

Appendix 1

Submissions and Additional Information

Submissions

Number	Submitter
1	Mr Christopher Oates
2	Mr Anthony Nelson
3	Ms Cassandra Walker
4	Mr Andrew Parr
5	Mr Christopher Castelino
6	Bharathi Mohan
7	Ms Cheryl Faulkner
8	Ms Cara Wright
9	Mr Anthony Godfrey
10	Mr David Bray
11	Mr Damian Holloway
12	Mr Frank Hunyadi
13	Mr Bruce McAndie
14	Mr Clinton Rakich
15	Mr Ian Bradbury
16	Ms Gillian Wall
17	Mr Graeme Tunks
18	Ms Cheryl Martin
19	Mr Brad Wood
20	Mr Alexander Goldie
21	Mr David Oehlers
22	Mr Derek Heathfield
23	Ms Heather Bonnes
24	Ms Julie Schwarzer
25	Mr Andrew Skipper
26	Mr Peter Neville
27	Mrs Kim Antonio
28	Mr Gerard Flannigan
29	Ms Annamarie Guzzardi
30	Ms Ann Carroll
31	Ms Helen Banks
32	Confidential
33	Confidential
34	Ms Alyson Williams
35	Mr Bradley West
36	Mr Bernie Maloney
37	Ms Katherine Morrison
38	Mr Clive Fox

39	Mr Glenn Lyons
40	Mr Alan McNeill
41	Mr Darren Muir
42	Lee Davy
43	Ms Katherine Grebneff
44	Mr Grant Lewis
45	Mr Jay Doyle
46	Mr Les Devers
47	Ms Amy Groth
48	Meri Penglis
49	Ms Linda Schutt
50	Ms Kristi Farrell
51	Ms Kathy Devaney
52	Mr Craig Lynch
53	Ms Kristy Campbell
54	Ms Lisa Irving
55	Ms Glenis Hunter
56	Jamie Saltmarsh
57	Confidential
58	Ms Christine Gorrie
59	Mr Jeffrey Barson
60	Mr Peter Zardo
61	Mr Martin Kropf
62	Mr Jason Lam
63	Ms Karen Nava
64	Mr Greg Campbell
65	Nejat Haydardedeoglu
66	Ms Anne Robinson
67	Ms Rachel Barker
68	Mr Peter Irvin
69	Ms Pamela Mackie-Schneider
70	Ms Julianne Danson
71	Mr John Vuceric
72	Ms Zoe Heinrichs
73	Mr Michael Neville
74	Ms Clare Miller
75	Mr John Kennett
76	Mr Mark Longmuir
77	Ms Skye Garrett
78	Ms Sharon Roddis
79	Ms Sue Mala
80	Ms Jenny Koenig
81	Kim Bartle
82	Ms Rae Askew
83	Kim Mottley
84	Mr Julian Cook
85	Ms Ruth Jones
86	Mrs Susanne Smith

87	Ms Andrew Russell
88	Mr Mike Crowther
89	Mr Matthew Wilkinson
90	Mr Chris Michael
91	Ms Linda Spruce
92	Ms Shirley Lyon
93	Mr Mitchell Hall
94	Ms Natalie Moss
95	Ms Yvette Clancy
96	Mr Rod Covell
97	Mr Tony Maxwell
98	Ms Sue Sherritt
99	Mr Peter Taylor
100	Ms Jackie McGee
101	Mr Stuart Schodde Jr
102	Ms Lea Foley
103	Mr Lawrence Smith
104	Ms Marissa Pascual
105	Mr Chris Reynolds
106	Ms Alana Green
107	Ms Rosie Meng
108	Mr Scott Nitschke
109	Ms Deborah Downey
110	Ms Kathleen Lane
111	Mr Paul Betts
112	Ms Susan Baker
113	Ms Su Brown
114	Ms Susan Hall
115	Ms Carol Collins
116	Mr Terry O'Brien
117	Mr Glenn Donnelly
118	Mr Neil Whitehead
119	Mr Richard Cullen
120	Mr Tim Connors
121	Mr Daniel Walker
122	Mr Robert Bushby
123	Mr Troy Bishop
124	Ms Linda Mortimer
125	Ms Karen White
126	Ms Miranda Ball
127	Ms Johanna Mestanza
128	Mr Brian Mckerrow
129	Mr Terence Turner
130	Mr Roger Mouser
131	Mr Robert Gomez
132	Ms Suzanne Hope
133	Ms Anna Klovdahl
134	Ms Sue Sketch

