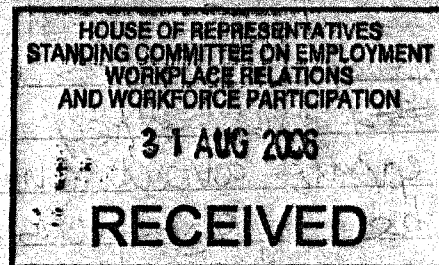


Committee Secretariat  
Standing Committee on Employment  
Workplace Relations and Workforce Participation  
House of Representatives  
PO Box 6021  
Parliament House  
Canberra  
ACT 2600



27/09/06

Dear Sir/Madam,

I want to make a submission to the Committee's report into the workplace challenges in the Australian tourism sector.

The first issue that I want to bring up is the availability of broadband/mobile phones services. If you want people to come to places to work, they need a few things to make easier to make that decision. Particular for places which are remote. An example of this kulgera, which is not far from the Northern Territory-South Australian Border, not having CDMA mobile phone service. The people live and work there having to ask people to sign a petition to get that service put in. There are public phones available but, sometimes you want a privacy. I highly recommend that the committee visit the area.

The second issue that I want to bring up is wages rates. To attract a workplace the pay rates have to be up to a certain level. The starting wages of entry level ~~employed~~ employees

should be 10% above minimum wages and every one else adjusted to that. That should be used as a starting point. Eventually wages rates need to rise 1% per year for 5 years, so they can attract people who are looking for a higher income. I believe minimum wages are still too low, they need to <sup>be</sup> ~~at~~ <sup>at least</sup> \$15 per hour in US dollars. So that level people can have a living wage.

The third issue that I want to bring up is the problem that has been around before. Back before ~~the~~ the Sydney Olympic in 2000 there was media reports about the lack of Australian trained cooks. The ~~DE~~ spokesperson from William Angliss Institute was saying back in 1999 there was not enough done back then. Which gives the impression that we have not learned as a society to prepare properly for these things. There should be a ~~40~~ 40 year plan established so these does not happen again. That plan should be reviewed every 5 years to see if it is on track, any adjustments can occur.

The fourth issue that I want to bring up is bringing back as many Australians who have worked in the tourism sector. There would have to ~~be~~ an advertising campaign to entice them back. If that does not achieve the desired effect of bringing people back. Then there needs to be more research on why they are not returning. Maybe its got to do with wages, conditions, etc.

The fifth issue that I want to bring up is delaying people from going overseas. This issue also interconnects with the previous issue about bringing people back. There has to be more effect in trying to keep people in the country. Maybe the problem with wages, it could also be a case where to raise taxes to make it difficult for people to leave.

The sixth issue that I want to bring up is the populations should be encouraged to participate in tourism employment. A number of things also need

to be done to facilitate this, their health managed better. The health differences between white Australia and Black Australia needs to be narrowed. You cannot work if you are not healthy. There also has to be emphasis on the amount of alcohol and other substance abuse that takes place. Such substances include petrol, sniffing and various drugs. There also has to be physical infrastructure such as houses, schools of all levels, hospitals, health clinics, pharmacies, a transport service of some kind.

The employers also have to be respectful of cultural traditions. There has to be flexibility in the workplace. There is no one size fits all. There also needs people with the skills to pass on to indigenous communities.

The seventh issue that I want to bring up is encouraging people who live in remote parts to stay in these areas. If the jobs are seasonal there needs to be other employment during the ~~offences~~ off season. Also during the off season employers should try to train-up employees to their skill level if possible.

The eighth issue that I want to bring up is, the ~~the~~ tourism sector has to expand the concept of environmentally sustainable across the board. From the remotest part of the country to the big cities. Things that must be looked at, include energy use, transport use, and building and ~~material~~ material design. Some sectors of the tourism industry depend on the environment for their income. For example The Great Barrier Reef. By including environmentally sustainable that would create work for people who want to look after the environment.

The ninth issue that I want to bring up is to have group of people. Who are fully funded who go around Australia to more people involved up the tourism industry. Another function of the <sup>government</sup> ~~the~~ <sup>is</sup> ~~is~~ to

... to see what stops people from joining the industry the industry. Would they require schools, childcare, health services, roads, public transport services. Would the be job opportunities for their spouses who are not part of the tourism sector. If the towns they move to do they have the capacity to handle mass amounts of new comers. For example do they have enough houses is there enough water supply is it a cheap place to live.

The tenth issue that I want to bring up is to publish more widely the requirements for each job. Each job would have the skills required and the amount of experience required.

The eleventh issue that I want to bring up is apprentices must be a legal requirements. The business have to put more money into training more people on the job. Especially in cooking establishments.

The twelfth issue that I want to bring up is occupational health and safety (OHS). To encourage safer workplaces

Yours sincerely

Nick Pastalatzis

N Pastalatzis