



# OXFORD

## COLD STORAGE



Our Ref: GF:pfs

7 April 2017

The Administrative Officer  
Education and Employment Committee  
Department of the Senate

Email: [eec.sen@aph.gov.au](mailto:eec.sen@aph.gov.au)

Dear Sir

### **Re: Inquiry into Avoidance of the Fair Work Act – Adverse Comment**

Thank you for your email to us dated 3/4/2017 to which we make the following responses:

1. Workers on our site are demonstrably the highest paid [in terms of hourly rates] in the Victorian Cold Storage industry. All workers doing the same work receive the same pay rates, whether they are direct employees or labour hire employees.  
Only trainee workers receive lower pay rates during the time when they are being trained.
2. It is a source of pride to us that we have many long-term workers. Attached is a list of over 100 persons who have completed over 10 years of service. Some have worked with us for over 20 years, and others up to 42 years.
3. Our turnover rate of workers is less than 2% per annum.
4. The reason why we have retained so many long-term workers is because of the respect, fairness and loyalty we have for them – of course, loyalty is always a two-way street.
5. We have always complied with the law including the Fair Work Act.
6. Finally, we regret the language and apparent bias of the forum but we do give thanks for the opportunity to respond.

Yours truly

**GABOR P. FLEISZIG**  
Director

*Enc.*

*GF OXF ltr email Edu & Employ Comm 7-4-2017*