

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Agency - Fair Work Building and Construction

Department of Employment Question No. EMSQ16-000109

Senator Cameron asked on 12 February 2016 on proof Hansard page 10.

Question

FWBC - Bullying and harassment report

Senator CAMERON: Has that review been finalised?

Mr Hadgkiss: The review has been finalised, yes.

Senator CAMERON: Can you table a copy of that review?

Mr Hadgkiss: I will take that on notice.

Senator CAMERON: When you answered Senator Wong, you indicated it was an action plan. Has there been an action plan developed—or has there been any plan developed?

Mr Hadgkiss: If I said it was an action plan, an implementation plan, a corporate plan or whatever, I apologise. I know that it is definitely called an implementation plan. It is reviewed every month by the executive. Progress is reported against that plan, and we publish the results.

Senator CAMERON: The reason I am asking is I want to be clear that you are dealing with the issues that we are asking you about. I do not want a situation—like I have had in the past—where we do not know the exact name of some plan and you could say, 'We don't have that plan.' So you have an implementation plan, and I am asking that you table that implementation plan and provide copies.

Mr Hadgkiss: I have already said I will take that on notice.

Senator REYNOLDS: To speed up the process, perhaps if we get a thesaurus out and work out every single possible definition of an action implementation plan—a corporate plan by which we can implement action—that might facilitate the process by getting the definitions correct.

CHAIR: Thank you for your assistance, Senator Reynolds!

Senator CAMERON: I have a correction: it was actually Senator Abetz who answered that question—on your advice, I assume. Senator Abetz answered the question from Senator Wong, and I assume Senator Abetz asked for advice from your agency before he answered that.

Mr Hadgkiss: If it is in action plan, an implementation plan—

CHAIR: Maybe when you take it on notice you can clarify the title.

Answer

There is one plan, a bullying and harassment action plan (**Attachment A**).

The terms action and implementation had initially been used interchangeably by the agency during the development of the plan.