# Improving workplace relations

The question posed:

What key changes would you like to see to Australia’s Workplace Relations system? And why?

For example, it could be maintaining penalty rates, improving the minimum wage, giving people more job security, or to make it easier for them to be represented by a union. Should the Productivity Commission recommend reducing any workplace rights? Is there anything else you want to tell the Productivity Commission?

| Line | Location | State | Response |
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| 278 | Ainslie | ACT | With the government's policies leading to unsustainable rises in house process I fear for the younger generation unless they have financial support from family. Pay rises should automatically rise annually for Commonwealth Employees at the same rate as that of Commonwealth politicians who do not have to put in any improved productivity to support their pay rises. |
| 41 | Banks | ACT | Maintain penalty rates. Fairer hours for those who work part time and have no families. Stop discrimination of single people. Stop the fill in gaps around full time work. Improve minimum wage. |
| 293 | Banks | ACT | I believe employees should be able given more freedom to negotiate workplace conditions. Each employee's circumstances vary. |
| 305 | Calwell | ACT | Give us a break and tell whoever is responsible - "change for change sake" does not work. We have had enough of constantly reapplying for our jobs just so that senior leadership group can look back and say that "they were responsible for that change" even though if cannot be proved to have been of any REAL benefit to anyone. No one has ever said "that change didn't work" so they just move onto the next change. |
| 341 | Holder | ACT | The Commission should get the government to cut the red tape checks and balances are all well and good but there needs to be some balance to it and business has to function, changes need to be able to be made without filling out a seven page document to change the content of a single page form. Workers rights should not be compromised. Penalty rates need to be left alone not reduced. No standalone contracts for workers. All awards should be lifted to the same as details as the current enterprise agreement Investigations should be handled in a rapid, transparent, considerate manner without fear of recrimination from above. |
| 73 | Isabella Plains | ACT | Make it easier for people to be represented or accompanied at meetings. In healthcare demands are often dropped with short, unrealistic deadlines, without prior notice. Penalty rates need to be improved, as many workers are on low, unpredictable hours which means they find it difficult to manage their budget. |
| 335 | Monash | ACT | Any reduction in pay or job security will have a negative impact on workers lives. As a health professional I know that having a job has benefits beyond just pay and conditions. It has a great social and personal benefit that affects mental and physical health. The costs of losing a job, searching for another and having to be paid benefits are also beyond just pay and conditions loss. This is also for the government as well as each person. Loss of a person's expertise to the workforce will result in reduced quality in the services supplied to the government and to their clients. Paying people out in 'packages' or 'redundancies' is very expensive, more than the original wage. I feel making cuts is a very clumsy way of trying to saving money. It indicates a lack of understanding and vision and is not effective. |
| 188 | Nicholls | ACT | Get rid of Nepotism and useless leaders in Government Departments, promote people on their skills Not how much they suck up someone's backside. Stops screwing the lower paid workers in society, tax big business and churches then there will be plenty of revenue. Heads of Government need to get their priorities right - their ancestors (and mine) will be left to clean up their mess for generations otherwise. |
| 270 | Page | ACT | Claims to remove penalty hours have nothing to do with businesses being able to open on days that they currently don't. It is all about profitability. Workers don't choose the hours they work. Often, they are all that are available. There needs to be harsher penalties for employers that don't comply with their obligations, and there also needs to be a stronger umpire, as often the employer is the one with all the power. I think there needs to be a regular review of workplace rights, but there needs to be a constant realisation that workplace relations is about evening the playing field, not picking winners. |
| 95 | Spence | ACT | Maintaining penalty rates, improving the minimum wage, giving people more job security, should be key. It seems every week I hear of another job or type of work that is been done by computers, or machines. Gone are many checkout jobs, to self-service, gone are many admin jobs to computer programs. There is even robots to replace bricklayers these days. This is a problem because lower wages less jobs and a higher population means a working poor. Serfs or slaves is our children's future unless we protect our workplace rights and condition. The watering down of our hard won rights and conditions by our fathers and their fathers will only make this happen by making the rich richer. Class warfare is in the shadows. Don’t bring it in to the light of everyday Australia. |
| 308 |  |  | I would like employer harassment and bullying stamped out particularly in the not for profit community service sector where it is rampant. Boards of Governance should only be allowed to be made up of qualified and suitably experienced individuals - I believe that these people should be vetted by a government agency and there should be systems to have Boards removed when their conduct is not appropriate. |
| 45 | Arrawarra Headland | NSW | Retain penalty rates, cut paid parental scheme. |
| 100 | Avoca | NSW | The big end of town seems to get so much Govt assistance while the workers who are those who actually do the work always seems to get the raw end of the deal. I would like to see a real dialogue about and between the parties and an arrival at a real solution that meets especially the needs of the workers as these are the people who are actually making the profits for the big end of town. Life is not just about profits. Profits flow when the workplace is happy and when all concerns are discussed in a respectful and genuine manner. |
| 413 | Balgowlah | NSW | I wish that my union could represent me more easily. The minimum wages needs a review to match the increase bills (health care, electricity, gas, phone...). The workplace commission should reinforce the workplace rights and maintain the penalty rates for shift workers. |
| 233 | Ballina | NSW | Maintain penalty rates, make employers more answerable for their decisions concerning employee welfare. |
| 104 | Barden Ridge | NSW | Reduction of any workplace rights would cause massive disruption to many Australians. The commission should be listening to workers rather than business, all business want to action is reduction after reduction and maximize profits to share holders |
| 287 | Bellingen | NSW | Reduced taxes on small to medium businesses. Increase minimum wage and penalty rates, job security. |
| 314 | Berry | NSW | This will require maintaining penalty rates in their CURRENT FORM and increasing job security. The PC needs to be aware that, at the coalface, employers already hold the vast bulk of power and rights. Reducing any workplace rights will only make things tougher for workers. There are no unreasonable rights in the current system - just ways of protecting the more vulnerable! |
| 354 | Blaxland | NSW | I would like to see better protections for workers of small business. |
| 106 | Bondi | NSW | I would like to see the government recognising the enormous contribution our poorly paid and funded teaching service make to society and paying teachers appropriately. I am so grateful that we have a union who will represent us and ensure we are heard to some extent. |
| 50 | Bossley Park | NSW | Maintaining penalty rates is paramount, job security too, treating people as human beings, working together to improve and raise productivity without having to resort to threats and intimidation. Giving a fair go. |
| 184 | Bowen Mountain | NSW | I personally would advocate that for anyone working outside the norm of 9-5 working hours, penalty rates must be maintained. If anything, the minimum wage should be lifted. Workers who don't need to worry about being able to support themselves do better work, and are able to contribute to the economy. Union representation is a fundamental right of every employee, as unions help to maintain workplace rights for all Australian workers. |
| 14 | Camden South | NSW | Whatever the PC does, it MUST build the strength of unions - they have achieved more for working people that any employer and any government. Any changes that give more power to employers or governments will negatively impact workers, and that is no acceptable. |
| 98 | Campsie | NSW | Maybe creating an avenue for unfair treatment of workers to be heard without having to jump through bureaucratic hoops. |
| 178 | Campsie | NSW | Penalty rates are the only reason I would work non regulation hours. Removing penalty rates would push myself and many of my friends to commit crimes to make end meet. |
| 206 | Canowindra | NSW | Improve and protect the minimum wage. Making sure people who are working have some job security so that they can get loans and help keep the economy running. People in Australia need a 'living' wage. One that enables them to pay the rent and met the needs of their families. No one working in Australia should need to be unable to make enough to pay the rent and buy food. Any employer who doesn't pay a decent wage is contributing to social inequality and injustice which will ultimately lead to social problems and a further drain on government funds. |
| 116 | Carey Bay | NSW | I once addressed the assembled senior staff, including the CEO, and quoted a management text “The Managers" by R. Lewis and R. Stewart ..... "it is management's job to make workers feel that their humanity is recognised, to give their individual worth its due, to consult them about changes, to encourage them to express their opinions, to listen patiently while these -however inchoate - are expounded, to set up for them a ladder of promotion (but only to promote those good enough), to be immensely considerate and to be seen to be considerate; and thus to put into operation the one formula which psychologists say will get more out of working people than any material incentive scheme." |
| 271 | Carss Park | NSW | More junior positions for our young people trying to enter the workforce. More full time jobs rather than casual positions. More job security so that people can make financial commitments without worrying they'll have to default on the loan. Let’s get more people into work. In the 80s there was 13 workers to every aged pensioner, now there are 5 workers per pensioner. This is why the government hasn't got enough money. More workers mean more taxes to look after our elderly folk. |
| 237 | Casula | NSW | I would love to see penalty rates stay as is, I hope that minimum wage would improve, Job security etc. Departments should work with Unions to secure workers’ rights and conditions better. Even consider that wages should have a CPI indexation every year to keep up with the cost of living. |
| 55 | Caves Beach | NSW | Recommend unionisation/union bargaining/union reps at the table of bigger companies - consultation on changes to company plans etc! |
| 296 | Cessnock | NSW | Maintain Penalty rates, Job security. |
| 448 | Chatswood | NSW | We can't survive without are penalty rates. Leave our penalty rates alone. Secondly much more family friendly and life friendly rostering. |
| 439 | Clarence | NSW | It would improve workplace relations if it was easier to even join the union, as most young people don't even know how to join or that they can. The increase in casual working is having a horrible effect, making it hard for people to live normal lives. Increased security and more part time permanent work would really help. Too many Australians rely on the minimum wage and penalty rates, these need to be protected. |
| 424 | Clothiers Creek | NSW | Nurses do not want their penalty rates abolished. It will harm the industry if it happens. We don't want to work PM, night duty and weekends without adequate pay. |
| 53 | Coffs Harbour | NSW | Penalty rates and union representation need to be maintained. Minimum wages and job security needs improvement. |
| 219 | Como | NSW | Maintaining penalty rates in Australia is crucial as is union membership. |
| 165 | Croudace Bay | NSW | I would like to see that the everyday Australian worker is protected from the political and policy decisions of right wing government. It is all very well for them sitting in Canberra to be earning hundreds of thousands of dollars, leave the worker and their meagre pay alone. |
| 212 | Diamond Beach | NSW | Yes I believe maintaining penalty rates to some extent & increasing the minimum wage is also important. Rent has increase significantly so if your take home pay is around $600, half of this could be eaten up by rent or mortgage payments. |
| 317 | Dorrigo | NSW | I do not trust employers to be fair, most of them are too greedy to exercise fairness by treating the employer/employee relationship as a partnership. If handled properly it could be profitable for both parties. Trust is essential for successful partnerships! |
| 66 | Dulwich Hill | NSW | The question of reducing work rights for the struggling is a real no brainer. Only the uninformed and distant aristocracy could say that "the poor don't drive cars", yet this is the mindset that sees the lower paid or the not paid at all as legitimate targets for "savings" while political agendas of another sort have an open ended availability to funding I won't insult my cohorts by calling it the oxymoron of an open ended budget. Protective work legislation is needed as well as a reframing of the positive role of Union support as a social sanity saver for a vulnerable workforce. The alternative is a dying population of an increasing underclass. |
| 241 | Earlwood | NSW | I think maintaining penalty rates and helping people on the minimum wages are important as to are Job Security, however it is just as important for the union to support employees as employers are not fair and bully staff, the union provides us with support and makes negotiating fair. This is because both parties know the rules and regulations. Most employees require this help and assistance. |
| 343 | East Hills | NSW | Keep minimum wage it should be indexed. Keep penalty rates for unsociable hours and weekend work. People should be offered full time jobs after being employed by the same business for 11 months it's impossible to live when you don't have a permanent full time job. |
| 275 | East Kurrajong | NSW | The key change I would like to see to improve workplace relations is a shift of power away from the companies making billions of dollars profit and towards the hard-working Australians who give their all, sometimes including even their lives, to make these billion-dollar profits possible. There seems to be a distinct swing towards global slavery occurring, of which Australia is very much a party, where the profits go to the few while the labours go to the many. If this continues, I fear there will be a great increase in the number of civil uprisings the like of which we have seen around the world. History has shown this to be the path the human race takes when inequality exists. Penalty rates should certainly \*never\* be scrapped. The minimum wage should be set so that it covers the basics of life, i.e. food and a home for the family unit...if this means a higher minimum wage for places such as Sydney that have a higher cost of living, then so be it. I greatly disagree with the stripping of rights from Unions, as in many cases they are the only way to balance the inequality of power between employers and employees...as their power lies in the number of members, ease of joining a Union should be a basic right of all workers. I agree oversight is required to prevent fraud, however this is not limited to Union activity. I would like to see as much scrutiny given to the practices of corporations as seems to be getting put on Unions at the moment. I have experienced many instances where the power of a corporation allows it to run roughshod over its workers, even beyond the limits set by the law. I trust the Productivity Commission will look at all angles of working life with fair and open minds, and hope that no body, be it government, business or other, can influence their outcomes. |
| 398 | Eastern Creek | NSW | Something has to be done about people who don't join the union on a majority union site. They want all the benefits but don't pay dues.it is not fair on the majority as I am sure without the union we would be a lot worse of .I know this for a fact as in my 16 years at the current job the first half we had maybe 10 percent members .now it's 80 percent because the bosses hard line drove even liberal voters to join .the foreign bosses are the worst they just don't care about people. It’s not their country we are just like cattle. |
| 385 | Erina | NSW | Keep penalty rates Allow Managers authority to improve ratios when shifts are busy, and call in more staff. Encourage staff to submit Incident reports. Encourage staff to collaborate with unions encourage staff to have more educations, AND ALLOW THEM TO GO TO IT RATHER THAN CANCELLING IT BECAUSE IT IS BUSY. Provide food out of hours i.e. evenings and nights. Provide proper meal breaks all shifts Provide communication books where the NUMs respond to the staff concerns Provide care for the staff if they get sick on the shift (in our hospitals they won’t care for you, they said it is not their duty of care) stop staff having to work double or triple shifts provide more staff when things go wrong. provide debriefing for staff (never once in 40 years have I been debriefed) provide access to a social worker provide medical care when staff get sick at work provide safe parking out of hours provide a place in every hospital for decent coffee breaks. |
| 276 | Erskineville | NSW | Maintain penalty rates, improve the minimum wage, stop insecure employment and casualisation. Make it compulsory for the employer to inform employees on an annual basis about union representation available. |
| 319 | Fairfield | NSW | Pay rise need to be as negotiated by the staff and CPI must be met in the settlement of the agreement. Staff shortage must be addressed to help relieve staff stress and no cut to penalty rates. Management should provide affirmation of job security and the Govt should listen to its staff rather than trying to employ bullying tactics to have their own way. |
| 310 | Forestville | NSW | There is too much conflict. People expect others to do that which they would not do and not do it themselves. Employers seek to gain advantage from their workers. This is short sighted as it kills trust. |
| 430 | Glenbrook | NSW | No reduction in workplace rights as Indian and overseas workers will always work for nothing and long hours not in the union and undermining the rights we have fought for. |
| 297 | Glenfield | NSW | Take the vindictive bullies out of the workforce. |
| 141 | Glenmore Park | NSW | At work sometimes you get in about five minutes late you get told off, but for the times when you finish work late you don't get paid that time and you don't get as much as a thank you for that "It’s like you are expected to do that it is part of your job. |