135	Ms Susan Farley
136	Mr Rick Nevill
137	Mr Richard Urbach
138	Ms Chrissy Boadle
139	Ms Tracey Orchard
140	Ms Tanya Ellsworth
141	Ms Shirley Cavey
142	Mr Christopher Currie
143	Ms Catherine Doherty
144	Ms Marina Roseby
145	Mr David McKenzie
146	Ms Sue Gurnett
147	Ms Kerryn Molloy
148	Mr Joe Kosic
149	Mr Steven Singleton
150	Mr Peter Strous
151	Mr Derek Weber
152	Ms Christine Constantinou
153	Mr Gregory Kelly
154	Ms Christina Holt
155	Gill Munn
156	Mr Julian Sault
157	Ms Cheryl Lynch
158	Elio Minato
159	Ms Kylie Lowrey
160	Mr Ross Cameron
161	Mr Jean Lemessenger
162	Ms Aisha Olesinski
163	Mr Rory Heddles
164	Ms Kate Iskandar
165	Ngaire Evans
166	Ms Rachel Jackson
167	Confidential
168	Ms Cherie Chapman
169	Mr John Chirgwin
170	Ms Michelle Bullock
171	Daryl Hagg
172	M Y Rashid
173	Ms Jennifer Peacock
174	Ms Mardi Derrett
175	Ms Rosanna Giustra
176	Mr Peter Byrne
177	Mr Howard Bevan
178	Louie Bogdanovski
179	Ms Heather Gent
180	Ms Ellen Nielsen
181	Mr James Johnson
182	Anish Singh

183	Mr David Nash
184	Ms Jenny Sturrock
185	Ms Jeannie Jeffrey
186	Ms Samantha O'Hanlon
187	Mr Stuart Cook
188	Ms Kim Cook
189	Pradip Gautam
190	Ms Mary-Jane Farrer
191	Mr Bill Kitson
192	Mr Esmond Smith
193	Dr Sue Williamson and Professor Michael O'Donnell
194	CPSU Department of Employment Section Council
195	Australian Council of Trade Unions
196	CPSU (PSU Group)
197	Ms Amy Phillips
198	CPSU Department of Immigration and Border Protection
199	CPSU Department of Social Services Section Council
200	CPSU Department of Human Services Bargaining Team
201	CPSU Australian Bureau of Statistics Interviewers Bargaining Team
202	Australian Public Service Commissioner
203	CPSU IP Australia Bargaining Team
204	CPSU Department of Infrastructure and Regional Development Bargaining Team
205	Professionals Australia
206	CPSU Department of Agriculture Section Council
207	Professor Andrew Podger
208	Institute of Public Affairs
209	CPSU Australian Public Service Commission
210	CPSU Administrative Appeals Tribunal Bargaining Team
211	CPSU Bureau of Meteorology Bargaining Team
212	CPSU Commonwealth Director of Public Prosecutions Bargaining Team
213	Civil Air Operations Officers Association of Australia
214	Mr Bill Kitson
215	Mr David Plorer
216	Mr Paul Tierney
217	Ros Johnston
218	Ms Silvana Hristoski
219	Ms Leyla Biondini
220	Ms Glenys Doll
221	Mr Chris Berg
222	Ms Rebecca Coles
223	Ms Rita David
224	Ms Kerrie Norris
225	Ms Julie Croft
226	Mr Peter Smith
227	Ms Gwen Mcevoy
228	Mr John Mauger
229	Mr Glen Hepburn

230	Ms Jodie Wilson
231	Mr Chris Mitchell
232	Ms Glenys Mackay
233	Mr Martin Leggett
234	Mr Graham Nitschke
235	Confidential
236	Ms Christine Thomas
237	Mr Tony Bovo
238	Mr Brad Stubbs
239	Kerry Bullard
240	Ms Katie Ceramidas
241	Roula Karzis-Wyatt
242	Mr Dean Turner
243	Mr David Barker
244	CPSU Federal Court Bargaining Team
245	CPSU Department of Prime Minister and Cabinet Bargaining Team
246	CPSU ABC Bargaining Team
247	CPSU Australian Competition and Consumer Commission Bargaining Team
248	CPSU CSIRO Bargaining Team
249	CPSU Department of Parliamentary Services Bargaining Team
250	Confidential
251	Mr Samuel Collins
252	Ms Dianne McKenzie
253	Mr Don Hodgkinson
254	Ms Rebecca Dean
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299	CPSU Defence Bargaining Team
300	Confidential
301	Confidential
302	Confidential
303	Confidential
304	Confidential
305	Confidential
306	Ms Belinda Rocka
307	Mr Warren Duff
308	Mr Tim Birch
309	Ms Kathy Binns
310	Mr Alan Posselt
311	Ms Annie Walters
312	Mr Michael Barr
313	Ms Monica Long
314	Name Withheld
315	Mr David Porter
316	Mr Ian Ashted
317	Mr Lachlan Mullins
318	Ms Beth Rogers
319	Name Withheld
320	Ms Nancy White
321	Ms Mala Krishnamoorthy
322	Mr Alan Young
323	Confidential
324	Confidential

