

Dear Mel Edwards

I am pleased to submit our thoughts as relayed to the federal government undertaking this inquiry.

I understand the Commission has been asked to review the impact of the workplace relations framework on matters under a number criteria as listed below. In my reply I have provided unbiased comment and/or feedback as relayed to the various headings;

1. Unemployment, underemployment and job creation

- a. We are willing to create many a job but are stifled by so much red tape, compliance factors, accreditations, various govt departments ineptness, apathy or lack of follow up or lack of in-house expertise, the worse being public servants as based in Canberra and then local governments, TAFE colleges skewed towards "too many" socialistic courses vs trades, lack of dynamic people in the colleges/universities/schools talking to industry for industry nights, seminars, presentations, etc. as related to, but limited to:

- i. Fair work act - minefield
- ii. State Regulatory Acts
- iii. Contractor agreements too complex
- iv. Superannuation
- v. Apprenticeships
- vi. SWMS Documentations
- vii. Workers compensation
- viii. Unions EBA's
- ix. Non stop taxes
 1. Gst
 2. Stamp duty
 3. Land tax
 4. Petrol tax
 5. Rates
 6. Etc.
- x. Numerous compulsory allowances
- xi. Taking on shonky/illegal immigrants who price extremely low and then undermine our cost for full paid workers – we loose out
- xii. Local government ordinances
- xiii. Payroll tax
- xiv. Insurance cost through the roof
- xv. Legal compliances
- xvi. Section 457's and overseas workers
- xvii. At council level items such as Environmental "greens" overkill stifling DA's or requests for so many contribution to council before plans are even approved
- xviii. OHS overkill in costs
- xix. Councils smashing the trades as they park in building and construction areas re parking fines – dead money! (that could go to taking on staff)
- xx. Now so many legal issues in taking on work experiences

- xxi. Social benefits and the dole handed out all too easily vs getting such people to truly apply for work
 - xxii. etc. etc. etc.
- 2. Fair and equitable pay and conditions for employees, including the maintenance of a relevant safety net
 - a. A real killer - in as much the rates as set in FW and EBA's are stifling and way over the top
- 3. Small businesses
 - a. Main item can be highlighted by stating the Influence of incidental costs ever so and continually rising!
 - i. Talk to any business owner and they will tell you had to make changes to the structure, deductibles or other components to offset the rising costs
 - ii. Employees usually then suffer as annual revenues to profits are getting less likely to
 - iii. Managers have adjusted components to offset cost as more prominent in smaller firms.
- 4. Productivity, competitiveness and business investment
 - a. We face a constant problem of having payments made for work done.
 - b. This maybe related to our size but as we have to our own built up funds we can cover our debts as we have access to money to at least equal of the projected revenue vs expenses
 - c. We also have powerful planning vs economic conditions but know we deal with many small business who do not even have a business plan, some say they do not know how to do these!
 - d. We thus ensuring we have enough capital to cater to contribution of purchases during projects
- 5. The ability of business and the labour market to respond appropriately to changing economic conditions patterns of engagement in the labour market
 - a. Belief that overall Australians are not good at this
 - b. To alter, should stem back to high school – whereby include in the studies such fundamental and basic education in business, credit, loans, super, retirement wealth buildings and how to manage your money!
- 6. The ability for employers to flexibly manage and engage with their employees
 - a. Overall a sore area with may a small business we deal with – than that poses issues as;
 - b. We in turn have made focus in this aspect as being prominent as coupled with short, medium and long term plans this then:
 - i. will enable stability to build a solid structure that will see the Group clearly incorporated as a powerful force to take on the challenges of the year
 - ii. while never losing sight of the fundamental cultural characteristics and essence of the entity
 - iii. that now marks the start of a additional new era for the Organisation in which promoting and building the Group with a high degree of confidence and passion
 - c. that this sets the platforms
 - i. For the team to pursue the key strategies and addresses the risks
 - ii. believed builds a solid trust factor

- iii. will develop further the team
- iv. build upon trust factor with existing and/or potential new business clients, suppliers and other key stakeholders all alike,
- v. no doubt will note these characteristics as encompassed.
- vi. will then see Group not only retain current business, but grow their customer portfolios in sustained profitable manner.
- d. The fact that the Group was able to maintain its composure during massive challenges as came into play is a clear indication of the underlying solid foundation and long standing essence that is existent at Group.
- e. The consolidation and support that will be required for the Group will by-no-means be a small feat, but rather as the plan begins to roll out (firmly believe) the entire team will experience a sense of true purpose that will prove to be uniting, inspirational and generate a determination to succeed.
- f. This will provide the organisation an exceptional platform to grow further in 2015 and will prove to be strong basis to take the company to even greater heights in years after that!

Kind Regards,

John Kiprowski J.P.

Group General Manager - Versatile Group