| 421 | Goonellabah | NSW | Anything that the Productivity Commission can do to more effectively assure the least well-off that they effectively have a minimum and sustainable weekly wage/minimum payment would be magnificent. Governments of both persuasions have, for political reasons, victimised many of our poor - and continue to do so. It may take a more independent body such as the Commission to set in place measures which effectively - at least over a minimum of time - remove anyone from below a 'poverty line'. |
| 387 | Goulburn | NSW | I don’t believe workplace rights in Australia are excessive and in fact I think they can be improved. There definitely needs to be a lifting of the minimum wage and a reduction in casualisation and contract work. Low income earners need to be given more protection. Where possible, job security should be ensured, especially to younger employees who are in the stage of life where they are seeking to buy their first home. If a job is a continuing role then it should be filled in a permanent capacity. Working on weekends and shiftwork has a social and possibly an economic cost to workers and they should be fairly compensated for that. Older workers also need to be protected in the workplace. Ageism is alive and well in Australia and while employers would never admit to it, they can find many ways to make life at work difficult for older workers. If older workers are to remain in the workforce until their seventies, more flexibility in the workplace is needed. Working from home can be a good solution for both older employees and employers but it requires a shift in thinking from "constant presence in the office" to "outputs". Older workers have a lot to offer and maintaining their employment assists the overall economy. Health and/or disability does not have to mean "inability to work" and the employees need safeguards in place to ensure their right to work is protected. Sick leave and carers leave should be maintained and consideration should be given to expanding carers leave to include sick animals as many people are single and their animals are like children to them, especially for older employees. Older employees are less likely to take carers leave for sick children etc.so this would be a reasonable consideration. Many savings can be made for employers by reviewing the rights and entitlements of managers. A lot of wastage occurs at the management level. |
| 387 | Goulburn | NSW | A wage freeze or reduction on management wages would have a much bigger impact for employers without disadvantaging anyone. Their access to perks such as cars, business and first class travel, frequent unnecessary travel, cab vouchers, mobile phones etc should be reviewed. The recruitment of staff from overseas when there are staff within the local area who could meet the job requirements should also be controlled. There are a lot of savings to be made there. I would like to see more genuine effort made to give employees a say in the workplace. I think the Australian Workplace Relations system is too adversarial. Human resource areas are frequently too focused on seeing employees as a problem that needs to be controlled rather than trying to facilitate a fair and productive workplace. Introducing regulation on human resource practices within organisations to make them fair and unbiased would be the single biggest contribution to improving workplace relations. A requirement for procedural fairness when employees raise a grievance/complaint/issue needs to be put in place and serious penalties applied when it is breached. It is too often the case that human resource units collude with bullying managers to force out employees who try to raise issues (such as bullying) in the workplace. I have seen employees dragged into a false disciplinary process without any due process being applied. The unions seem to be ineffective when this happens and the current Industrial Relations laws do not protect the employee from these bullying tactics. They are frequently unaware of their rights and afraid to challenge what is happening. A fresh look at Industrial Relations in Australia is needed if we are to move forward. Productivity will increase when workers are valued and respected and are empowered to have a say in their workplace. They need to have autonomy over their own work and provided with fair reward for their work. Management needs to be better controlled and made more accountable for their treatment of staff. Human Resource staff likewise need to be made accountable for their actions. If managers are in breach of industrial laws or the EBA they need to be made accountable rather than HR staff. colluding with them. Penalties should apply to managers and HR staff who are wilfully in breach of the EB agreement and/or industial relations laws. I think there needs to be an external watchdog to ensure this. Australian workplace relations declined during the Howard era and have never really been repaired properly since. The way forward from an adversarial to a collegial system requires the goodwill of employers, employees and government. |
| 214 | Guerilla Bay | NSW | I would retain penalty rates, increase pay rates and listen to unions. The halcyon days in Australia and the United States were 1948 to about 1970. People got decent pay and conditions and few contested it. Economies prospered. Now we have people running ridiculously high priced restaurants claiming that penalty rate are killing them. If only it were so. If we don't look after workers and our people, as Bob Menzies was acutely aware, home grown terrorism might have a new meaning. |
| 236 | Gunnedah | NSW | Try to steer away from a 'casualised' workforce because as a permanent employee you feel more 'ownership ' of the job which leads to job satisfaction and productivity. |
| 152 | Gymea | NSW | Penalty rates are a must. It is unfair to workers whose lives are irreconcilably disrupted by unsociable shift work to be paid the same as a Monday to Friday day shift worker who can spend time with family & friends & live a healthier lifestyle playing sport on weekends. The additional cost of working outside of 'normal' hours needs to also be taken into consideration. There is also a push for more part time & casual work. How can you support a family if there is only casual work to find? I guess if the majority of workers are struggling to make ends meet with no guarantee of being offered shifts then no employee will question an employer for breaching OH&S, equal opportunity or dignity & respect for fear of losing their shifts to a subservient employee. I admit I am lucky to be in the job I am currently in, even though I have to check each pay very carefully & chase up shortfalls in my pay, I usually end up being paid for the hours I work. In retail & hospitality I worked a large amount of hours I was never paid for, I know people I used to work with who are still experiencing that. |
| 404 | Gymea | NSW | Penalty rates need to be maintained. I truly believe that the health care system in Australia is in danger if penalties are cut or withdrawn. We simply cannot affordable mass exodus of nurses from our health system. This will lead to a dumbing down of nurses as we struggle to fill jobs with people who simply are unable to perform the skilled craft of nursing a sick patient with the care and attention to detail that each person who is admitted to hospital or attends a health care centre has the right to expect within Australia today. |
| 352 | Hamilton | NSW | Penalty rates must be maintained and wages in the aged sector need to be improved as they are not adequate to attract enough people to employment in aged care and staffing levels are often below the industry agreed rates. Presently, much work goes undone. There simply is no more scope to reduce the budget and increase productivity. |
| 260 | Hamilton North | NSW | Unions can be the link between the employee and employer to keep a harmonious working relationship but it seems to me there is never enough money made to pass on to the workers unless you fight for it. Pay rise must be every year with the minimum reflecting the inflation rate that should be the law. And if your workplace has a better year, then some monetary appreciation should be forwarded as a pay rise. |
| 57 | Hobartville | NSW | It can be readily agreed that workers are well represented at discussions surrounding wages and conditions but do the people doing the negotiating have my personal situation at heart or do they have their own personal axe to grind? Would not an audit of the workplace by an independent auditor prior to an industrial commission hearing be beneficial in ensuring all facts are known, verified and tabled? |
| 17 | Hornsby | NSW | Mandatory guidelines could be introduced to make the workplace more respectful of others. More flexible work hours should be a right. |
| 326 | Hornsby | NSW | Penalty rates should remain in place - for myself and many of my colleagues, penalty rates are the difference between getting by and struggling. Repercussions for award violations, especially when repeated. Where there is the flexibility to do so - employers should consult with employees as to how they work the hours they are paid (eg splitting an 80 hour fortnight into 8/10/12 hour shifts). Union membership should be encouraged and supported by employers. Employers should be upholding employee workplace rights so that unions are not such an essential and necessary part of working in Australia (ie - if employers were fair, just, ethical and employee-focused, unions would not be necessary). Wages should reflect moral, ethical and legal responsibility. Government employees remuneration should be voted on by the public, not the politicians, and any increase in their pay should be in line with the people that of minimum wage earners. |
| 138 | Kandos | NSW | Frankly the wage system completely needs a complete overhaul and is not dumbed down enough? put into basic English if you do x you get x. Dumb it down so EVERYONE can understand if they do x hours at x rate they get $x. + super + O/T. Plain English stating if an employee uses their car you must pay for it. reporting of employee wages via electronic system to test if it is fair with periodic online surveys to employees to ensure they are being paid fairly for the work they do instead of investigating the business get more information first and be aware that’s one you hit one place any place nearby will hide information. |
| 34 | Kensington | NSW | I would like to see the maintenance of current work conditions and not have the Liberals continue to attempt to erode. Any improvements would be a bonus for me in this current political environment. |
| 300 | Kiama | NSW | Restore the position of the trade union. Promote permanent professional level teaching positions. Investigate poor upper management decisions that force staff into unnecessarily stressful working conditions. |
| 288 | Killara | NSW | I would leave this industry should penalty rates not be maintained and wages not increase. The MA000100 needs to be less restrictive in terms of minimum hours between shifts and maximum hours per shift. |
| 173 | Kingswood | NSW | No way should the productivity commission recommend reducing any work place rights. That would be bad for the workers. The government changed the work cover laws giving us less rights to our injuries and now their going for our work place rights, leave our workplace rights alone. |
| 16 | Kooringal | NSW | Maintaining penalty rates, improving the minimum wage, giving people more job security, or to make it easier for them to be represented by a union. Reducing rights and allowances will make the working population feel undervalued - less workers = less taxes. |
| 204 | Lake Heights | NSW | I would like to see employees’ rights protected by legislation so that we don't have to go through this stressful time every time there is a new agreement or the government is trying to save money. Everyone is entitled to a fair pay rise, fair work conditions, fair working hours, penalty rates, these are the same as basic human rights in my view. We are not slaves, we are people trying to work and make a living for ourselves, help our community, and make a difference within our workplace. Take away our job security, pay, hours of freedom that we have so far, rights, union support, and feeling of self-worth, and things are just going to get worse. How can our productivity improve when workers are struggling, stressed, and unhappy? AND not being properly renumerated? |
| 367 | Lake Illawarra | NSW | We need to maintain our workplace rights. Our forebears worked hard for us to have them. We deserve our penalties, we work unsociable hrs no one else wants to work. |
| 307 | Lavington | NSW | Changes we need are to Maintain Penalty rates and include Saturday afternoons in it as well. Workplace rights should be increased, individualised, and implemented by those working at ground level- not by some high paid executive in an office on the other side of the country. To be represented easily by a union would be good, but we never get to see a union representative- when I called once they said we must handle the issue on our own. |
| 13 | Legume | NSW | Better wages and conditions, more people made permanent and more power for the working class through unions having more power not the corporations. |
| 396 | Leichhardt | NSW | Maintaining penalty rates is vital to retaining staff like myself and encouraging young people to join the nursing workforce. I would not recommend a career in nursing without the penalty rates. We make sacrifices to care for people and need to be shown the appreciation and respect we deserve. |
| 70 | Leura | NSW | I would like to see greater permanency and less reliance on contracts and casual labour. I would also like to see those who are under-employed in sectors such as hospitality get a better deal from employers so they can commit to things like home and other loans. |
| 285 | Lilyfield | NSW | Maintain penalty rates. Enforce workers' rights EFFECTIVELY, such that workers are GUARANTEED HUGE compensation if employers fire workers when workers get arbitration. This is necessary to guarantee that workers will seek arbitration. Currently the system is not reliable or helpful enough for most mistreated workers to seek arbitration. Most workers, like my wife, prefer not to take the risk of losing their job or being bullied at work for seeking arbitration. Denmark's more egalitarian system is MUCH better for workers, and for EVERYONE. How about you stop dilly-dallying with endless reports and tweaks that make things worse for workers, and instead copy a system that WORKS - the system in DENMARK??? |
| 378 | Lisarow | NSW | Improving pay for nurses. Not taking away penalty rates and improving rates for night duty on weekends. |
| 370 | Lugarno | NSW | I would like to see a fairer system for both employers and employees that treats people equally. Over the past 30 years I have seen both sides having an unfair advantage. Currently workers are often exploited but I have seen employers willing to capitulate to excessive demands from their workers. |
| 253 | Macquarie Hills | NSW | I feel fortunate to be working for a state government business which is unionised and has some transparency/accountability in the way it works. I'm sure people in small private businesses have much less job security than I do etc. I think the ability to be represented by a union, and not to be discriminated against for it (being unfairly dismissed for joining etc) is very important for all employees. |
| 213 | Maroubra | NSW | I would like to see employee job security improved drastically, and more rights and guaranteed union representation for all |
| 22 | Moama | NSW | Maintain penalties. Find a way to make dismissal easier. |
| 443 | Moree | NSW | Nurse to patient ratio needs to be lowered to one nurse to four patients to deliver safe care. Wages of aged care nurses needs to be the same as that of public hospital nurses. It is imperative that we legislate to have a Registered Nurse on duty at all times 24/7 in Residential Aged Care Facilities. Also to have a Director of Nursing. |
| 108 | Moss Vale | NSW | Without job security an employee loses the freedom to complain or stand up to their employer, or they feel they may lose their job or not have their contract renewed. Likewise without a secure work contract how can an employee complain about increases in their workload which are unpaid or unfair? Without secure employment who would have the confidence to commit to buying something like a house or even a car? Without penalty rates why would people want to be away from their home and family, work late at night or in filthy weather or under poor conditions? |
| 124 | Moss Vale | NSW | Maintain penalty rates; Raise the minimum wage; Provide greater job security; Provide greater oversight of employers, including a requirement that they employ appropriate workers with Australian citizenship and qualifications. Improve work/life balance. Maintain workers’ rights including the right to union representation. |
| 379 | Mount Annan | NSW | Go back to the Australia we had 10 or 15 years ago where we looked after one another and where the big end of town did not expect people to give up all their rights, pay and conditions, today Sydney is a mess with greed and negativity. |
| 347 | Mount Saint Thomas | NSW | Pay rises for working class people actually should stimulate the economy. They spend all their money here. Cutting penalty rates for working people might make the rich richer, and the multinationals richer, but does that really help Australia. As for restaurants who claim penalty rates cripple them. I'm sure if the workers of this country lose penalty rates many more restaurants will close, simply because I and the majority of the Australian public won't be able to afford to go to one. |
| 69 | Narara | NSW | Workplace rights are very important if we lose this we are screwed. We need someone strong like Union to come and represent us otherwise employers will do whatever they want. We need to fight for our rights and pay rise and penalty rates we need this protection and security here. |
| 33 | Narellan Vale | NSW | Stop counting temporary jobs as real work. That's bulls\*\*t. Australians want real jobs they can make a career out of. |
| 353 | Newtown | NSW | Unions in my experience have not been able to help in education sector. Fair work fair pay. |
| 205 | North Albury | NSW | Be fair to the working people of Australia. How about the Productivity Commission have a look at the politician’s salaries and their productivity???? |
| 447 | North Boambee Valley | NSW | I do realise that in the public sector wages are higher, that is why it is so important that AGED CARE nurses keep their penalty rates and needing more job security. There was talk not so long ago of increasing wages to encourage more people to work in aged care as there is a deficit there now and it is only going to get worse and who is going to be left to look after the elderly??? |
| 9 | North Curl Curl | NSW | I would love to see more permanent work at the expense of casual. As an aside I would love to see the wealthier part of the community pay a fairer proportion of tax - the 10% GST is a killer for us poorer workers PLUS I would love the obscene subsidies offered via superannuation eliminated for the wealthy PLUS I would love negative gearing on, & superannuation investment in, Residential real estate phased out to slow the rise in prices which guarantee to stop most young Australians from buying (and eventually even living) in Sydney. |