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337 Confidential
338 Confidential
339 Confidential
340 Mr Bert Wauchope
341 Ms Wanita Pilcher
342 Confidential
343 Ms Susan Brennan
344 Ms Georgina Haney
345 Mr Kenneth Finch
346 Ms Karina McKinnell
347 Ms Kartika Hardjosantoso
348 Ms Rose Rowland
349 Ms Vanessa Sacco
350 Ms Kassandra O'Hare
351 Mr Cameron Henderson
352 Mr Ty Newton
353 Mr Matthew Ryan
354 Mr Lindsay Gordon
355 Mr Stephen Ewart
356 Ms Dianne Jones
357 Mr Robin Hicks
358 Ms Mona Au
359 Ms Karen Mennell
360 Mr Garry O'Sullivan
361 Mr Ryan Vanderwert
362 Ms Kylie Hemphill
363 Ms Danielle Atkinson
364 Ms Athena Sikiotis
365 Mr Steve Spokes
366 Mr Kenneth Jessen
367 Mr Travis Cooper
368 Dr Andrew Charles
369 Mr Anthony Zappia
370 Ms Natalie Kalow
371 Ms Eva Poon
372 Ms Kim Ross

373 Ms Jackie Northey
374 Ms Karen Nichols
375 Ms Vicki Falconer
376 Ms Kathy Stannard
377 Ms Abby Shore
378 Ms Clara Witheridge
379 Mr Chris Boulton
380 Confidential
381 Ms Sally Toussaint
382 Ms Katerina Check
383 Mr Michael Tham
384 Ms Davina Brooks
385 Australian Federal Police Association
386 Mr Peter Manning
387 Mr John Turnbull
388 Mr Dimitri Markotsis
389 Mr Greg Bridger
390 Ms Julianne Stewart
391 Confidential
392 Ms Helen Exten
393 Confidential
394 Mr Sanjay Bhosale
395 Ms Denise Wilson
396 Ms Lynn Faranda
397 Mr Brett Catton
398 Mr Tony Bolduan
399 Ms Julie Green
400 Mr Sean Fitzgerald
401 Mr Mark Lynch
402 Mr Robert Nichols
403 Ms Andrea Marklew
404 Mr Paul Room
405 Ms Christine Russell
406 Ms Diane Lochran
407 Confidential
408 Confidential
409 Mr Bob Lovett
410 Ms Jennifer Pearce
411 Kyri Diacolabrianos
412 Mrs Lou Morrison
413 Jan Jackowiak
414 Mr Doug Overton
415 Mr Antonio Cerra
416 Ms Christine Adams
417 Ms Katie George
418 Ms Anne Sattler
419 Mr Vincent Tyrrell
420 Mr Brett Walker-Roberts

421	Ms Robyn Gordon			
422	Ms Erica Evans			
423	Mr Mike Collins			
424	Confidential			
425	Ms Alannah Flood			
426	Mr Kez Majkut			
427	Ms Hayley Allison			
428	Lindsay Fairhead			
429	Ms Mauria Cover-Sutherland			
430	Ms Karlene Shirley			
431	Ms Fiona Duffy			
432	Mr Glen Elliot			
433	Mr Stephen Stefanac			
434	Ms Teresa Rogers			
435	Ms Jo Overell			
436	Ms Edwina Ferguson			
437	Ms Claire Mehtonen			
438	Mr Jeremy Sibbald			
439	Ms Melissa Starling			
440	Mr Greg Miller			
441	Ms Vivienne Wheaton			
442	Ms Deborah Bourke			
443	Mr Luis Vazquez-Recio			
444	Ms Rebecca Hunter			
445	Ms Kelly Fenner			
446	Mr Andrew Jones			
447	Mr Michael Pearson			
448	Ms Brooke Elliott			
449	Ms Marisa Hewitt			
450	CPSU Australian Criminal Intelligence Commission Bargaining Team			
451	Ms Rae Riley			
452	Ms Rosie Tropea			
453	Ms Karen Seah			
454	Ms Lesley Keating			
455	Ms Susanne Gard			
456	Ms Joanne Kerr			
457	Ms Elizabeth Hulm			
458	CPSU Aboriginal Hostels Limited Bargaining Team			
459	Mr Guye Allan			
460	Mr Mark Gillespie			
461	Mr Danie Burke			
462	CPSU Department of Education and Training Bargaining Team			
463	Mr David Jansen			
464	Ms Rebecca Kabelka			
465	Ms Deborah Barratt-Woodbridge			
466	Dr Tanya McIntyre			
467	Ms Vivienne Simon			

