



**Australian Government**  
**Prime Minister's Community Business Partnership**

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Mr Peter Harris AO  
Chairman  
Productivity Commission  
Presiding Commissioner  
Workplace Relations Framework  
GPO Box 1428  
CANBERRA ACT 2601

[workplace.relations@pc.gov.au](mailto:workplace.relations@pc.gov.au)

Dear Mr Harris

I am writing on behalf of the Prime Minister's Community Business Partnership (the Partnership) to make a submission to the Workplace Relations Framework Inquiry (the Inquiry).

The Partnership has been appointed to advise the Australian Government about practical strategies to foster a culture of philanthropic giving, volunteering and investment. Information about the Partnership including its membership and terms of reference is at <http://www.communitybusinesspartnership.gov.au>.

The Partnership is exploring mechanisms to increase levels of giving in Australia, including by making planned giving simpler and more accessible for employers and employees.

Over the past few months, we have canvassed the views of a broad range of stakeholders and experts and workplace giving has emerged as an issue that is of particular interest.

A number of stakeholders have suggested changes to the workplace relations framework, including the *Fair Work Act 2009*, to provide employers and employees with flexibility to make decisions that relate to their workplace giving programmes. The proposed amendments would give businesses the choice to implement opt-out giving programmes for existing employees. I understand that Philanthropy Australia's submission to the Inquiry (supported by Charities Aid Foundation Australia and the Australian Charities Fund) of 13 March 2015 set out these issues and the changes that are being proposed by the sector in detail.

We have discussed this proposal with a number of representative groups including the Australian Council of Trade Unions. The Department of Employment encouraged us to bring this matter to your attention in the context of this Inquiry.

I would be happy to meet with you to discuss this submission further. Please don't hesitate to contact me on (07) 3646 7422.

I would encourage the Productivity Commission to consider the impact of the workplace relations framework on the ability for employers to flexibly engage with their employees in regards to workplace giving. We would be particularly interested in hearing about any other proposals that have been raised with the Productivity Commission to grow workplace giving in Australia, ahead of the Partnership making formal recommendations to the Government later this year.

Sincerely

Mr Peter Treseder AM  
Chief convenor  
Prime Minister's Community Business Partnership

16 September 2015