| 121 | North Narrabeen | NSW | We have the potential to lead the world in creating healthy, fair workplaces that are safe for all. We should be setting an example to 3rd world countries and helping our colleagues working in Health in other countries to come UP to an improved standard, not trying to bring us DOWN to the 3rd world. |
| 126 | North Nowra | NSW | Workers don't have too many rights and need protection from greedy bosses, or, in our case, financial and political pressures of management. The minimum wage needs to be high enough that people can actually live on it. |
| 160 | Nowra | NSW | We deserve more rights, better conditions, pay rise, penalty rates, improve the minimum wage, giving people more job security, easier to be represented by a union. NO COME WORK A WEEK in my shoes. How about they get everything done / taken away their rights, pay decrease, etc. If you wouldn't like it done to you, DONT DO IT TO US!!!! |
| 381 | Nowra Hill | NSW | I know there are studies in the states about what the poverty wage would be, and hopefully we have these too... I think it's important to ensure the minimum wage is well above the poverty threshold. Job security is important to the economy as we won't invest if we aren't sure we can afford our mortgage long term. Penalty rates are what saw me through university. I wouldn't have had time to work and study otherwise, I would have had to work many more hours and study less. It would have been impossible. And university cost has almost doubled since I went too! This is terrifying. Everyone should be able to study if they want to and will put in the work, not just if they're rich. Don't get rid of any rights, if anything improve rights for workers. After all, if we're happy we work more productively anyway! We want to work smarter and better not just more. Australia needs to stand up and care about it's people and not just try and fill the pockets of large companies. Ultimately this will result in a better, more productive country anyway. |
| 415 | Orange | NSW | It is a no brainer pay penalty rates, give us an incremental increase on pay rise each year commensurate with the cost of living rises. Leave the holiday allocation alone staff who work shift work need time to recuperate and keep healthy. Healthy happy staff are what is required in this stressful workplace. Without good working conditions staff will not stay bottom line. It is enormously expensive to employ new staff. Studies show it cost about the same amount as an annual wage to employ someone. i.e. if a person earns $37,000 a year that is what it cost the organisation to advertise, interview, induct, train that person and get them to the stage of being a fully functioning team member . Every time a staff member leaves and is replaced the waste of money to the organisation to replace that person with another incalculable and hidden. One hears all the time that an organisation’s staff are their most valuable resource. If so treat them better and they won’t leave and then you save all the hidden cost of replacing them with another person who once settled in will leave for the same reason the person before them did. |
| 425 | Parramatta | NSW | Keeping the penalty rates and more mental health friendly work places. This industry is stressful and it takes its toll if you don't balance it right. |
| 274 | Port Macquarie | NSW | The pendulum swings toward employers and employees alternatively. At the present time Local Government is being assessed under Fit for the Future criteria to ensure that we become financially sustainable. We have a wages and award structure that hamstrings us from operating under market conditions and ensures that our people are well paid and well protected. The industrial commission (NSWIRC) operates under the usual constraints of law and this constrains our ability to work more effectively. Employees need to ensure they take opportunity to gain skills that make them employable and give them power in the employment relationship. The less skill you have the more you are at the mercy of poor employers. We are transitioning to select employees based on attitude and aptitude as much as existing skills to ensure we can fully engage employees to contribute their discretionary effort. Dan Pink says that there are 3 things important to get the best out of people and they are purpose, autonomy and mastery. We strive as an employer to make sure these factors are in play. |
| 298 | Queen Victoria Building | NSW | At the moment, my concern really is the rumours of "Without Rule Of Law" (the complete neglect of OWH&S practice) and the evidence of its practice in the workplace. It is a sign of degeneration carried out by the people in the trade who are in remote areas and come back to centres of population where discretion is left to the worker. |
| 190 | Randwick | NSW | No there should never be a reduction in workplace rights. Never. People in power would take advantage of that. |
| 329 | Raymond Terrace | NSW | No work place right should be removed from the system all workers have rights people in power have too much power already and workers need to be treated fairly |
| 433 | Raymond Terrace | NSW | Maintain penalty rates, improve hospital culture, and concentrate on staff satisfaction. |
| 365 | Rhodes | NSW | Increase our wage by giving us raises like corporate sector and leave our penalty rates alone. |
| 390 | Romarnie | NSW | I believe penalty rates should be maintained, perhaps some tweaking can be done with Public Holidays? Certainly the minimum wage needs improving. I have Union Support and am grateful for it and have used it. |
| 153 | Ryde | NSW | Please maintain penalty rates and improve the minimum wage. Job security is important for housing loans etc. Everyone need representation, be it a union (CFMEU) or association (AMA). The tax structure needs to be changed so those who evade paying taxes (legally or illegally) pay their fair share. |
| 321 | Ryde | NSW | When the percentage going to labour goes back to where it was we can start talking about workplace relations |
| 129 | Saumerez Ponds | NSW | I would like to see Australia maintain a fair workplace where worker's rights and conditions are protected regardless of whether the employee is a permanent, temporary or casual employee. I would like the Productivity Commission to recognise that reducing workplace rights may increase the number of employees facing stress and health issues which will impact directly on society's health and well-being. Many employees are vulnerable in their job security and it will be detrimental if employees have reduced rights. I would be alarmed if the Productivity Commission did not see the value in maintaining a minimum wage and maintaining penalty rates. |
| 175 | Scone | NSW | I would like to see a more agreeable process which does not seek to deteriorate our working conditions whenever we seek to be paid the value of our contribution to society. |
| 96 | Seven Hills | NSW | Nothing! Workplace relations in Australia has improved since the removal of WorkChoices and the reality is that this current government will only make this system more unfair. |
| 191 | Somerton | NSW | Keep penalty rates they are a must for the workers otherwise we will have people working more hours less time for family more marriage break ups and everything else that goes with it minimum wage needs to be improved just to keep up with inflation our living standard is slowly going downhill we need to have better access to representation at work and ways to report issues without fair of losing our jobs I know you say this does not happen but it does even on safety issues thank you for your time |
| 434 | Springfield | NSW | As we have an aging population that needs to work along with young people needing jobs why don't the seniors mentor the young, the seniors gradually reducing hours as they approach whatever retirement age is right for them. We don't seem to want to spend the money training and then all that experience walks out the door creating a vacuum. Keep penalty rates for unsociable and tiring hours. More part time work instead for casual employment. Too many people are underemployed. |
| 198 | Springwood | NSW | It is mainly about maintaining the conditions that people like my grandfather fought hard to get in the first place. Maintain penalty rates, improve the minimum wage, give more job security and also try to widen who is covered by a union. Maintaining work safety is also a big concern, there seems to be a push to relax some safety measures and accountability by employers. My daughter has had to fight a lot of battles recently being the first woman ever to take maternity leave in her company (it is in the transport industry) and then to negotiate part time work. She is not a member of a union and unions are not really welcome in her company. |
| 408 | St Clair | NSW | Maintain penalty rates or drastically increase the minimum wage Say double). Allow more flexibility in fixed rosters. Better representation by unions to achieve better outcomes. All community/disability workers need better conditions not worse. Tell the government to back off. I want to see a politician live on a minimum wage. |
| 185 | St Marys | NSW | Under no circumstances there should be no cuts to the rights of the average worker. A balance of work and family life needs to be maintained at all times. By maintaining the balance of work and family time will boost productivity because the average work will appreciate this system and will give a %100 effort to the employer. |
| 80 | Sydney | NSW | More respect for casual and temp workers teachers at schools. |
| 419 | Sydney | NSW | Continue penalty rates and review the conditions Nurses are working under in public Hospital- What is the average skill mix working a floor- skills/ knowledge/ years of experience in the particular specialty - especially Evening and Night Shifts - where penalty rates are high and hospital administrators minimise the cost by rostering junior practitioners. How has this resulted in patient risk/ safety (which is extremely difficult to gauge, but a real phenomenon). |
| 340 | Tabulam | NSW | No change to conditions unless agreed by our union and members. Nurses are dedicated professionals who are overworked, overtired and overburdened. After recently being in a surgical ward on the receiving end of their care I can tell you there is not enough money to compensate for their care. |
| 130 | Tallong | NSW | Maintain penalty rates. Ensure that employees are given real opportunities to improve their workplace. Make it more difficult for employers to use short term contracts rather than giving permanent positions. |
| 222 | Tolland | NSW | Penalty rates should be maintained as people that work on Saturdays Sundays and public holidays are disadvantaged and should be rewarded. All young employees should be paid superannuation as this we be a necessity in the future regardless of how many hours they work. Also employees on workers comp should be paid as though they are at work as they don’t mean to injure themselves. |
| 342 | Toorooka | NSW | Maintaining penalty rates is absolutely vital to industries that rely on shift workers. Small businesses can choose not to open Sundays etc if they can't cover the cost of the wages but hospitals cannot close their doors EVER. Most nurses I know would not work shifts or weekends or public holidays if it weren't for the penalty rates. In fact most would leave the job because we do not get paid enough for the work we do! Our patients agree with us. Every shift there is at least one patient who tells us we are worth so much more than what we get paid. |
| 227 | Urunga | NSW | Maintain penalty rates and improve the minimum wage. More rigorous processes to deal with bullying in the work place and hold both organisations and individuals accountable. Workplace rights need to be maintained otherwise system encourages organisations to bully employees for a bigger profit margin. |
| 332 | Vacy | NSW | In closing I would like to ask you to maintain people’s standard of living. It appears to me that the push is to drive our standard of living down. We are not a third world country, but we are being pushed to compete with them by the removal of tariffs, etc. The only way to compete with this is to either reinstate tariffs and protections, make us a third world nation or for them to raise their living standards. As for the Union movement, they play an important role in keeping things balanced. They are there to help look after the workforce, to make sure the employers are doing the right thing, to guide and advise the workers of their rights and to help stand up against employers when the worker neither has the strength or the means to take on the fight alone. Instead of bagging them out they should be invited in early by companies to help before things get to a boiling point. |
| 337 | Vauluse | NSW | Job security, greater ease in being represented by a union would improve workplace relations significantly. Workplace rights should be increased according to the reasonable needs of a worker. The workers should be asked. Let's look at the productivity of the managers. If a manager takes a few weeks off, they are not missed, it is the people at the bottom of the rung, the workers who mostly do the essential work. Could managers who get their pay in the millions please justify it? |
| 333 | Verona | NSW | I think penalty rates should be maintained. This industry is very lowly paid as it is, considering the quals required to work in the sector and no recognition regarding higher quals obtained. |
| 264 | Wagga Wagga | NSW | Australia no long has the mining boom, and my Mum and Dad rode on the sheep's back, future of us is a system with more accountability? If people are more accountable they are more productive due to "actions have consequences" |
| 295 | Wallsend | NSW | Yes as a public servant on the absolute bottom of the ladder holding up the hospital system (which do a great job) get rid of these turds above that do nothing on massive wages I have work in the public service for 33 years now and there is nothing but thieves taking public money returning very little to tax payers hope you reading this are not one as you will delete this to save your job a\*\*\*holes sorry about the swearing but better than what is really needed give me a chance to tell the commission what most people are going through as a part-timer. |
| 325 | Warrawong | NSW | Maintaining weekend penalty rates for everyone especially young people and those who are casuals. Job security for all workers and being able to get support from unions. Deregistering unions was the worst thing that the state government did. |
| 187 | Waterfall | NSW | If it was not for being represented by a union in the work place, I would have been nothing better than slave labour to the larger corporations like I now see with other work places, particularly in the retail industry. |
| 146 | Wattamondara | NSW | A man or women should be able to do a fair days work for a fair days pair and if he or she is injured she or he shouldn't have to worry about his or her standard of living going down because of something beyond anyone’s control. |
| 436 | Wattle Grove | NSW | Firstly, maintaining the penalty rates is a first. There will be a lot of nurses who will quit if the penalty rates are removed, and what would be the answer... Importing thousands of nurses from the Philippines, India, Africa, or Ireland? Well you'd want to hope to god your loved ones don't end up in hospital under their care. Secondly, improving the minimum wage... If I had a dollar for every time I hear that nurses do not get enough I could probably retire in my new graduate year. I find it funny that I made more money as a bar tender than someone whom worked as a new graduate nurse. If you fix the penalty rates and improve the minimum wage, nurses will be happier and this will result in better patient outcomes. |
| 112 | Wentworth Falls | NSW | Actually enforce safety and fair wages for all types of work so we all have an award and no one is getting more or less than they should be. In IT unions are looked down on I don't feel comfortable to have a union represent me. Companies should be more closely held accountable. |
| 401 | Wentworthville | NSW | Injured workers MUST be supported especially to keep their jobs. if not than retraining MUST be offered. Penalty rates must be available for lower paid workers just to make ends meet. |
| 323 | Whalan | NSW | The relations system in my workplace is very bad people scare of each other no trust no friendship no kindness. |
| 239 | Wingham | NSW | In regional areas people are afraid to join a union due to the lack of job security. Perhaps union membership needs to be a right that employers are required to respect. Once a person has shown that they can work well with the team they should be offered at least some regular hours and some security of employment. At present I feel I have not rights, I am adequately paid for my casual work but I have not right to any set hours after two years of service. Penalty rates are important to allow employers to attract people to work on weekends when they mostly want to spend time with their families. Workplace rights at present seem to be at an all-time low and while employers who are unable to make a profit honestly, would like to exploit workers, I don't feel this is the way to go. Governments need to create jobs. For example they could increase the Renewable Energy Target, increasing employment for lots of people and stop spending billions on subsidies for mining companies who employ few now and as they mechanise their equipment to avoid paying wages, will employ even less. When there are about seven people for every job out there, it is already an employer’s market. Our government needs to remember that big business does not do the voting, and perception management can only go so far to fooling some of the people some of the time. |
| 249 | Wollongong | NSW | Fulltime employment. Fair compensation for unsociable shifts. Balance the commission by dropping half the business appointees and having half employee reps and half business reps. |
| 301 | Wollongong | NSW | The Productivity should be able to make recommendations based on fact - not on background coaching or from expectations of the government. A reduction in penalty rates would be disastrous, the minimum wage is ridiculously low given the cost of living, job security is imperative and the right to be represented by a union should be mandatory. Why continue to punish the people who pay their taxes with no say in how those taxes are redistributed? Who wants to end up like the USA paying excessive tips to workers who work for pittance? Who wants to be bullied by the government who have no idea on how the cost of living impacts on the average Joe? |
| 172 | Woodburn | NSW | The best way to improve workplace relations would be to have two way communication with staff. We receive email from the executives, but rarely have opportunity to provide input. In my experience these opportunities usually happen on my day off or when I am committed to teaching a class. The executive caters to the minority full-time staff not the vast majority who are casual or part-time. |
| 411 | Woodburn | NSW | Protected ability to protest against systemic workplace bullying, harassment or intimidation within the ambulance service without becoming a victim of said intimidation. |
