



# JAE MY HOLDINGS PTY. LTD.

FACILITIES MANAGEMENT GROUP

ABN. 43 111 406 958

8 WHARF ROAD  
MELROSE PARK NSW 2114  
PHONE : (02) 9804 6500  
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12 September 2018

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

Dear Stephen

**RE: RESPONSE TO QUESTIONS ON NOTICE  
JAE MY HOLDINGS PTY LTD**

We refer to the Committee Hearing on 4 September 2018 in relation to the exploitation of cleaners working in retail chains of which we were asked to provide evidence on as head contractors to Woolworths Limited.

Further to that hearing we provide our responses to the question taken on notice. Our response relates to what our organisation pays its subcontractors and workers for the provision of cleaning services for Woolworth's sites.

We have internal processes to ensure that the prices we quote to Woolworths enable the cleaning services to be provided sustainably and in accordance with the laws and regulations. We also have internal processes to ensure that employees and subcontractors are paid at or above the award wage for each site in which we are contracted to provide cleaning services.

To demonstrate this we have provided an example of a current site we provide services to Woolworths. The current site is to provide store cleaning services to Woolworths Hobart City (Campbell Street) in Tasmania. The contract requires us to provide 20 hours per week of cleaning at the store which is cleaned every day prior to store trading.

In relation to this store:

1. We engage a subcontractor to provide the cleaning services for that store. That subcontractor is responsible for employing the cleaning workers.
2. We employ a full time manager to oversee the site and that person is paid an annual salary of \$96,460 plus superannuation. The manager oversees a number of sites within a geographical area.
3. The subcontractor is paid a weekly fee of \$804.30 for the service performed at Hobart City. We believe the weekly payment is sufficient for that subcontractor to provide wages and benefits (e.g. annual leave, superannuation) which is at least the award wage. We undertake periodic checks of that subcontractor's compliance by collecting and inspecting pay records. An example of this is attached which shows the pay slips of the cleaning employees at Woolworths Hobart City for the week ended 2 September 2018.



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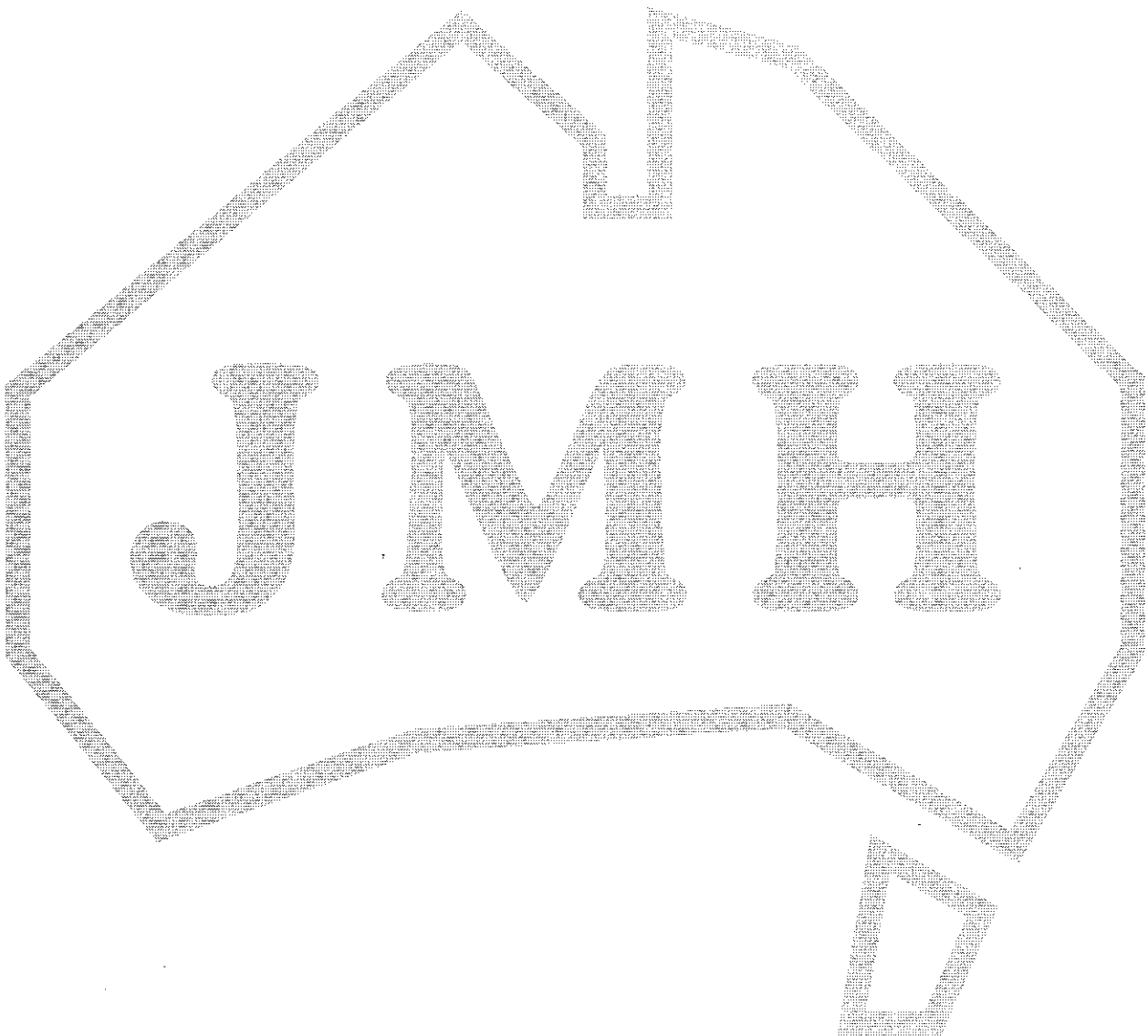
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Should you have any queries please contact our General Manager Mike Johnston or me.

