



THE SENATE
SENATE FINANCE AND PUBLIC ADMINISTRATION
REFERENCES COMMITTEE

Gender segregation in the workplace
Public Hearing – Wednesday 26 April 2017
Questions Taken on Notice – ANMF

1. HANSARD, Pages 56-57

Senator HANSON-YOUNG: Ms Butler, were you going to add something?

Ms Butler: I was just going to add to Sue's comment, talking about wage disparity, that it is compounded by, for want of a better expression, disparity of entitlements with regard to the aged-care sector, because, as Sue was explaining, with the way that the bargaining system has worked and what it has provided, it basically has not provided things like proper education, career pathways, opportunities for career progression, recognition and opportunities for things that are more than just money in your pocket. So recruiting, attracting and retaining is just going to get harder and harder in the aged-care sector when those things are not being improved.

Senator LINES: Ms Bellino, you touched on the Fair Work Commission. What needs to improve in order to make it an area that your union could use to significantly improve wage outcomes?

Ms Bellino: Thank you for that. I have to say that our senior industrial officer was not able to be here today.

Senator LINES: You might want to take it on notice.

Ms Bellino: I would like to, because I note that we referred to it, but if you want specifics I would be happy to provide that.

Senator LINES: Yes. Can you set out how, in an ideal world, this would enable us to do whatever.

Ms Bellino: Yes.

...

Senator LINES: If that is more of an industrial question, I am happy for you to take that on notice.

Ms Butler: Regarding giving you an industrial answer: we can give you political answers, but if you are after an industrial answer, some of the things politically—again, I keep harking to getting back to recognition. An example would be to let nurse practitioners have full access to the MBS. Let that happen. That would allow them to set up with the proper recognition and acknowledgement that they would get from the community and the potential to grow a business in the same way that doctors do. But that is not allowed. That is a really good example of something really simple and practical—well, not simple politically—that could be done to achieve it. Regarding what we can do industrially, we will take that question on notice and get back to you.

The ANMF supports the submission of the ACTU with respect to proposed changes to the Fair Work Commission and a range of measures to promote pay equity at page 12 of their submission. We support, as outlined in this submission, a fairer modern award safety net, review of the equal remuneration provisions (13), and providing public funding to support improvements in wages and conditions for workers in low-paid feminised industries (page 15).