| 60 | Woy Woy | NSW | Hey you are wasting your time doing Eric Abetz's bidding! is there no common sense! An inquiry should be launched into Eric Abetz ! Why is he wasting the valuable and costly time of the productivity commission? Seriously!! Has anyone asked him his reasons for his inquiry? Or do the public service just jump when he speaks? Come on!! We are all Australian!! How about a fair go! |
| 19 | Bayview | NT | For me personally job security. I think it is unfair to just lay someone off and only have to pay x amount of wages. |
| 39 | Casuarina | NT | - No further reduction of workers' or workplace rights - Maintain ease of access/support for union involvement, especially regarding negotiation of pay and conditions, and settling unfair treatment in the workplace - individuals need to be represented by someone who understands the situation and can advocate for them. |
| 201 | Herbert | NT | I think it would be better to have a pay freeze and keep all our rights and conditions for now but we would need to be compensated at a later date. |
| 202 | Nhulunbuy | NT | Negotiations between my union, the CPSU and my employer often don't take into account my desires. For instance, at the last Enterprise Bargaining Agreement there was discussion about reducing staff at some offices from three to one. Most of the workers at those offices didn't like this idea because of increased work burden, decreased social contact, and potential mental health issues involved with sending people to work in remote communities all by themselves without even a work colleague. However, because Enterprise bargaining agreements are decided by a majority vote, the rest of the organization wanted a pay rise so they out voted the ones affected by the decision - the ones that would pay the price, so the enterprise bargaining agreement was carried. My union was the same union as their union. What I would like to see is a smaller union representing people like me that can campaign for my rights rather than the rights of everyone else. As it is the employer is a big powerful player in industrial decisions and the CPSU is a big powerful player in industrial decisions and the individual worker is like grist for the mill - we get ground up and spat out and no-one is representing my interests. |
| 336 | Tiwi | NT | Either maintain penalty rates or improve the minimum wage. It is vitally important to give job security to workers and make it easier for the Union to represent the workers. |
| 377 | Albany Creek | QLD | Penalty rates should be maintained to compensate for the loss of family life and damage to personal health through loss of sleep. As a collective why can't workers have a part say in how government makes decisions. Understand changes need to be made but at what cost to staff and patient outcomes, at the end of the day we are working for our families and should not have to continually bail out governments for bad policy. I fear for the elderly. |
| 328 | Alliingham | QLD | I believe if the worker feels he is being fairly treated (pay and conditions), appreciated, has a secure job, he will be a trusted and extremely worthwhile person to have working for your company regardless of his position. Thus giving his all to the company, which can only be of a benefit to the productivity and growth of the company. If you treat people like monkeys they will end up acting like so. |
| 193 | Annerley | QLD | The critical thing for caring for aged care residents is having staff provided to care for each resident according to their medical condition... Hence a ratio of staff to resident is needed - ACFI ignores this and needs to be replaced with a system that used to be in place before the Howard government got rid of it and gave the private nursing homes what they wanted - no controls over the level of staff employed... aged care staff do the same job as other staff in different states yet we all need to be paid at the higher rates - just because nursing is seen as women’s work there is no need for it to be valued at the least amount that is paid to people - nursing requires training and a special ability to do a job that is very demanding - how would you like to be cared for by someone who treats you badly? The only people who want to pay nurses better for what they do are the residents who get the care that they do get - no one else pays any attention to the pay that nurses get as nurses do it for the love of the job rather than a financial reward which is entirely unfair because they never go on strike for a better deal instead they bitch amongst themselves and accept whatever they are given - or if they need more money steal the better paying shifts off their fellow work mates so that some get the to do all the worth less shifts while they do the higher paying shifts |
| 186 | Ashgrove | QLD | I categorically maintain that hard-won rights for the worker should be retained and improved upon (say paid childcare, increased paternity leave, reduced working week). We are all human beings trying to make our way in the world. Why should those that (seem to me at least) perform the "work" be rewarded the least. Why don't we expect corporations and the wealthy to take less, and give back more to us! |
| 318 | Ashgrove | QLD | The Productivity Commission should not be recommending reducing any workplace rights. The rights we currently enjoy have been hard fought for, and successive government administrations have been trying to undermine these for a considerable period of time. |
| 18 | Ashmore | QLD | I was forced to keep a staffer who stole from us-- MUCH prefer to say you’re fired on the stop. STOP bullying the owners. |
| 8 | Balmoral Ridge | QLD | I believe when the government supports the people and employers work collaboratively with unions we get the best results as a country. |
| 12 | Bargara | QLD | Absolutely no reduction in anything! |
| 43 | Biggenden | QLD | Give all Aussies a chance at working. |
| 181 | Brackenridge | QLD | Improve permanent staffing levels, improving union/management relations, improve support for workers, maintain workers’ rights and see it as a positive rather than negative...encourage workers to work and work hard...not make it harder for them to work. |
| 113 | Bray Park | QLD | I believe that any commission by the Liberal government will be totally biased towards big business. The rights that previous generations fought for stand in the way of even more massive profits for Gina and her ilk. Our economy will collapse if the majority if workers earn less, and thus spend less and more will need welfare. |
| 383 | Brighton | QLD | It is important to retain penalty rates particularly for shift workers and casual employees. These penalties are necessary to supplement what would be minimum wage entitlements. Given the increasing casualization of the work force and shorter fixed term contracts, it is important to retain the penalty rates. |
| 25 | Brisbane | QLD | For living standards and work conditions to at minimum remain equal in real terms, and not decline, in the short term but improve in the long term. |
| 420 | Brisbane | QLD | Fair pay, bills are rising above our wages a lot of people can’t cope. |
| 356 | Browns Plains | QLD | Somehow this will only be a fantasy for most of us. Globalization backfired on Western countries that our wages have been sacrificed. We all do need those penalty rates to get by, improve minimum wages, job security, Workers Union to ever exist as long as workers exist. To the Productivity Commission, try to work alongside us and see if you can survive in 6 months with all conditions we are working with. Bring those policy makers and get down and do something like we workers do. |
| 445 | Bundaberg | QLD | IR system needs to have an independent party determine wages for employees and to independently consider the entitlements of parliamentarians at the local, state and federal levels. I'm not aware of any 'employee' (except for politicians) who are able to determine their own conditions of employment nor am I aware of any employee who continues to receive benefits from their employer once the employment has ceased. At a time when governments at all levels tell us that the 'era of entitlement has ended' they continue to award themselves massive pay increases while demanding low and middle income earners shoulder the burden of 'unentitlement'. The people who can least afford to lose benefits are being targeted while those with greater ability to pay and significant benefits continue to accrue their benefits, thus increasing the gap between the 'haves' and the 'have nots.' |
| 397 | Burleigh | QLD | The Major Focus should be on, Don't Privatise, Don't Lease and Don't Outsource the work. Having Contractors do the work is costing the Tax payer more, than if the Supply Authority did the work its self. Don't Let the Government put their spin on it. Don't Sell. Don't lease. Don't outsource. |
| 427 | Burpengary | QLD | Unions need to become the norm. WE need teeth in Awards, Workplace Health and Safety, Inspectors and Regulation should replace self-regulation. WE need new offences of industrial manslaughter and penalties including forfeiture of all assets to Crown by big business if they fail to comply with regulation. Government needs to get off its rear end and re-impose tariff protection and End Competition policy. Productivity Commission should be judged on how much Australian Produce is produced and sold. |
| 61 | Capalaba | QLD | Most of our hard one working conditions were made by people going on strike, I DEMAND the right to withhold my labour and not face prosecution. This Commission needs to look at an employee’s right to withhold their labour or else making us work under the rule of being Subservience to our employer. I want to be able to work my nominated hours without penalty rates but ones that I agree to that suits my needs, no mandatory demands from my employer, and if so all penalty rates apply without the threat of unemployment. |
| 84 | Carina | QLD | The conservative government has reduced union representation in industry and workers suffer as a result. Workplace rights and union representation should be strengthened. |
| 272 | Carina Heights | QLD | Make the intention of the system/policy etc to be about the Australian public people who live in this country and their way of life and standard of living. Focus on cutting out the excess and bludgers who get money for nothing from us overworked people who are just trying to survive! Introduce incentives not to claim money from the government - eg; when you retire the government will calculate how much you've received in govt allowances/handouts/benefits verses how much you've contributed to the economy by paying tax, setting up your own super funds etc etc. Then receive allowances/tax free super or a rebate from the government of the difference between how much was claimed as to how much was paid. Get people being proactive about being responsible for their own welfare and support and not relying on govt handouts and benefits. |
| 125 | Carrara | QLD | From my perspective I don’t think work place laws should be moved further along the pendulum to the employers benefit. Unions are hamstrung now in how they can assist workers and in serious issues have to spend large sums on legal services. Noise from the retail sector about weekend rates is just that-noise. There already is mechanisms to even out weekend labour costs ie salaries and flat rates adjusted over the whole span of hours. |
| 230 | Carrara | QLD | Putting people off who cannot do their job and do not have the right skills and cannot develop them. They are slowing down the customer service for the dept and lack people skills to service customers. |
| 277 | Carrara | QLD | Maintaining penalty rates. Abolishing split shifts for bus drivers or at least remunerating them at a higher rate for the inconvenience of having to come in to work twice a day. I would also like the Productivity Commission to consider changes in relation to the abuse of "casual" employment. My recommendation would be that once a casual employee has worked full time or part time regularly for six months or more then they should automatically be transferred to a permanent full time status or permanent part time status. I know at law casuals are treated as full time employees after 6 months for unfair dismissal reasons but it is not the same. If casuals were entitled to permanent employment after 6 months then employers would be more careful when employing and it would also mean that there would be a fairer distribution of available hours instead of the hours mostly going to workers who suck up or who always say yes. |
| 220 | Coombabah | QLD | We definitely need to improve minimum wage - small business are always complaining, don't like to pay, but if people are given a decent wage the ricochet effect will improve small business. It is also extremely difficult to clearly find out what the minimum rate is for certain roles ... the websites that are supposed to contain this information are inconsistent and very difficult to navigate, in many instances don't even cover roles. |
| 194 | Cornubia | QLD | Workers’ rights need to be protected and enhanced in this country. Australia was once the envy of the world due to the fairness of its industrial system. Rather than seeking to align conditions in our workforce with the terrible conditions experienced in other countries, we should be taking notice of the improved conditions workers in other countries are seeking and securing and do what we can to ensure they catch up. The industrialists in the Industrial Revolution all claimed that they would go out of business if they were required to start treating their workers decently, but capitalism is still thriving, so clearly they survived. The ones crying poor mouth right now as they seek to slash and burn the principles of common decency that used to inform our industrial relations system are the spiritual descendants of those same Industrialists. They'll live - we'd just like to live too, thanks. |
| 339 | Cornuiba | QLD | Maintain the conditions we have at the moment. Move pay increases up with inflation. |
| 54 | Crows Nest | QLD | Maintain penalty rates. Implement more permanent positions. |
| 384 | Currmbin Valley | QLD | If the commission is to reduce penalty rates then they must look to increase the minimum wage as people are reliant on the penalties to survive. I would like to see mandated options for moving from PPT or casual to permanent in the legislation not just in some awards or EA's . This would provide job security to workers. |
| 11 | Daisy Hill | QLD | Job security, even for such a small job, would be good. Permanency after a certain time. Eligibility for more hours after a certain time etc. Some form of sickness and holiday benefit. |
| 4 | Eight Mile Plains | QLD | Be fair to the average worker. |
| 46 | Eumundi | QLD | Effective representation by a union and a better balance of power when dealing with managers. The HR department should be separate from the power base, they should report to a statutory body that reports to Parliament. In Queensland the Public Service Commission isn't, rather it is the Premier and Cabinet's Service Commission. |
| 157 | Forest Lake | QLD | It would be good if people can have more job security. |
| 145 | Gracemere | QLD | More job security is the biggest issue, bigger company's help labour hire etc with entitlements, and union members be easily approached by represented a company's, and pay increases for labour hires per year or revised. |
| 266 | Herston | QLD | We need to maintain and extend the rights of workers to representation in the work force. An engaged, consultative workplace is a happy, productive workplace. I would like to see all employee rights under ILO Conventions reflected in Australian Workplace Legislation. It is outrageous that our human rights are not fully recognised in Australia. With those rights come commensurate responsibilities and I think that workers should be represented on Boards, as in other countries like Germany, so that workers and unions take responsible attitudes to business success and productivity. |
| 154 | Highgate Hill | QLD | We need to maintain our workplace rights. Our forebears worked hard for us to have them. We deserve our penalties, we work unsociable hrs no one else wants to work. |
| 26 | Holland Park | QLD | I need to be nicer to myself. |
| 423 | Inala | QLD | It’s got to work both ways at the moment it’s all a big witch hunt start working for Australia not against the workers. |
| 228 | Indooroopilly | QLD | Job security is essential. The precariat class is consuming all ranges of workers. All workers seem to fit the part time casual job, only these days it's called a "contract" in some instances. Once the terms of a "contract" was in the hands of the one contracted to do the work. These days, the "contract" is in the hands of the one offering the "contract". Once to have qualifications and education meant you would never be without a "good" job. That is no longer the case. Education is still what will save our society, if our society is to be saved, but what is going to make kids of today want to be educated and have huge debt and little opportunity of meaningful work and little opportunity of repaying debt and getting on with their lives. Let's ensure that hunger for education will pull us through, because without it, humanity will wipe itself out pretty soon. It's somewhat ironic that our daughter's degree education is in Environmental Planning and we are at a point in time when this should be much sort after and yet, government puts the economy in a position where employment in such a field is un-attainable. No, they are interested in economic GROWTH. If environmental planning were in place, GROWTH WOULD JUST HAPPEN. |
| 359 | Ingham | QLD | I would like to see maintaining penalty rates, and improving the minimum wages and a fairer go for the millions of workers in this great country of ours and the current Government to keep their grubby hands off workers conditions and instead make improvements to working conditions in this great country of ours. |
| 247 | Kalynda Chase | QLD | My biggest issue is job security and then improving wages. Also I strongly believe that anyone who works weekends should be paid a penalty for doing so. A lot of these people are giving up family time as most children's sport is played on weekends. As I can only comment on my workplace, with the conditions I am currently working under any cuts to what I am getting at the moment would have a negative effect. I can only guess that this would also be the case for anyone who is currently receiving penalty rates. I know some of the penalty rates are a bit over the top so maybe this could be looked at rather than take penalty rates away altogether. Particularly where someone is given the option as to where or not they work public holidays etc. it seems a bit over the top to then pay them triple and quadruple time for this work. Maybe double time or double time and a half would be fairer. |
| 27 | Kawana | QLD | More input by the workers more productivity. |