Regards

Susan Lee  
Director – Jae My Holdings Pty Ltd

Encl.



# PAY SLIP

HJKIM PTY LTD  
ACN 609 133 244

<b>Working period:</b>	<b>27/08/2018 To 2/09/2018</b>		
<b>Name of Employee:</b>			
<b>Pay Frequency:</b>	<b>Weekly</b>		
<b>Payment Date:</b>	<b>3/09/18</b>		
<b>Employment Classification:</b>	<b>Part Time</b>		
<b>Basic Hourly Rate:</b>	<b>\$23.24</b>		
<b>Job Classification:</b>	<b>Cleaning 1</b>		
			<b>This Pay</b>
<b>Description</b>	<b>Hours</b>	<b>Rate</b>	<b>Amount</b>
<b>Ordinary Hours</b>	<b>0</b>	<b>\$23.24</b>	<b>\$0.00</b>
<b>Saturday Hours</b>	<b>0</b>	<b>\$33.35</b>	<b>\$0.00</b>
<b>Sunday Hours</b>	<b>2.5</b>	<b>\$43.45</b>	<b>\$108.63</b>
<b>Public Holiday</b>	<b>0</b>	<b>\$53.56</b>	<b>\$0.00</b>
<b>Early Morning/Late afternoon</b>	<b>0</b>	<b>\$26.27</b>	<b>\$0.00</b>
<b>Overtime on weekday/Sat 1st 2h</b>	<b>0</b>	<b>\$30.32</b>	<b>\$0.00</b>
<b>Overtime on weekday/Sat after 2h</b>	<b>0</b>	<b>\$40.42</b>	<b>\$0.00</b>
<b>Overtime on Sunday</b>	<b>0</b>	<b>\$40.42</b>	<b>\$0.00</b>
<b>Overtime on Holiday</b>	<b>0</b>	<b>\$50.53</b>	<b>\$0.00</b>
<b>Gross wage</b>			<b>\$108.63</b>
<b>PAYG withholding Tax</b>			
<b>Net pay</b>			<b>\$108.63</b>
<b>Superannuation Guarantee</b>			<b>\$10.32</b>

# PAY SLIP

**HJKIM PTY LTD**  
**ACN 609 133 244**

<b>Working period:</b>	<b>27/08/2018 To 2/09/2018</b>		
<b>Name of Employee:</b>			
<b>Pay Frequency:</b>	<b>Weekly</b>		
<b>Payment Date:</b>	<b>3/09/18</b>		
<b>Employment Classification:</b>	<b>Part Time</b>		
<b>Basic Hourly Rate:</b>	<b>\$23.24</b>		
<b>Job Classification:</b>	<b>Cleaning 1</b>		
			<b>This Pay</b>
<b>Description</b>	<b>Hours</b>	<b>Rate</b>	<b>Amount</b>
Ordinary Hours	0	\$23.24	\$0.00
Saturday Hours	2.5	\$33.35	\$83.38
Sunday Hours	0	\$43.45	\$0.00
Public Holiday	0	\$53.56	\$0.00
Early Morning/Late afternoon	15	\$26.27	\$394.05
Overtime on weekday/Sat 1st 2h	0	\$30.32	\$0.00
Overtime on weekday/Sat after 2h	0	\$40.42	\$0.00
Overtime on Sunday	0	\$40.42	\$0.00
Overtime on Holiday	0	\$50.53	\$0.00
<b>Gross wage</b>			<b>\$477.43</b>
<b>PAYG withholding Tax</b>			<b>\$29.00</b>
<b>Net pay</b>			<b>\$448.43</b>
<b>Superannuation Guarantee</b>			<b>\$45.36</b>