asian Women at Work**

Ms Lucy Fu - *Member of Asian Women at Work Action Group*

Ms Angela Zhang - *Chinese Community Worker*

Ms Hanh Le - *Vietnamese Community Worker*

Ms Qi Fen Huang - *Chinese Community Worker*

Ms Debbie Carstens - *Development Officer*

**Dr John Buchanan\***

*Director, Workplace Research Centre, University of Sydney*

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**Investment and Financial Services Association**

Mr Richard Gilbert, *CEO*

Mr Daniel Caruso, *Senior Policy Manager*

Mr Nicolette Rubinsztein, *Convener of the IFSA Fees and Charges WG*

**Financial Planning Association of Australia**

Ms Jo-Anne Bloch, *CEO*

**United Services Union**

Mr Ben Kruse, *General Secretary*

**Unions NSW**

Mr Mark Lennon, *Secretary*

Ms Alisha Wilde, *Industrial Officer*

Ms Sally McManus, *Secretary, Australian Services Union of NSW*

*Parliament House, Canberra, 19 February 2009*

**National Farmers Federation**

Ms Denita Wawn, *General Manager Workplace and Corporate Relations*

**Minerals Council of Australia**

Mr Mitchell Hooke, *Chief Executive Officer*

**CEPU**

Mr Peter Tighe, *National Secretary*

Mr Ed Husic, *National President*

Mr Lindsay Benfell, *Senior National Industrial Officer*

**Australian Manufacturing Workers Union (AMWU)**

Mr Dave Oliver, *National Secretary*

Ms Lily Yin, *NSW Branch*

Mr Tim Chapman, NSW Branch

**National Union of Workers**

Mr Craig Shannon, *Industrial Officer*

Mr Derek Belan, *NSW Branch Secretary*

Mr John Cosgrove, *QLD Branch Secretary*

Mr Nick Threadgold, *SA Branch Secretary*

**Liquor, Hospitality and Miscellaneous Union**

Mr Tim Ferrari, Assistant National Secretary

**Police Federation of Australia**

Mr Mark Burgess, *CEO*

Mr Chris Steele, *AFPA*

Mr Chris Kennedy, *VPA*

Mr Giuseppe Carabetta, *University of Sydney*

**Department of Education, Employment and Workplace Relations**

Mr John Kovacic, *Deputy Secretary Workplace Relations*

Ms Sandra Parker, *Group Manager, Workplace Relations Policy*

Ms Natalie James, *Chief Counsel, Workplace Relations Legal*

Ms Colette Shelley, *Branch Manager, Workplace Relations Policy Group*

Ms Louise McDonough, *Branch Manager, Workplace Relations Policy Group*

Mr Mark Roddam, *Branch Manager, Workplace Relations Policy Group*

Mr Peter Cully, *Branch Manager, Workplace Relations Legal Group*

Mr David Bohn, *Branch Manager, Workplace Relations Legal Group*

Mr David De Silva, *Branch Manager, Workplace Relations Legal Group*

Ms Elen Perdikogiannis, *Branch Manager, Workplace Relations Legal Group*

Mr Henry Lis, *Branch Manager, Workplace Relations Legal Group*