| 410 | Kelso | QLD | To meet the changing face of employment and industrial relations, the commission has to be made aware that all government policies and company policies are aim at control of the work force. In the past this has resulted in industrial unrest, unemployment, inflation, lack of control of the economy, and a break down in the social fabric of the nation The productivity commission must focus on the future of the nation and the requirements now required to move the nations work force in to the competitive nature of the world markets The ancient ideology of " a manager knows best" is no longer relevant in a modern society which is facing a huge challenge to successfully employ it's population, and provide the necessities for a health growth. The commission has to come to terms with the idea that in a business, the employees can see where changes have to be made to remain viable, employees have safety at heart, employees have profitability as a prime interest as that ensure job stability and security, employees know that continually "out sourcing" work is not good for business or country, That management is not the sole provide of a service ( companies do not function on management staff alone) but the profitability of a company depends on the workers involved The commission has to realize that in the future, full consultation and decision making that fully involves the workers and worker organizations, will be the only way forward that this country has to take to meet the challenges of the future The commission should not be bound by the requirements imposed upon it by a government demanding an investigation into working conditions and penalty rates, reduction in union involvement income return for workers or any other imaginary penalty but should take the initiative to open up the work place to full and consultative approach to industrial problems, challenges for the company and future policy making processes Basically it amounts to a policy that states " a company that has a 100% involvement of all staff , workers and unions" is a company that will be able to compete on any world commerce level without government interference or the necessity for "adhoc" industrial laws. |
| 418 | Kelso | QLD | I would like to see the Union allowed to be more visible in the workplace. A lot of people have the mentality that they won't need them or just ride on the coat tails of the members. It would be good for Union officials to be able to come in to discuss things more openly. |
| 262 | Keperra | QLD | Penalty rates should definitely be maintained and minimum wage should be increased. More should be done to help the long-term unemployed into paid work. |
| 299 | Kirwan | QLD | Allow supervisors and Managers more say in pay rises and promotions. It's a fair system in the private sector, those who work hard and are good at their job are rewarded. Currently we have a system whereby once you are on top of you pay group, you basically have to move into a new role/job in a different section for any career progression. People would work harder for their managers and supervisors because there would be a reward. |
| 394 | Leichhardt | QLD | Maintain penalty rates please why should your job define your lifestyle. I work hard and can barely pay for my power bill. Definitely improve the minimum wage why should someone who isn't the smartest or hasn't be afforded any opportunities be discriminated against. Do they are work are they not contributing to society. Job security is a big one people need to feel secure and safe. |
| 200 | Malanda | QLD | Maintain penalty rates. We need them in order to live. Most of the women in aged care are single mums trying really hard. Improve the minimum wage. Please don't reduce what little rights we have. We in aged care are the ones looking after everyone's parents and grandparents so you all can have your careers. Respect our work because we love doing what we do and deserve recognition for that work and protection from unscrupulous providers. |
| 215 | Maryborough | QLD | Unions need to be given more scope in order to keep an informed eye on wages and conditions. If workers are receiving fair and just wages and conditions everyone prospers. Satellite industries such as hospitality and travel thrive when people have money to spend thus growing jobs which improves the national tax income for government. |
| 169 | Mcdowall | QLD | How can you make it much worse? Too many of our kids have too few hours but cannot take other work so they are on call for 7 days a week for a min 22 hours No doubt some business people may choose to support this but those who are worse off also have less money to spend....it all goes around. |
| 373 | Mcdowall | QLD | Maintain penalty rates. Encourage all employers to offer part-time and flexible work options. Many nurses would return to nursing and remain in nursing fields if more flexible hours and rostering occurred. Definitely give unions more negotiating power to support workers. |
| 21 | Moranbah | QLD | I would like to see penalty rates maintained. I would like to see stringent restrictions around 457 and other working visas. I would like to see inspectors checking on employer and employees with 457 and other visas and large penalties when there are breaches. I believe everyone should be in a union, it is good practice for communication, safety and competitiveness. I would like to see more traineeships for Australian youth and apprenticeships. I would like to see infrastructure projects commence in the regional areas where local companies can tender for the work and they can then employ local people so the regions have employment and growth. |
| 218 | Mt Gravatt East | QLD | I would like the commission to bring back company audits on wages because I have 5 children and 3out of the 5 did apprenticeship and are fully qualified but have never been payed correct wages since day dot and they still are not getting pa fair go with wages my son is a fully qualified election and is still payed 25 dollars an hour which he has had to beg the boss daily till he got it before that he was on labour wages. This is degrading and discussing for someone to grovel for a fair wage, when they have workers from Ireland that are on 40 plus dollars an hour because the bought them here for the jobs. |
| 189 | Mudgeeraba | QLD | The productivity commission should be making sure that if penalty rates are taken away that those workers get a pay rise that is substantial enough to give those workers a liveable wage. Workers should have job security. They should be able to know that they can't sacked if they have time off due to sickness or bullied into leaving a job. I think the Australian people already have less working rights than a few prosperous countries. The rights that they have been granted are fair at present. Reducing the workers’ rights would take Australia back to the level of third world countries. It would increase the gap between haves and have nots. Why would Australia want to take a step back into a time when workers could get sacked, not paid, no rights to be heard. Slaves. |
| 388 | North Cairns | QLD | In force the laws we have regarding 457 visas don't bring in any foreign workers to replace Australians train Australians to do the job. Make sure that tax exemptions for training have been used for training. Our educated youth is our future we should be doing much more to make them workplace ready when they leave school. |
| 234 | Oakenden | QLD | We need to maintain the Penalty Rates, I believe it is fair and justifiable considering the sacrifices we make and the Rosters and Hours that we work. The minimum wage should at least keep pace with CPI. If this falls behind then so does our living conditions. We need to abolish Casual Employment, we all work in the industry doing usually the same job yet we are paid very differently and work under different conditions of Employment. The right to be part of a union should not be discriminated against but it is in a lot of circumstances. These Mining Companies have access to all sorts of legal avenues and have the money behind them if needed. Yet we as the Employee as an individual have no bargaining power what so ever. The right to be in a union is allowing us access to all the legal avenues and the right to Collective Bargaining. These Mining Companies post very large Profits on an annual basis. We as the workers who help them to achieve these profits should have the right to share in those Profits. We shouldn't be cutting Wages and Conditions we should be constantly reviewing them and updating them. |
| 58 | Oxley | QLD | I would like to see the following changes to Australia's Workplace Relations system: - Greater worker rights and protective measures. - Maintaining and increasing penalty rates. - The government needs to stop inflating actual employment figures by including part-time and casual workers (working more than 1 hour per week) in the 'employed' employment statistics. This is a gross exaggeration and does not help us to address the problems in Australia's economy or welfare systems. - Employers should be encouraged to hire more staff instead of giving workers excessive and unmanageable workloads. - Employers should be encouraged to take on more full-time staff to give greater job security and stability to casual and part-time workers who want full-time permanent work. - The Productivity Commission should absolutely not recommend reducing any workplace rights - they need to be increased and reinforced if anything! |
| 268 | Portsmith | QLD | Get rid of centralisation, get rid of the so called independent commission who only give obscene pay rises so they get the same. That would be a great start then give line managers back authority, not just responsibility. Responsibility without authority is counter-productive especially in deciding staffing levels which seem to be decided by the wheel from the local pub raffle and based on bonuses promised for the number of staff they can shaft. Stop outsourcing because that is so much more costly and the drop in service is very marked. |
| 292 | Redland Bay | QLD | The worker needs an independent body eg a union to support and represent them as the fair work system seems to favour the employer in most cases. Companies use bullying tactics to get to their workers. They say have bullying, discrimination policies but this is just to tick the boxes, and rarely is there a positive result and the problem just rears its ugly head on a regular basis. |
| 405 | Redland Bay | QLD | Penalty rates for business are a cost that drive prices. I believe there should be flat rates for all days/ hours. |
| 441 | Rochedale South | QLD | I don't wish to see changes to Australia's Workplace Relations system. If changes are unavoidable, then I would wish to see them as an increase in more positive dialogue, more and constant negotiation, and the willingness by all participants to positive outcomes. Therein lies the 'win/win' scenario. |
| 330 | Sadliers Crossing | QLD | I would like to see a consultative process between management and workers in all workplaces. This draws on the expertise of workers and should increase productivity. It would also lead to workers feeling more valued. |
| 389 | Sandgate | QLD | First, make managers know HOW to do the job their staff are doing. That never happened in the ATO. Second, treat staff as people, not numbers. Treat them with dignity and that's what you'll get back. The Workplace Relations System? Toss it out and start again, keeping politicians WELL away from the reconstruction. |
| 103 | Springwood | QLD | It is very important to have a boss who takes the time to listen to his / her staff and get to know the issues they are facing both with their work and their job security. However, frequently I have found the bosses are just as insecure in their own jobs. |
| 163 | Stretton | QLD | 1. Improving the minimum wage 2. Minimum wage should reflect not only your experience but your level of education and age (when starting out in any industry) 3. Employers should actively engage with their staff to improve the workplace culture for the betterment of the company and productivity in a way that is confidential and doesn't make the employee feel they run the risk of losing their position or job 4. Maintaining penalty rates 5. Inclusion of mental health as a recognised and nonjudgmental type of illness that employers should be privy to, and should acknowledge as a crucial 6. More awareness of a right as an employee in the private sector 7. Businesses that are in the professional field should encourage the continued learning of their staff if it is relevant to the businesses services (i.e. support in continuing masters study of architecture as it is a requirement for being a registered architect, which in turn benefits the company/business and its provision of services). |
| 76 | Sunnybank Hills | QLD | I think that penalty rates should definitely be maintained because so many people rely on them. I would also like to see stronger laws to support union representation in the workplace and more job security. |
| 351 | Sunshine Beach | QLD | In low paid hard working hospitality the penalty rates have to be maintained and more people need to be represented by the union, it was my only protection against unfair work practices and often my only means of checking the rights of apprentices and other staff. |
| 358 | Tallebudgera Valley | QLD | I would like to see improvement in minimum wage, maintaining penalty rates. |
| 400 | Tewantin | QLD | The union has and will always play are large role in supporting its workers. Therefore, as a worker I deserve to have the right to have regular communication with the officers and feel comfortable in sharing thoughts and ideas on improving working conditions. |
| 156 | Tin Can Bay | QLD | Take into consideration 'capacity to pay', it is laughable for the likes of Rio Tinto to cry poor and push for reductions in pay and conditions while recording record profits and executives receiving vile income. |
| 252 | Urangan | QLD | IMPROVE MINIMUM WAGE.....STOP WAGE TAXES ALTOGETHER.....AND INCREASE GST to 20% on EVERYTHING. That way we KNOW what we Get Every time....And if we get the Chance to work longer....we Know what we will get and Benefit by it.....In fact it would abolish overtime rates and all other extra's in which I would be very happy to swap for. |
| 88 | Wakerley | QLD | The productivity commission need to take a big stick to the law makers and the tax department whom continually allow those filthy rich tax dodgers to get away with blatant theft. Time to stand up and do the job you are paid to do. Come on you can do better just like your report card said "Must Try Harder". |
| 348 | Warwick | QLD | Productivity Commission should not any change penalty rate, raise the minimum wage and recommend casual to permanent conversion. Do an investigation in to the different pay levels between the Woolworths Ltd and other large corporations (the large pay differences regional & city employees). More Union rights to investigate any beaches done by employers. |
| 256 | Withcott | QLD | Improve the minimum wage and cut down some of the highly paid fat cat positions as the proportion of what some of them do in comparison does not weigh up with what they're paid, the wage comes along with the position title, this should be reviewed. When the Newman government came into power, we lost many experienced staff as they were offered redundancies, many new staff were employed as they were cheaper to employ. That left people in the middle with experience to have to train these new people slowing down productivity. However fat cats still sat in offices doing what???? People were cut from the wrong areas, but I guess that's the Liberal govt. way. The rich get richer etc. Privatise everything, that's what they want! Then blame it on the next govt.......We need to maintain penalty rates and give people more job security so they can buy a house etc. then we may have people put more into their jobs therefore increasing productivity, if you have happy staff! What a concept! Everyone needs to have the right to be represented by a union as a negotiator in case of unfair workplace incidents, unions are good for the employer as well as they also let the worker know not only of his rights but of the rights of the employer, this can also be a positive outlook. |
| 36 | Wollongabba | QLD | Political moves to privatise services and to undermine public servants have had a corrosive effect on morale. The power of even a large union such as Together to protect public servants was shown to be very limited in the face of the Campbell government's attacks. The Productivity Commission should realise that the best way to get good work from employees is to give them respite from the erosion of their rights and status. If the Commission sets out to reduce those rights, their effects will be socially destructive. |
| 248 | Wolvi | QLD | Maintain penalty rates, improve the minimum wage - do not reduce workplace rights - that is the stupidest idea I have heard in years! |
| 357 | Wyreema | QLD | I think it is vital that penalty rates are maintained as I work at the weekend and miss vital time in not seeing my family. |
| 361 | Yeerongpilly | QLD | The maintenance of penalty rates for those who work antisocial hours is one of the few incentives that people have to engage in such employment. Job security should be maintained for those who become unable to continue with shift work after a long period of doing so. Workers in these situations would benefit from assistance to negotiate such arrangements. |
| 242 | Encounter Bay | SA | I strongly encourage the commission to think hard about removing penalty rates as they are a recognition of the sacrifice people make in order to have a reasonable income (not necessarily a high one!) A spin off could be a loss of productivity rather than a better rate as people decide not to work those shifts which interfere with "normal" life expectations. |
| 49 | Enfield | SA | Penalty rates. Job security and union representation are all important to keep a happy and productive workplace and to keep the economy moving. |
| 38 | Hawthorn | SA | I would like to see unionism enshrined as a human right and the constant bickering back and forth of a unions right to exist being quashed. I would like to see core conditions mandated for periods of a decade and reviewed once a decade to quit the petty childish games and time quibbling over what is appropriate. |
| 315 | Huntfield Heights | SA | Job security is no.1 priority for everyone. This govt should be a lot more concerned about keeping jobs in this country. If not it will be a double hit to the counties economy paying a much larger social security system & a lot less people spending due to being on that system which will heavily impact on other industry employment. e.g. retail, entertainment even grocery stores. There is a real fear we are heading towards being a third world economy. |
| 414 | Macclesfield | SA | Cutting penalty rates will create a scenario that has not been seen since the mid 70's, there will be significant discord within the community bringing a backlash of resentment this present government has never experienced. People need job security and a sense of worth. Reducing workers’ wages and rights in the workplace will send this country backwards and reduce significant productivity that will be felt through all sectors of our community. Politicians take huge pay rises and extend their liberties, they never take a pay cut and loss privileges, why should the workers who keep this country moving. |
| 273 | Modbury Heights | SA | The roles outlined in Workplace Awards could be clearer. The rights and duties should have less variation between Awards, and more common conditions should be moved to the National Employment Scheme (NES). Where there is doubt, Fair Work should be called upon for a formal review and decision. This may be what is "supposed to happen" already, but I can assure you it's not happening. Not at my work, anyway. |
| 209 | Morphett Vale | SA | Listen to workers and their families. They are the ones who suffer the most. |
