

22 November 2021

Mr Tas Larnach
Acting Committee Secretary
Senate Select Committee on Job Security
Department of the Senate

Via email:

Dear Committee Secretary Larnach,

**Your reference: Senate Select Committee on Job Security
 Questions on Notice
 Public Hearing – 4 November 2021
 Assetlink Services**

Thank you for the opportunity to provide insight from our business perspective as to the issue of job security for vulnerable workers in Australia.

As evidenced from our responses on Thursday 4 November 2021, Assetlink is acutely aware there needs to be a level of protection afforded to those frontline team members who fall under the category of vulnerable workers and strive as a business to ensure we provide that protection.

As our business has grown and evolved, our priority is ensuring we have systems and processes in place to support that commitment to our frontline team.

You have requested we provide Assetlink's view on the concept of Economic Employer.

Whilst we do not hold a strong view with regards to the concept of Economic Employer, we do feel very strongly about CAF accreditation and accountability being a cornerstone of our operational practices.

When we tender for a contract, the pricing we submit strictly adheres with the relevant Awards or Agreements.

Assetlink firmly believes that any tender process for cleaning contract should only be open to suppliers who have obtained CAF pre-qualification. This would ensure accountability for service providers and certainty and security for employees. The long-term impact of this approach would be to elevate the standards within the industry and ensure the longevity and survival of the reputable suppliers within the industry at a time where the impact of COVID-19 and the subsequent labour shortages, border closures and reduction of client sites and hours are having an impact on business and frontline team members.

I have attached for your reference, the Assetlink Sub-Contractor Audit processes that are practiced by the business. I respectfully request these documents, which detail our internal business practices be treated as confidential and are not published in any manner or shared outside of the immediate Senate Select Committee members.

Further, our internal process is formally reviewed annually by an external, independent audit ensuring robustness and transparency.

I am also pleased to confirm that sub-contractors undertake less than 10% of the total contracted hours of work performed by directly employed Assetlink team members and only in circumstances such as the example provided at the hearing on 4 November 2021, e.g. in relation to a national account in a remote location or for an inconsistent and/or limited time period which our business model cannot accommodate.

I trust the information above addresses sufficiently any outstanding questions arising from the evidence provided in person on 4 November 2021.

I would again like to thank you for the opportunity to take part in this very important hearing into job security and look forward to adopting any measures suggested by the Senate Select Committee that provide a positive outcome to our frontline team.

Yours sincerely,

Allison Freeman
National Human Resources Manager
Assetlink