

## Workplace Framework Review

### Employers

The look at minimum wage and penalty rates, the rate of the minimum wage is at a level that can be afforded, by both small and big businesses, but at the moment should not be put up because of unemployment small and medium businesses need to be able to hire worker and pay them. Penalty rate differ from one industry to another and at least under awards need to be even and for small and medium businesses have them on at least time and a half rate. Having one industry on a high penalty rate and another on a low on is just not right, as for larger businesses penalty rate can be higher.

Taxes on income of small and medium businesses could be cut or given deductions to offset investments made or industry tax offsets or deductions or both for industries like manufacturing or farming that can get difficult sometimes.

The unlocking of Labour hire or on hiring contractors to be used by all three sized businesses form small to large while still using awards or agreements to make hiring someone easier also the unemployed that hasn't got many or any training at all that could be used to help the employer, more help for labour hire or group training organisation for mentally or physically disabled also mental health problems. Subsidies for disabled and long term unemployed, to help assist employers to take on the unemployed and tax deductions for small or medium sized businesses labour hire fees.

### Employees

The minimum wage is high at the moment and award wages are too but too help employees and the unemployed and the underemployed the wage does not need to go up for now, but for employees and their families the cost of living goes up, and penalties need to be at a rate that can be paid because workers will want to and need to work longer and on the weekends too and sometimes not voluntary, the job seeker should have a choice to pick from in the case of full time work, part time work or casual work, still keeping the arrangements for

insecure work to full time work. The tax arrangement could help with higher income tax brackets, before having to pay tax; another is to make getting to and from work or training tax deductible like the petrol and the registration as well as job seeking too. Making employee expenses tax deductible that are for work, like personal protective equipment, tools or the cost of the course or training to help get a job.

## Independent contractors

Independent contractors or just contractors are businesses that work alone that are hired by say someone that wants there house painted but they can also work for another business, which is a way getting though employment barriers, but it is unlawful to do so which is why for getting employed or more flexibly like the (IFA's) Individual Flexibility Arrangements put in opt out's in as independent contractors and make misclassification rule voluntary where someone wants to the unemployed or employee and the employer sign an agreement and like IFA's be checked by fair work. If someone wants to work in a factory then let them as one as well, if someone wants train as an apprentice or student worker as one and go to trade school as one then let them. Income taxes for individuals should be cut or given tax offsets for employment/business like for a car to get around in and tools

## Social security/Centrelink

It does not matter the people are or want to work as ether independent contractors or an employee full time, part time or casual worker, with the cost of living going up social security/welfare payments and family assistance to help with power, water, gas, mortgage or rent and the council rates and with trying to get work as an employee more so to start off as an independent contractor as there is petrol and the car registration unless there are lump sum grants to help start up contractor or tax breaks for workers without tools or contractors. The same with small and medium business owner families of shops, farms, driver owner businesses with family, children that need to go to school, need to have food on the table, sometime that can be difficult with low sales and a power bill that needs paying.