| 166 | Newton | SA | In order to service, the industry must be regulated. At present, it is a lawless space, with government institutions and agencies dictating everything. They only look after themselves and abuse us as they wish. The interests of the profession are ignored. The industry is full of sham "professionals" with agencies deciding who they hire. They seem to be very happy to hire unaccredited and untrained with no thought as to quality. They seem to consider themselves to be a de facto accrediting body and ignore the existing accreditation system. Anybody can start an agency and there is no control over them. Quality control is completely absent. This seems to keep the government and agencies quite happy - cheap and nasty and no questions asked, but it has made a joke of the profession. It is no longer a way to make a living and when qualifications count for nothing - there is no distinction in pay whether you have UN qualifications - the highest in the world or whether you have absolutely nothing. Such failure to recognise professionalism is insulting and only kills the profession. It cannot lead to good relations. We understand perfectly well that we are being abused. |
| 30 | Oakden | SA | Improving the minimum wage is essential - it should be no less that the cost of living of the average family. Job security is vital - large employers should not have the right to "retrench" workers just because their profits have "decreased to $4 billion for the year"! Such major (usually international) employers should not be allowed to sack workers for profits - that is totally un-Australian! |
| 254 | Parkside | SA | "If it's not broken-don't fix it" Leave penalty rates alone, improve the minimum wage so people can live. They just want to live. We need our Union to be involved. Not every institution, manager, and dare I say politician are honest. Our rights should not be tampered with. They are what any decent civilised nation would have, and I want my descendants to have them as well. |
| 449 | Port Pirie | SA | Job security improved. Employees realising that treating their workers better will lead to improved outcomes. |
| 83 | Sailsbury Park | SA | Awards MUST be maintained and updated, penalty rates MUST be protected and the right to remove your labour to protect rights is a must as is need to keep unfair dismissal laws. |
| 267 | West Richmond | SA | I believe the basic wage is far too low for people to have a reasonable lifestyle and pay their everyday bills - let alone buy a car, home or pay for extras like holidays or private medical cover. Far too many people are in casual or part time jobs that make it extremely difficult to make ends meet, to establish good credit ratings or commit to things like mortgages or repayment commitments. This results in people having to work 2 or 3 part time jobs with the additional travel and complexities that reduces their quality of family life and causes extreme stress and strains. I also believe there is significant intimidation and subtle bullying in many workplaces and when unfair situations arise, people are extremely reluctant to pursue their claims. Expectations and job roles have expanded to the level where many staff are having difficulty coping with their workloads and often feel at crisis point but are unable to question their managers because of the repercussions they believe will occur. Even people who are generally quite self-assured can be too nervous to question conditions because of the ability of management to surreptitiously or even quite openly undermine them and their positions. |
| 324 | Crabtree | TAS | Please maintain penalty rates and let us keep our unions. |
| 107 | Goodwood | TAS | I would like to say keep the penalty rates or like a lot of my chef mates say bugger working weekends why bother for cut rates .It’s just not worth it .It’s a long haul to serve people food while they are out there having fun we could be to there has to be some pay incentive to do the work. |
| 259 | Howrah | TAS | I'll know you're serious when you start talking about cutting the salaries of CEO s' and management. That is where all the money is coming out of business instead of it being fed back in for training, decent wages and research and development. The greed at the top is astounding. When they finish up with it all and have relieved themselves of all that nuisance expensive staff, it will be a good laugh to see what they are able to produce, other than a fringe benefits costing form. |
| 362 | Kingston | TAS | I strongly believe penalty rates should be maintained. The minimum wage should be improved and those on contracts for a set amount of time (say 2 yrs), should be made permanent employees if the position is to exist in the foreseeable future. |
| 312 | Launceston | TAS | Penalty rates should be a right when you have a business seeking to take away the rights of an employee to have time with their family on the two days of the week that the children are at home; or of a night when the children need parental supervision; family time. Wages have to reflect the real costs of living in Australia. Anything less than that means that you are forcing the people to live in poverty. Employees are worth their employ and it should be reflected in their salary. If a person is unable to go to the bank for a home loan because they have no job security then we are doing the Australian Citizen, community/employee a total dis-service; it is a total act of devaluing the Australian society overall. Everyone wants stability and security in their lives; it is essential for maximising outcomes and generating wealth. Unions are not a problem! They can be a problem if you seek to treat your employee's inappropriately and to erode workers’ rights. People have a right to be protected in their work environment when and if you have a rouge manager or business that is trying to treat the employee wrongly and without respect. This whole war on unions is a crock. There is always corruption in business where power can be utilised and they are also able to find people in positions of power to bribe/coerce in order to obtain beneficial outcomes. There has also been some persons in the union structure who historically have found power and influence as a result of these abilities to negotiate with businesses and to wield power too. A properly run business or union is totally acceptable and they should be able to work together in harmony for the benefits of the members of the union, plus for the benefit of the employer. The employer just might choose to engage the union to come in to the workplace and provide advice to an employee on their work performance and attitude when and if necessary, if they are not responding to the management. I have not had a situation where-in this has been necessary. |
| 258 | Pelverata | TAS | Give the lowest paid workers the same percentage pay rises every time the state of federal politicians give themselves one! |
| 311 |  | TAS | I would advocate for the option for 4 day weeks for agencies in the public sector but for those agencies to be open for 6 days a week with no penalty rates-to compensate those on 4 days could be paid for 5 days work. More workers could be employed with less reliance on after hours service for agencies that provide such a service. OECD research indicates significant productivity gains where reduced hours is provided for staff. The US state of Arkansas initiated 4 day weeks for its public sector with success (productivity and employee wellbeing) but reverted to the 5 day week when customers missed accessibility to services through the whole working week. |
| 179 | Primrose Sands | TAS | Please do not take away any more conditions, leave the superannuation percentage rates as they are, penalty rates for overtime should remain the same. People require assurance their jobs are safe. |
| 132 | Trevallyn | TAS | I am personally concerned about the prospect of penalty rates structure changing. On a broader scale, I fear for the staffing of our hospitals. My son does earn some penalty rates but he has only been able to get 10-15 hours a week. What little he earns helps keep some independence and self-esteem. |
| 42 | Warrane | TAS | Maintain penalty rates, job security and wage increases in line with inflation so we can survive. |
| 102 |  | VIC | Big business does not represent Australia. They are a minority. They do not do their best to look after the interests of Australian people or the country. Looking after them and not the people will see money available to Australia decline. It is simple economics. Which as we've seen is well beyond the current government because it doesn't reward their high earning friends enough. |
| 232 | Albert Park | VIC | Wage is not the only issue, the commission should make sure that the employer doesn't divide their workforce so to make it easier for them not to engage in fair negotiation. Management wages and bonuses are way out of kilter with employees’ wages and bonuses. |
| 316 | Ararat | VIC | Maintain penalty rates - people will work harder if they are being looked after financially. Unions are a great tool for negotiating for workers as they know the laws and can help with EBA negotiations. Workplace rights are a cornerstone of Australian society, if we reduce wages for the clock card punchers of this country the gap is going to widen between the rich and the rest of us. |
| 304 | Bairnsdale | VIC | Improvements in the activity and involvement of unions with negotiating pay rates and conditions. A more general acceptance by employers and employees that union involvement is a good and necessary part of securing conditions for workers. |
| 56 | Ballarat | VIC | I see maintaining penalty rates as a key issue for many Australians. Please do not recommend reducing any workplace rights. In my experience Australians have healthy work ethic and Management often exploits this. |
| 59 | Balwyn North | VIC | I have nothing more to add except that if the current Government wants to improve workplace relations then they should negotiate in good faith and not on party ideological lines. |
| 208 | Bayswater North | VIC | I believe weekend penalty rates were introduced to compensate workers for missing out on weekends - days traditionally taken up with family time. I also believe part time and casual rates should be increased because employers are abusing the casual resources available, and holding back many from full time work. |
| 20 | Box Hill North | VIC | Reducing work place rights is not acceptable and we need the unions to create and continue momentum against workplace changes. |
| 170 | Box Hill North | VIC | Penalty rates should stay because these people are working to look after the rest of us and missing out on their family time. I have really seen the casualisation of the education workforce in the VET sector and not only is it difficult for the staff but results in potentially poorer outcomes for the students because of the turnover of staff and the lack of availability of assistance. In particular, the lack of funding for support services such as the Library and counselling and welfare etc has meant that students who need help don't always get it. |
| 291 | Box Hill South | VIC | More job security is important. Also there are a lot of jobs that aren't really jobs that people get wages for. These people should just do it as a hobby and not get paid. If I worked for the productivity commission I believe I could fire a lot of people especially in public service. This is why we have retirement pensions and work for the dole schemes. |
| 63 | Braybrook | VIC | Work together |
| 286 | Brunswick West | VIC | Not that they are relevant to my particular profession, but I think it is vitally important that we maintain penalty rates and improve the minimum wage. Job security is a big issue for teachers who unlike me have not gained ongoing positions and are forced to reapply for jobs every six months or every year and are not paid over the holidays. |
| 192 | Camberwell | VIC | I have never understood why business and Governments don't have their own "Employees Advocate". Why leave to Unions? You don't have to go far up the Union tree to see the same politics of self-interest compromising every decision or thought process. An independent Employees Advocate will keep both side more honest. |
| 338 | Carnegie | VIC | The key change that the Productivity Commission could best make is to recommend that the federal government radically overhaul the taxation system to provide massive incentives for workplace providers who generate employment opportunities. This in turn would kick start slow parts of the economy and generate demand. Taxation burdens on the general population are also largely unbalanced. |
| 148 | Castlemaine | VIC | Definitely maintain penalty rates, improve the minimum wage, provide more support for apprentices, and give people more job security, make union membership and representation easier and cheaper. Please do not further diminish workplace rights. In general. I think people work harder, have better morale, and are more productive if they feel respected and appreciated. Decent wages and conditions help achieve this. |
| 28 | Cheltenham | VIC | I would like to see some independent person present to see that both sides in an EBA have an attitude of cooperation to a suitable outcome not a knock them down fight. |
| 245 | Clifton Springs | VIC | The productivity should not consider reducing any workplace rights, but upholding them. Improving the minimum wage and giving people in my field more job security would make a huge difference. |
| 327 | Coburg | VIC | The minimum wage should be improved. I don't think it's right that people in the same company can have wages so disparate, from $30 000 to 100 000+ to a few million dollars. The lives of people on a low/minimum wage are so different from those on high wages. There is great mental and emotional stress placed on people and their families when they are struggling to pay the rent and food. Many people can no longer afford their own house - by paying rent they will never have an end to it, and will need more when they retire. I know many young families struggling to raise children, with the father working full-time, the mother part-time, and young children in day care when they can be. They still struggle to pay for essentials, as they are on minimum wages. It should not be like that. Penalty rates are important: for workers: to be paid fairly for weekend time, for evening and overnight shifts that disrupt the normal social/family/sleep times; for society to have times when people are able to socialise and celebrate together; and for companies to be able to get workers willing to do these difficult hours. I would like to see transport allowance, or improved public transport so that more work is available (as it isn't now, when one doesn't have the means to get there). |
| 101 | Coburg North | VIC | The key changes that I would like to see in Workplace Relations is the maintaining of penalty rates as I believe it would be a severe injustice to do these hours where you are away from your family for weekends and birthdays or special events and not be paid appropriately for the cost of missing your family life. Job security would also be a priority and union representation a right in any workplace. Reducing workplace rights is a civil injustice and putting our working lives at risk. We are being asked to work for many more years to stop people putting pressure on governments to come up with money for pensions but if our rights at work are demeaned what kind of longevity can be expected? |
| 386 | Coolaroo | VIC | There are many improvements that I would like to see in Australia's workplace relations system. Firstly an increase in the minimum wage. A guaranteed fair minimum wage is a safety net, especially for those persons who may have difficulty in moving into employment in areas that are above minimum wages. There needs to be encouragement to employers to move casual employees to permanent positions and disincentives for employers who maintain a high percentage of casual employees unless they can demonstrate why that is necessary. To be productive workers need the security of secure long-term employment. Unions play a vital place in ensuring and maintaining fair working conditions and the right to be supported by a union, the ease which unions can represent employee’s tighter laws and the ability to actively campaign must be guaranteed to provide security to workers. Finally productivity is not about eroding workers’ rights, conditions and wages in the hope of facilitating huge profits for a small number of individuals. I firmly believe eroding workers’ rights, conditions and wages is counterproductive particularly in the long-term and will only have negative consequences for Australia. |
| 62 | Croydon | VIC | Bring the minimum wage into line with the cost of living. Since 1970 houses have gone up 30 fold, whilst wages have only gone up 15 fold......and THAT IS A FACT! |
| 360 | Croydon | VIC | I would like to see the minimum wage increase, job security increase and union representation easier and cheaper. |
| 128 | Elwood | VIC | Improve minimum wage and maintain penalty rates and maintain and improve unfair dismissal laws. |
| 246 | Elwood | VIC | A move away from applying market principles to education: league tables, NAPLAN, and a general obsession with relatively meaningless data have all been used to erode confidence in teachers. This requires some honestly and moral leadership from above. Increased pay will help: if the pay is poor and the conditions difficult, then the only people who will stick around will be those who simply can't be employed elsewhere. Stronger agreements re. class sizes and funding arrangements needed to halt the attrition rate, especially in younger teachers like myself. |
| 251 | Elwood | VIC | Maintaining penalty rates. Supporting the most disadvantaged by increasing the minimum wage. Giving more people job security. |
| 409 | Epsom | VIC | Improving the minimum wage and maintaining penalty rates, so that I can maintain a life. |
| 221 | Fairfield | VIC | Better protections for minimum wages, maintaining penalty rates and giving people more job security. I've worked casually. The stress of not knowing, from one day to the next, if I would have work tomorrow meant that I moved from a professional career in teaching to a more menial and lowly paid one in admin. |
| 77 | Ferntree Gully | VIC | I feel we need to improve job opportunities, improve job security, regulate employment agencies, raise the minimum wage to reflect the rising cost of living and keep penalty rates as it gives people an option when things get tough for without the option of weekend rates I don't know where I would be. |
| 105 | Footscray | VIC | I would like increases in penalty rates, based upon evidence of health effects of particular hours, and a science rather than economics approach taken to determine where these incentives might be best targeted. Lowered health causes lower productivity. A study aimed at ascertaining when this occurs, and the introduction of penalty rates for those times. Greater incomes lead to less stress and improved consumer spending and productivity that results. |
| 391 | Frankston | VIC | A major change would be to never leave a teacher without a job when they are full time and on-going status. |
| 158 | Frankston North | VIC | Maintaining penalty rates, improving the minimum wage, giving people more job security and make it easier for workers to be represented by a union. The Productivity Commission should be improving workplace rights. |
| 217 | Frankston South | VIC | I would like to see the removal of bonuses for senior managers, because since they have been around, some management no longer listen to their staff. IT has created a real them and us philosophy in the health system and sick leave has skyrocketed. The removal of penalty rates will cause many problems if people are not rewarded for working these antisocial hours. |
