



Friday, February 3, 2017

**Stephen Palethorpe
Secretary,
Standing Committee on Education and Employment
PO Box 6100,
Parliament House,
CANBERRA. 2600.**

Dear Stephen,

We thank the Committee for the opportunity to respond to the adverse comment received in the submission from Unions Ballarat into the Inquiry into Corporate Avoidance of the Fair Work Act.

In the submission from Unions Ballarat they state, "Maxitrans in Ballarat is using Chinese and Pilipino welders when there are trained welders out of work and no welding apprentice programs within Maxitrans. Ballarat Group Training and Fed Uni also run excellent course for welding. It is obvious that labour marketing testing is not being carried out to determine skills shortages and that 457 and other Visa holders are being used for purposes other than filling shortage gaps in the workforce."

The information provided by Unions Ballarat is inaccurate, uninformed and simply wrong.

MaxiTRANS has a long and proud history in the Ballarat community for training apprentices. Currently MaxiTRANS has:

- 20 full time group training apprentices in welding and spray painting;
- Providing on-the-job Certificate III training (beyond the normal apprentices)
 - Cert III Engineering and Fabrication (welding) - 30 employees
 - Cert III Surface Preparation and Coating Application (spray painting) – 14 employees;
- 12 employees undertaking Certificate IV in Leadership and Management; and
- 5 trainees – business and warehousing

MaxiTRANS has also enjoyed long and productive relationships with both Ballarat Group Training and Federation University and more recently with Gimbal Training and the Graduate Business School.

Ballarat Group Training (BGT) is our Ballarat partner for apprenticeship training both full time and 'on the job' qualifications. Under the Group Training Scheme BGT employs the apprentices and trainees and places them in local Ballarat businesses. BGT has 30 years' experience with mentoring and supporting apprentices and has representatives in our business on a daily basis to ensure success of their programs. They work with our 'on the job' apprentices to school and assessing capabilities to ensure they meet all commitments connected to the Certificate III - Engineering and Fabrication.

Federation University Australia (FedUni) is one of the nation's leading regional universities. With a reputation for relevance and excellence, FedUni has a strong tradition of education and training delivery spanning more than 145 years. They were the nation's first regional, multi-sector university and are the third oldest site of higher learning in Australia.

MaxiTRANS has had a long association with FedUni and are now entering into a new partnership with FedUni to introduce a Certificate II – Engineering and Fabrication to encourage welders to join our casual team on a limited tenure basis to give us an opportunity to upskill our casuals within the Ballarat area.

Gimbal Training is a Geelong based organization that is deploying our 'on the job' Certificate III – Surface Preparation and Coating Application. Gimbal Training offers nationally recognized courses and qualifications with recognition of prior learning, apprenticeship training and face-to-face pathways to ensure success. This is a new partnership for us as this is the closest local provider for this training.

Graduate Business School is a registered training organisation that we have worked with for many years. They specialize in designing and conducting learning in the work environment. All workshop sessions are designed on relevant MaxiTRANS business objectives but are linked to a formal qualification that is transferrable. They are currently coordinating the Certificate IV in Leadership and Management.

The final comment we would like to offer in response to Unions Ballarat submission is that we have not recruited anyone from overseas on 457 visas for over ten years (prior to the Fair Work Act) and currently do not have anyone working with us on a 457 visa. When we did have employees working with us on 457 visas we were subjected to monitoring by the Department of Immigration on a regular basis and on each occasion were found to be complying with our obligations.

Yours sincerely,

Ian Else
Group Human Resources Manager