



AUSTRALIAN WORKPLACE AGREEMENTS: A SMART OPTION

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IMPROVING
AUSTRALIAN
WORKPLACES



Australian Government
Office of the Employment Advocate

WHAT IS THE OEA?

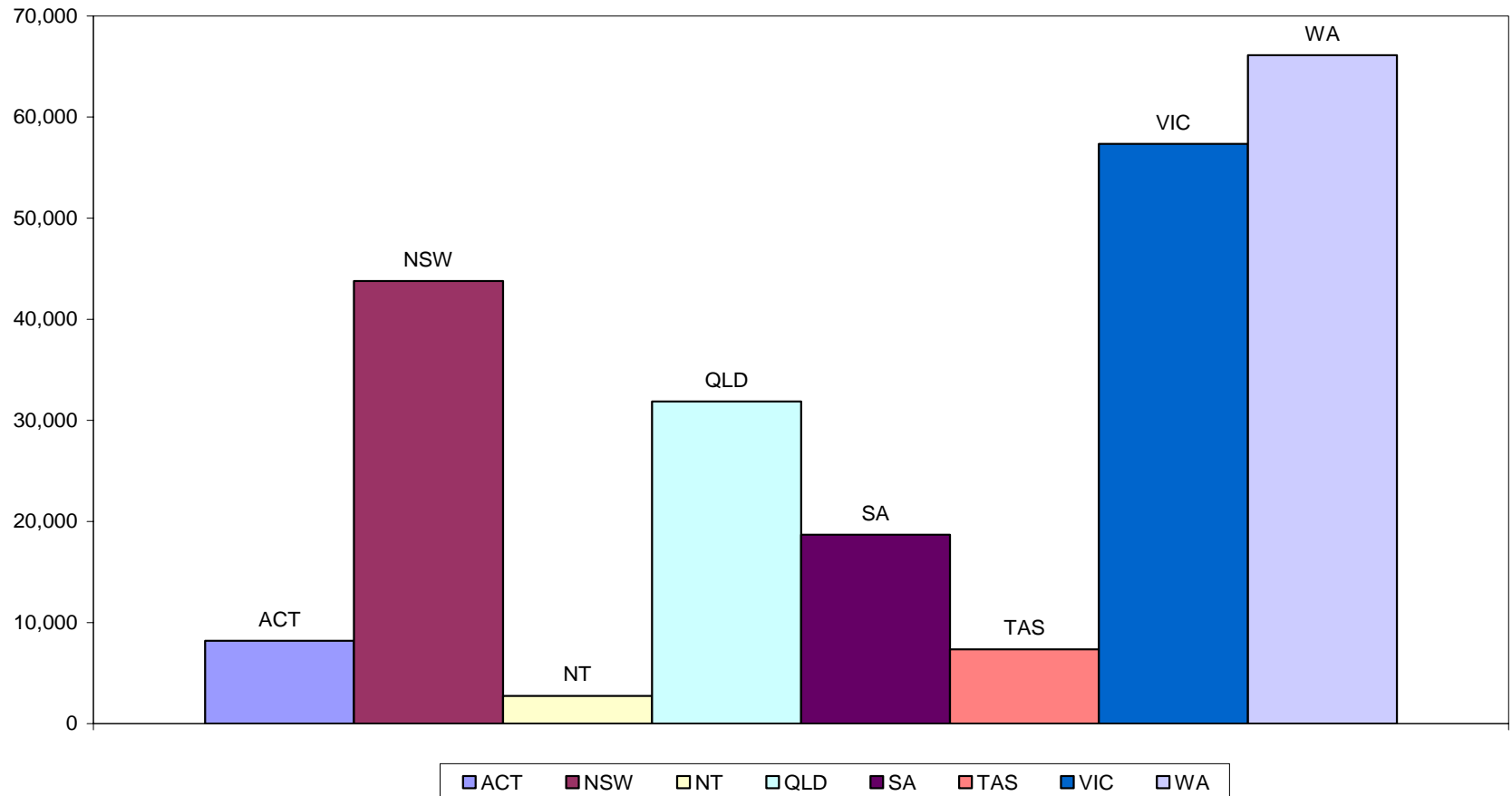
The Office of the Employment Advocate (OEA) is responsible for filing & approving Australian workplace agreements (AWAs).

WHAT IS AN AWA?

An AWA is a legally binding individual written agreement between an employer and employee about the employee's terms and conditions of employment. AWAs are lodged with and approved by the OEA.

AWA APPROVALS BY STATE

AWAs Approved for Employees by State Jul 04 to Jun 05



AWAs APPROVED BY STATE 2004-05

AWAs Approved	Total
ACT	8196
NSW	43793
NT	2753
QLD	31867
SA	18701
TAS	7350
VIC	57358
WA	66122
Total	236140

AWAs: A THREE YEAR PLAN

- Target small business employers such as those in the plumbing and plumbing services sector
- Further streamline AWA processing and reduce unit transaction costs
- Work more closely with Industry Partners

SMALL BUSINESS PROGRAM

- OEA launched program in April 2005 to increase the uptake of AWAs in small business sector
- Government funding of \$3m per annum over 4 years
- Primary focus is on businesses with less than 20 employees
- ACCI Primary Associate – role to reach small businesses across Australia
- OEA is currently engaging selected employer associations to be Small Business Program Associates

SMALL BUSINESS PROGRAM INITIATIVES

Range of new services and initiatives delivered:

- Industry-based frameworks and templates
- Small Business AWA template
- Dedicated helpline and website
- Simplified AWA online lodgement
- Fast Track Frameworks

SMALL BUSINESS AND AWAS

- Almost 80% of employers with approved AWAs employ less than 100 employees
- 37% of AWAs approved in last three years are from businesses with less than 100 employees

AWAS: LOOKING AHEAD

- Exponential growth in AWA lodgements
- Extra \$12m for AWAs in small business
- Major changes will take place in 2006 following the legislation being passed in Parliament

THE FUTURE – NEW TEST

Australian Fair Pay and Conditions Standard:

- Minimum award classification wage
- Annual leave
- Personal leave
- Parental leave (including maternity leave)
- Maximum ordinary hours

THE FUTURE – OEA PROCESSES

- Strive for simplicity
- Common systems, if possible
- Paperless systems, if possible
- Continue online lodgement options
- Continue agreement frameworks

THE FUTURE – IMPLEMENTATION

- Legislation to be introduced Spring 2005
- Start date in March/April 2006
- OEA processes devised by end 2005
- OEA information program in Feb/Mar 2006

IN SUMMARY

AWAs

- Provide simplicity and clarity
- Reduce administrative overheads
- Written in plain English
- Allow all-inclusive pay rates
- Replace multiple awards
- Consolidate classifications
- Facilitate multi-hire (separate engagements)

IN CONCLUSION

Australian workplace agreements:

- Reduce the focus on process
- Simplify workplace relations
- Put greater harmony into employee relations
- Allow you to focus all your energies on your core business – your customers



Questions?

CONTACT THE OEA

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- OEA Small Business Program website
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