| 114 | Gladstone Park | VIC | I would like to retain my penalty rates, my job is very difficult, long hours, harsh condition. |
| 94 | Glen Iris | VIC | Maintaining penalty rates, improving minimum wage, giving women more job security and putting young people and foreigners in touch with their unions. |
| 93 | Gowanbrae | VIC | No VISA 457's allowed - there are over 100,000 already here and they expect this number to rise to the millions! Where do you expect our children to work? Bangalore? The Philippines for $2 a day. Come on people - get a GRIP OF REALITY HERE! |
| 133 | Greensborough | VIC | Maintaining penalty rates for overtime and shifts giving people more security it would also help Australia’s economy. |
| 438 | Grovedale | VIC | More job security is my priority. I believe a person’s health and wellbeing directly relates to their feeling of value by their employers. Employers ability now to change job descriptions and conditions of employment seems unbalanced and too much in the organisations favour. The commission should do nothing to reduce workplace rights. That is not the Australia I know and love. Stress, depression and health issues in the workplace are on the rise. If the commission moves in this direction then I believe it will have drastic consequences on the health and wellbeing of our workforce and consequently, their families. |
| 269 | Heidelberg West | VIC | Australia's workplace relations system needs to retain the minimum wage and existing penalty rates. To abolish either or both is to increase the gap between rich and poor. People need to work for a wage they can actually live on. |
| 244 | Hillside | VIC | All our rights recognised and the bullying/sexual harassment. |
| 140 | Ivanhoe | VIC | I think flatter structures with better wages to compensate for lack of career progression. Generally I think people aren't so worried about getting promoted if they are happy at work. Decent wages and good managers are what most people in my experience want. If they enjoy their work, they'd stay. This results in financial savings because the cost of replacing an employee is something like 2 1/2 times their annual salary. Keeping employees happy is beneficial financially as well as improving productivity. I really feel that there needs to be a realistic minimum wage that people can live within their means comfortably and not struggle. If you have people paid reasonable wages, they spend and support business. Seattle for example has higher wages than the average in the US but their economy is thriving because they have enough to spend and business is doing well. Calling on employees to show wage restraint is counterproductive. When people can afford preventive medicine, when they can afford to update their household appliances reasonably, fill up the car at the bowser and so on you have a healthy economy. Inability to pay for preventive medicine or dentistry in the long term increases dependency on Medicare and/or welfare. That isn't great economic management. How much does a person really need to live on? It should not be structured so that executives get huge bonuses while low or median paid employees don't even keep pace with cost of living rises. That just demonstrates an unhealthy economy in the long term. Taxation and what can be claimed on tax need to be structured to keep lower paid employees able to live well. For example, you now have to spend an amount on health well above what most lower paid workers can afford before you can even claim those expenses on tax. We have a system where the wealthy can claim more than lower paid employees. There is a widening gap as a result, And governments only answer to budget issues is to strip away what PAYE employees can have. As long as employees feel they are treated inequitably, there is no incentive to work hard. You get what you pay for. |
| 35 | Langwarrin | VIC | The Government should maintain penalty rates, improve the minimum wage, legislate to give people more job security. The conditions that Australian workers get may not be sustainable on a global scale, but they don't have to change as long as Governments tax the rich and big business more. |
| 265 | Lara | VIC | Union representation is vital to many people. Companies employ lawyers to prepare their contracts. Ordinary people can't afford this or have the knowledge and experience to do this. The vast majority of workers are less educated and experienced than I am, where do they go for aid. Will a company give me 3 moths off to research and prepare my case for my work conditions and pay. I fear not. |
| 117 | Leopold | VIC | I think wages should be based on the award system, with the old C10, 9, 8 ratings etc. where you get paid for your use of extra skills if you use them enough. People can get screwed on contracts if they don't know what they're worth. How about some more visits on work places to make sure they are keeping them safe, training people etc. |
| 44 | Lovely Banks | VIC | Fair work for fair pay. Simple! Fair conditions! |
| 81 | Lynbrook | VIC | I firmly believe that penalty rates must be retained to ensure that our basic fabric of society in Australia is maintained. I believe that a review of unfair dismissal processes should be undertaken to reduce the time factor between dismissal and hearing (if mediation is unsuccessful). This may require a separation of unfair dismissal applications from general industrial relation applications. Also the cap of 26 weeks compensation should be altered to replicate the redundancy provision of the relevant EBA (as I believe is the case in the UK). Due to the increase in long term continual casual employment becoming common, more needs to be done on the grounds of job security and entitlements for this section of workers. |
| 67 | Maddingley | VIC | Stop bullying workers. Make union membership an opt-out rather than lean on people to not join. Value workers. |
| 68 | Melbourne | VIC | Maintaining penalty rates and improving minimum wage. Job security by having easy access to rule laws and mediation to all workers not just Union members. |
| 309 | Melton West | VIC | Please consider the casual loopholes. Does it seems fair to you that a casual worker works same hours as full time over the period of years and not have any holiday or sick entitlements and employer gives him to pathways to secure full time role how does this loophole is justified?? |
| 226 | Mernda | VIC | As I said before, the FWC needs more power. Everyone says the employer 'has to' negotiate in good faith. Really? Or what? Or NOTHING, that's what. There are no consequences for being unreasonable and greedy. There is systemic bullying in my workplace but who do I report it to? The next bully up the line? The union tells me that it's too hard to prove bullying even though we can all act as witnesses for each other. However, most people are afraid to speak up about bullying because, guess what, they will be BULLIED for claiming to be bullied! We need more protection for the employee...not less. Imagine where I would be if my employer had more power!!! |
| 426 | Moe | VIC | I would like to see penalty rates maintained, an increase in the minimum wage, more job security and union membership made compulsory. The first 3 because better conditions equate with a more productive workforce and better outcomes for clients or customers. I believe union membership should be made compulsory to strengthen the position of workers overall and to encourage workers to take an active role in their workplace. |
| 393 | Montrose | VIC | Getting back to basics, an hr pay for an hr work, that’s a start. Workplace rights need strengthening and there will always be a need for union representation for collective bargaining. Wages must increase in accordance with living cost increases and so must Super. Why is it that Politicians give themselves 15% of Super, while everyone else is locked in at 9.5 % until 2021? |
| 306 | Moonee Ponds | VIC | There used to be strict high quality tests to get a certificate, now there is not. |
| 207 | Mordialloc | VIC | Maintain penalty rates, improve job security, ensure access to unions for all employees, ensure unions are involved in workplace negotiations. The rights that should be reduced are the rights of employers to ignore their staffs' legitimate needs. |
| 399 | Mount Evelyn | VIC | More job security, and definitely a fair minimum wage. Unions still have their place in protecting the rights of the lowest paid, and often weakest in our community. I believe our current rights should be maintained and strengthened by legislation protecting them. |
| 71 | Murrumbeena | VIC | The productivity commission should be looking at taxation reform. This impacts productivity levels. Negative gearing on existing dwellings does nothing for national productivity. It deprives the nation of taxation revenue, forces the price of housing stock up as investors enter the market to obtain a tax deduction for a loss making asset and then capital gains tax has personal tax concessions. Tax reform should encourage new activity. E.g. If negative gearing were only those building new homes, then employment is created in construction. Work for carpenters, builders, plumbers, electricians, tilers, plasterers, landscapers. It would add housing stock and productive capacity. Perhaps taxation concessions for technological innovation and research and development. Investment by government into knowledge building, universities and training. Investment is positive and involves a paradigm shift. Government investment in infrastructure funded through Infrastructure Bonds similar to former Australian Savings Bonds would deal with a lot of issues, including enhanced productivity, safe and secure investments for retirees and relatively stable and secure source of funding for Government projects. Schemes to encourage institutional investors such as managed funds and superannuation to invest into new infrastructure projects and developments rather than a focus on shares, bonds and cash. |
| 74 | Newport | VIC | As a casual worker there are so many key changes that would need to occur, but the vulnerability of being a casual effects what can be accomplished. What can be accomplished as a policy level, union level and as an individual casual worker. |
| 355 | Northcote | VIC | No workplace rights should be reduced at all. Several need strengthening. Several family members work in the hospitality sector, and rely on penalty rates to make ends meet. My own workplace conditions are good, but were hard-won through union action. Definitely those working in casualised areas of the economy need better representation and advocacy for their rights, or Australia's whole economy will suffer as a complete class of underpaid workers with minimal discretionary spending power emerges. |
| 440 | Pakenham | VIC | If the government really wants to have productive staff in their hospitals then they need to have adequate access to childcare at the hospital. Many of the young female staff have babies, then they are faced with the dilemma of how to balance care for their young against needing to work. Those without supportive families are the most effected. However if there was child care on hospital grounds they could come to work, knowing that their child is safe. They can still be a productive member of the workforce. In public health we need adequate resources. Beds that work, equipment that works, being able to find a thermometer when you need one. You have no idea how many hours are lost every day because staff have to go hunting for working equipment so they can adequately do their job. And computer systems that works. Often you have to wait for the system to log on before you can write your notes or a patients file is locked by another user so either you wait until it's unlocked or go looking for a manager to unlock the file. It's really frustrating and time wasting. |
| 223 | Preston | VIC | Pay people their dues and what they are worth - pay cuts means more profit in a business's pocket, not more jobs. If you can't afford to be open at 10pm on a Sunday because you don't want to pay penalty rates for wages then simple, don't open! Therefore it's just pure greed. We all have expenses, if you can't allow for them you shouldn't be in business. Unemployment is out of control. Young people need training initiatives and trades programs and educational courses need huge money investment not cuts. Businesses should be putting up more scholarships and cadet programs, work experience. Freeze management bonuses, even better get rid of some. Cut politician perks and wastage - why do they need free travel for life and huge superannuation plans, cars to shuttle them about. Most are independently wealthy, have businesses or educated qualifications and professions. Put that money to good use and invest right back into educational and job creation schemes. People on the welfare should do volunteer work for their payments i.e. if they are not on disability pensions or have dependants that means they can't do volunteer work 3 days a week fine but there are whole families/suburbs of people that are capable and are not supported nor encouraged. For example growing fruit & veggies to support the community in communal gardens, raising chooks. Learning skills to get more self-sufficient and assist others...doing courses and going back to school. These are worthy and productive enterprises that get people engaged and wanting to better themselves, have more choices and control in their lives. Businesses should pay more tax as many are avoiding paying it and respect a basic workers right to earn a reasonable wage. Look at other countries to see what positive initiatives and projects have been successful in creating productivity and a fair distribution of wealth. Engage in more solar power initiatives and non- polluting energies that all inhabitants will benefit from and save money with. The list goes on ...Australia needs to open its eyes and go forward with a broader mind towards a win-win situation for all, not back to the dark ages and totalitarian industrial relations tragedies of the past. |
| 32 | Seaford | VIC | Job security is incredibly important for younger people now. Without it how can they, for example, take out a home loan? |
| 52 | Seaford | VIC | I think we need a system more like the German system. Germany has the world's fourth largest economy yet with much better protections for workers in its "Constitution for Work". This constitution ensures meaningful consultation with workers and action on that, and the success of the German system and its economy stands in contrast to the American system which we seem to be adopting; that is a failing economy where workers in some of its largest organisations reportedly rely on government funded food stamps to survive, even if the worker is employed full-time. I believe we need a radical change in direction in work place relations in Australia, and that the German model - not the U.S or U.K models - are a better starting place. |
| 303 | Seaford | VIC | Walk in my shoes to see what it is like in the real world before any recommendation are made. |
| 229 | Shelbourne | VIC | I would like to see the Australian Workplace Relations system maintain penalty rates, improve the minimum wage, give people more job security, make it easier for workers to be represented by a union. The Productivity Commission should not be reducing workplace rights and should look in to setting up workers’ rights with regards to surveillance by employers and covert ageism practiced by employers when employees are nearing retirement. |
| 302 | South Yarra | VIC | Maintain Penalty rates!! Even though they don't apply to me. Need less Casual work or more protection for those that work under those conditions. Employees have right o refuse an 'unfair' contract and employers should try to take into account some conditions such as a carer’s role when allocating weekend work- especially for Casuals. |
| 29 | Spring Gully | VIC | The current premise of government is that the way business, big or small, conducts itself is good and fair, and therefore it must be the way of the future. The end game of business is driving for profit. Fairness and goodness aren't always qualities which coexist with profitability and are the qualities which are the first to be thrown onto the bonfire when profitability is in danger. |
| 51 | Springvale South | VIC | Need job security. |
| 180 | St Kilda West | VIC | Economic modelling under the prevailing neocapitalist ideology envisages labour as just another factor of production, disregarding human needs and aspirations In a rationally ordered society, inelastic supply of labour within national or economically harmonised bloc-of-nations borders would be the norm. The natural outcome is for Trades Union to act as monopoly suppliers of labour to industry, commerce and government, establishing a human dimension defining 'what it's all for' in a web of industrial agreements covering job definitions, training standards, pay scales and working conditions. Unions assume their proper role as part of the capitalist system. Instead we have the obscenity of brushfire wars creating pools of displaced people who, together with lower paid workers in more stable foreign countries, can be moved around the world like counters on a board to counteract organised labour's sole bargaining chip. Gough Whitlam's private secretary in his rise to power, Race Mathews, is an exponent of The New Distributism, an economic theory covering the middle ground between capitalism and socialism that ensures that the highest paid in any enterprise earns no more than six times the remuneration of the lowest paid. The theory has been shown to work in cooperative enterprises and mutual life insurance societies across the globe. Read more about Distributism in Race's pamphlet 'Jobs of Our Own: Building a Stakeholder Society' for which he was awarded the Chesterton Society of New York's prestigious 'Outline of Sanity' award. |
| 119 | Sunbury | VIC | Please maintain the rates of pay with inflation don't remove our minimum wage and relevant penalties rates so to make it easier. We cannot compete on the international market as the workplaces in China etc don't meet our requirements. Let's one go backwards, let’s move forward together. |
| 147 | Sunbury | VIC | When people are hard done by, honestly miss treated by an employee or employers as in the case of discrimination those who perpetrate it need to be held accountable not the victim vilified as is current circumstance. It is a premise of this country that we are a fair country. Yet as our industrial relations system degrades and our standard of living erodes that concept of fair is fast disappearing. I understand that we need to be more competitive and that this may mean that our standard of living may lower as a result but please do not make us a country of working poor with zero job security. Do not shunt all of Australia's economic woes on those who can least afford it or those who least deserve it. Please be mindful that when speaking of industrial relations, that when our working conditions are eroded, that so too is our confidence in ourselves as individuals and in the country we live in. The fiscal ramifications of this are hard to define but can undermine an economy as much as any other type of fiscal policy. Further a constantly changing industrial relations system also undermines business confidence. Let’s be smart about what we do when we reform legislation let it represent the people who vote governments in and not the corporations that back those political parties. Respect people’s right to a voice in the work place; be that as a self-representing individual or as someone that has chosen to join a union or other employee body. I have been absolutely vilified when it was made known that I was a member of an employee body. And in spite of my frank comments in this forum I do endeavour to be quite discrete as to my affiliations in the workplace and I do not believe in biting the hand that feeds me. And let’s not develop a knee jerk response that sees each successive government change industrial law irrespective of whether they are Liberal or Labour. This is key to a happy country and electorate it is about how most Australians mange to make a living and it is fundamental to how our parliamentary system is supposed to work but rarely does. With successive revolving door administrations in power it is precisely because of this type of constant review and repeal of legislation that the Australian public view our political system and its Politicians as a joke. And I could see business be it big or small as viewing the situation no differently. |
| 235 | Tarneit | VIC | Make the management responsible up to some extent if the dept fail to produce required result. |
| 137 | Thornbury | VIC | Maintaining penalty rates is a must to keep the country fairer. Squeezing the life out of healthcare and universities is so self-defeating. We need both to maintain and retain a healthy workforce. |
| 331 | Upper Ferntree Gully | VIC | Workers do not have enough rights as it is. Corporations have all the power. To reduce workers’ rights anymore would be a disgrace and would show how out of touch with reality our Countries decision makers really are. |
| 279 | Vermont | VIC | I believe the Higher Education sector is rife with corruption and nepotism, senior management dodge the usual accountabilities of shareholders or taxpayers and stack their boards or councils with 'friends'. There needs to be greater investment to ensuring public funding (Federal or private) into Higher Education is not wasted on executive salaries and bonuses when there has been no improvement in academic working conditions and graduate outcomes. |
| 282 | Vermont South | VIC | The union is not given the opportunity it needs to access staff that are not yet union members. I may only contact those that have taken the initiative to join. Word of mouth appears to be the main means of improving membership. Without the numbers the union lacks the strength to benefit us all. I would be extremely disappointed and angry if the productivity commission reduced any of my existing workplace rights and would definitely protest! |
| 150 | Wantirna South | VIC | I ask the Productivity Commission to put themselves in our shoes and appreciate how the lower income public are already going through. The government has made a commitment to get into power but have not realized what it is to be in our working conditions or suffering in our lives. There are other ways to increase productivity and help better business. Unions are already looking after our affairs and should be given more power to support and assist with dealing with management. Maintaining or improving minimum wages is healthy for the country and businesses as it keeps quality staffing and improved servicing at all levels. It would reduce disinterest and overseas staffing to fill the gap due to quality staff leaving the business. The Productivity Commission has a big job ahead of them and penalizing the working class that keep businesses running is not going to be advantageous in the long run. How would hotels perform at the same skill levels they are at the moment. How would Police feel encouraged to work the undesirable hours needed to be available all the time. How would Hospitals and Paramedics want to risk their own lives and offer proper services for less payment. Compensation for giving up our personal and social lives needs to be rewarded otherwise the experiment suggested by the Liberals will be a total failure which will cost us all dearly in the long run. |
| 97 | Warneet | VIC | Keep penalty rates. Union representation in hospitality. 2 days off in a row. 38 hour weeks. More support for stressful situations/customers. |
| 31 | Warrenheip | VIC | We need to maintain penalty rates, improve and keep the minimum wage, reduce fixed term work, give people more job security, and allow union representation in all workplaces. |
| 374 | Warsonia | VIC | Workers need the protection of union membership to have their voice heard. Penalty rates should be maintained to ensure workers are paid appropriately for work done outside of normal work hours - 9 - 5 weekdays. |
| 281 | Waurn Ponds | VIC | You most definitely should not be reducing any work place rights. If you work for an employer for 12 months you should be made permanent. The ability to have a union, represent groups in the same industry, doing the same work is productive in itself, workers stay on the job and receive the support of skilled negotiators, to represent them, no different than employers do now. Where there is no agreement on perhaps for ideological reasons to not want a union involved and independent, group should be made available to negotiate for the employees, perhaps through the productivity commission. |
| 10 | West Footscray | VIC | Certainly I think maintaining penalty rates and improving the minimum wage are extremely important. Job security is extremely important as the cost of life (eg electricity) balloons out of all proportion. |
| 111 | West Preston | VIC | Maintaining penalty rates, improving the minimum wage, giving people more job security, or to make it easier for them to be represented by a union |
| 123 | Whorouly | VIC | Penalty rates must remain and the Howard government reduced the awards from 40 odd to under ten in 1997 that was too much. My wages fell away after that and the damage has been done since. Increase in suicide and mental health issues and poverty have only just been noticed but in country Victoria, we see the correlation between big issues and attacks on "HIGH WAGES". Get the P Committee to sit in country Victoria in a small town, anywhere. |
| 322 | Williams Landing | VIC | The current system of unions representing workers and being able to meet with management and sort out issues before they grow larger as first option is good. Sometimes the FWC needs to be involved as there seems to be no room to negotiate or give and take. |
| 344 | Wodonga | VIC | Better communication between business and employees more conferences and more give and take. |
| 289 | Woodend | VIC | Making employers feel 'entitled' to treat employees badly (as resources to be used up given the least pay/conditions they can get away with) is bad for productivity and therefore bad for the economy. It also has consequential effects like being bad for people's health (and the federal health budget) or bad for families (and therefore causing more social problems). We need to stop having a singular view of the issue and realise people are whole beings and social issues are interconnected. |
| 350 | Yarraville | VIC | The industry that I know with the least union representation, the music industry, is also the industry with the worst conditions (often underpaid, no security, no super or other long term benefits), and in many ways the entire industry suffers from this by having trouble attracting a skilled workforce. Unions are essential for a stable, functioning society. |
| 283 | Aubin Grove | WA | Definitely keep penalty rates and improving the minimum wage. Job security is a must as it would cause less stress. Some workplace rights are good but others are not. There needs to be fair workplace rights which should be worked out amicably between employee and employer |
| 24 | Baldivis | WA | Better agreements, less stress easy to talk to the management about things, staff being proactive, we need to find way to tackle the aggression with staff everyone is under stress to get a job done when there is too much to do and not enough staff. |
| 82 | Bassendean | WA | At present with a freeze (that has lasted for 18 months or more) we should at least have contracts being offered especially for special needs areas, ICU units, delivery units etc as having staff untrained in these departments is telling on permanent staff and it flows that standards fall. |
| 224 | Bertram | WA | Improve on the job training, provide full-time employment with security. |
| 437 | Bibra Lake | WA | FIX IT. Don't mess with penalties for areas that require shift work. Nurses need to be there 24/7 and need to be paid to sacrifice time at home with their families. |
| 345 | Bulgarra | WA | Penalty rates must be maintained or else we will be like America have a whole community of working poor, also minimum wage must be improved so workers can actually save some money and afford minimum health benefits etc. |
| 240 | Floreat | WA | More consultation and participation needs to occur, as opposed to one group shouting at the other. Politicians have destroyed any goodwill that existed between business groups, unions and employees over the last few years through ideological pursuits. This important issue needs to be wrestled from their scaly hands, and be more inclusive of all workplace participants. We all have to work, why don't we all have equal input. |
| 349 | Forrestfield | WA | I would like to see penalty rates as compulsory. Flat wage rates should be abolished. The minimum wage needs to be raised by at least 20% for any worker to have a dignified existence. If a worker has been working for more than 6 months for an employer, than they should be made permanent. The whole award system needs to overhauled so individual enterprises are not forced into dogfights that lead workers in a race to the bottom. Unions need the freedom to lead industry wide campaigns and the right to strike needs to be completely restored beyond "protected bargaining" periods. The right for a worker to withdraw their labour collectively is a fundamental human right. |
| 257 | Leschenault | WA | Definitely retaining penalty rates especially for older workers, many of who rely on them. If the new start allowance cannot be raised, then raise the cut off threshold. I speak on behalf of many people in my age group who are willing and able to do more, often overlooked or passed over or lack the opportunity. I would like to see more job security and I believe a big part of the insecurity is in these contracts companies are able to negotiate, especially with those who do not have a strong bargaining position to start from - if you think the 'take it or leave it attitude' is not happening with big companies you are sadly and biasedly wrong and need to do some honest hard-hitting research before assuming it doesn't exist. |
| 155 | Maida Vale | WA | Penalty rates must stay, it ensures that the essential work life balance is maintained and that people are renumerated accordingly when they give up their so important private time. Work place contracts with "slavery clauses" must be stopped. If you want to make a huge productivity improvement in most workplaces, get rid of Mein Kampf trained human resources experts, years ago human resources were called “employee services”. Human Resources should be there only to provide service to the work force, not running the company as they seem to think they should. Too often the human resources division overrides the few managers whom try to manage in the best interests of both the company and the employee. The industrial relations environment has changed for the worse, it has gone the way of the current corporate ideals which are profit oriented and reward only the executives and managers. The simple fact is I get paid to do a job, it’s a contract where in exchange for a fair day’s work I get a fair day’s pay. If you don't pay me fair, why shouldn't I have the right to withdraw my labour free from legal repercussions. |
| 37 | Morley | WA | From my experience the removal of penalty rates will harm both employer and employee. Work place harmony will be destroyed as fairness is seen to be taken out of society. Productivity will decline because of lack of incentive by the employees. A reduction in the minimum wage will have a similar effect as well as limiting the spending side of the work force on which so much of Australia's business relies. In particular small businesses. |
| 243 | Nannup | WA | I do not want to see penalty rates lost nor individual contracts to be accepted. These are both unfair changes and would be devastating to some employees and their families. Working shift work is hard enough to have a balanced work/family/social life, if we had to fight for our individual contracts or lost our penalty rates we would lose the ability to balance our responsibilities. Shift work is very hard on families, especially those with young children who thrive on routine. There is no routine with shift work. Young children do not understand that mummy will sometimes be home when they get home from school, sometimes she won’t be and sometimes she will be sleeping. At least penalty rates attempt to compensate for the inability to have routine and regularity with social life. Without my penalty rates, I would give up nursing and take on a Monday to Friday, 9am to 5pm job and enjoy my family, my friends and my health once again. |
| 294 | Perth | WA | None at all, the regulations are excellent, though recently modified in the last few years by the Coalition to open more avenues for small business owners to abuse workers. This vision is flawed because it does not grow people and their experience, even if they don't stay at THAT job. They are not slaves, and as you will and have probably started to see, if you look at the stats and keep your ear to the ground, is that people are coming up with new ways to make money and exchange goods and that will be in direct opposition to corporate business. Flawed because it is not aligned with the actual purpose and intent of the policies agreed thus far. |
| 182 | Rockingham | WA | maintain penalty rates/ increase min wage/ job security/ make it easier to be representing by a union |
| 65 | Samson | WA | Maintain penalty rates or move to an equivalent remuneration. Lift the minimum wage. Make it easier for industrial representation - Union of otherwise. |
| 446 | Scarborough | WA | Don’t change penalty rates for any work done over forty hours simple. |
| 23 | South Perth | WA | I would like to see the penalty rates maintained and the minimum wage to increase in line with inflation - definitely not cut, or we will face the same poverty problems that the US has, with their woeful minimum wages, dependence on tips and lack of any kind of security or protection. Everyone should be able to be represented by a union - at present, the shift is going far too far towards favouring the already-obscenely rich and penalising further those who are just getting by or who are already struggling. |
| 255 | South Perth | WA | I would like some certainty concerning my job security, some financial recognition of the benefits that I bring to the company instead of the token recognition that I receive such as a letter of commendation from the managing director and some financial benefit for working late and changing shifts at short notice. I expected to be flexible in this industry and are however it has significantly impacted my social life as I cannot plan more that a few days ahead. I gained my position because of my knowledge of the industries products. This I gained from my social activities such as attending my wine club functions, wine tastings, wine tours etc. Since I started my employment in the industry I have curtailed virtually all these activities hence my current knowledge is decreasing |
| 450 | Spearwood | WA | The first is being treated like a human being, not just a number. The workplace should be a safe environment where people are treated with respect. Employee rights should be improved especially against dodgy employers who treat their staff badly. In my past employment staff were being told to come to work when they were sick, even though they had a medical certificate or they would not have a job. This is a form of bullying and intimidation. The minimum wage should be increased, it is impossible to live on 16.00 dollars an hour. There should easier access for a union representative to look after people’s rights, because currently there is no help for employers against some companies, who take advantage. Job security is also important and should be improved. |
| 127 | Sunset Beach | WA | Job security is a huge issue. Maintaining pay rises to keep up with the rising cost of living. Ensuring Australians have work before bringing in overseas workers. It's so disheartening to see graduate nurses being pushed back in favour of overseas nurses. Moral is so low amongst young graduates who have left uni or TAFE with big HECs bills, only to find they can't get work, or can't get permanent work. How can they save for a future, buy a house, etc, if they can't get a job? I'm not against overseas workers, but we need to ensure we have employment as well. |
| 375 | Waggrakine | WA | Fundamentally I see that the workplace relations systems should reflect a democratic political system. Central to that are checks and balances between the participants in the system, employers, workers and unions. Employers possess far more positional power than the vast majority of their workers. Maintaining penalty rates, improving the minimum wage, better job security and easy access to union representation, if desired, are all steps in ensuring that the basic Australian value of a "fair go" are enshrined in this important sphere of our lives, work. |
| 90 | Warnbro | WA | Unions have for a very long time managed to negotiate on behalf of a lot of workers. In recent years the ability to represent workers has been undermined by the Liberal Party, their corporate donors and various right wing think tanks. For the purpose of having unfettered power over workers to determine the lowest possible wage payable which results in obscenely high bonuses paid to CEO`s, Senior Executives and other management positions. All companies bidding on construction jobs MUST be a member of the C.C.I. who then act as the BOSSES union. No ticket no start for the bosses, yet workers who are in a union are looked upon with disdain. Curtailing union activities is just another tool used by companies to further their greed. Unions have a place in the I.R. arena and they have proven that negotiations and their outcomes are beneficial to both the company and the workers. Gone are the days of walking off the job because the shop steward has had another run in with an autocratic manager. |
| 118 | Warnbro | WA | Stopping the casualization of jobs. I work full time hours despite being agency yet I am unable to get leave. I earn the same wage as someone who is permanent yet do not receive annual or sick leave. |
| 225 | Waroona | WA | Penalty rates minimum wages should all be maintained and increased to help people might get off the backsides if they get better pay than dole. |
| 6 | Yangebup | WA | Job security and penalty rates are the main issues that need to be retained. |
| 136 | Yangebup | WA | I would like to see penalty rates maintained. They are mostly at a fair level, as is the minimum wage. However, the LNP is philosophically opposed to both notions, and their efforts in this area must be curtailed, or the vast majority of Australian citizens will suffer loss. Rogue unions must likewise be curtailed, because a fair and just system requires a fair and just balance between employers and employees. |