468	Mitzi Abiera
469	Ms Jenny Neale
470	Ms Kylee McKinlay
471	Ms Meg Field
472	Ms Barb Baker
473	Mr Adam Griffiths
474	Ms Fiona DiGiacomo
475	Mr Luke Hourihane
476	Ms Emily Frain
477	Ms Ali Woodward
478	Mr Marty Dibden
479	Ms Johanna Toneman
480	Ms Bev Zecchini
481	Mr Lance O'Neill
482	Ms Lyn Young
483	Ms Tracy Thomassen
484	Mr Paul Klopf
485	Mr Joseph Fallon
486	Ms Melinda Crumblin
487	Mr Evan Walton
488	Mr Kieran Eadie
489	Miss Jules Picard
490	Ms Jessica Quist
491	Ms Eliana Cantrileo
492	Mr Leandros Prountzos
493	Ms Susan Vardy
494	Ms Edwina Blenkinsop
495	Ms Louise Mackintosh
496	Ms Beth Hancock
497	Mr Peter Davies
498	Ms Julie Harvey
499	Ms Natalie Ramsay
500	Mr Evan Matthews
501	Mr Douglas Smith
502	Ms Renee Goodly
503	Mr Gus Matute
504	Mr Kyle McLean
505	Lee Chiv
506	Mr Wayne Ames
507	Ms Suzanne Shanley
508	Ms Moira Lawrie-Martyn
509	Ms Heidi Vellacott
510	Mr Paul Aalto
511	Mr Tim Binns
512	Ms Bronwyn Glenn
513	Ms Zoe Oram
514	Ms Karen Hong
515	Mr Paul Bockman

516	Ms Sharon Reid
517	Mr Peter Gillett
518	Ms Isabel Gonzalez
519	Mr Haris Grigoriadis
520	Mr Steve Moutafis
521	Ms Clare Mullen
522	Mr Steven McGibbony
523	Mr Adrian Dawson
524	Kerry Suwald
525	Mr Larry Martin
526	Ms Elizabeth Crowe
527	Ms Alexis Dubaj
528	Mr Timothy Liersch
529	Mr Rodney Jones
530	Ms Ursula Linhoff
531	Ms Ann Eades
532	Mr Darren Cameron
533	Mr Noel Johnstone
534	Lurley Brodie
535	Mr Christopher Cole
536	Mr James Bradley
537	Mr Evan Tsogas
538	Mr Nicholas Pain
539	Ms Kaylene Moodie
540	Ms Gilian Stenhouse
541	Mr Damian Mosele
542	Ms Cheryl Huntriss
543	Ms Kerry Forrest
544	Mr Mark Bowling
545	Ms Bonnie Harris
546	Mr Alan DeAudney
547	Ms Siu Campbell-Lamont
548	Ms Sue Scott
549	Sivan Krishnaswami
550	Ms D-Ann Johnson
551	Ms Tanya Sargeant
552	Ms Meg Edwards
553	Mr Robert Wilson
554	Ms Annabelle Ford
555	Ms Martine Masse
556	Annick Beyderwellen
557	Mr Ralph Pachulicz
558	Ms Leanne Gilmour
559	Mr Brett Odlum
560	Ms Anne-Marie Moore
561	Ms Carmen Boutcher
562	Mr Richard Lourensz
563	Ms Kelly Borradale

564	Mr Anthony Pollard
565	Mr Colin Jennings
566	Sonnie Bruce
567	Mr Ed Coogan
568	Mr Robert Tennyson
569	Ms Vicky Fry
570	Mr Steve Cocker
571	Ms Anne Rowlands
572	Mr Paul Morgan
573	Confidential
574	Confidential
575	Jeshurun Kulasingham
576	Ananda Fraser
577	Mr Jonathan Sacha Fielden
578	Ms Sonia Morgan
579	Kerin Vaughan
580	Delcie Rimes
581	Me Melanie Cleary
582	Val Liddell
583	Mr John Fraser
584	Ram Krishna
585	Ms Norma Jackson
586	Ms Karen Faulks
587	Mr David Lynch
588	Ms Rosemary Baker
589	Ms Anna Masi
590	Confidential
591	Ms Cristina Duran
592	Ms Cara-Lyn Caudle
593	Ms Vanessa Yule
594	Ms Mary Conway
595	Mr Glen Tanner
596	Mr Tom Stojanovski
597	Mr Mark Dawson
598	Mr Ray Whitehead
599	Mr Peter Esse
600	Mr Glen Hyde
601	Mr Terry McKay
602	Mr Jason Gade
603	Ms Lisa Millard
604	Ms Wendy Clayfield
605	Ms Tammie Barolo
606	Mr Nick Elder
607	Mr Robert Allum
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629	Confidential
630	Confidential
631	Mr Steve Fuller
632	Confidential
633	Confidential
634	Ms Roslyn Starr
635	Iluca Silvestri
636	Department of Parliamentary Services
637	Mr Dylan O'Callaghan

Additional information

- 1 Additional information provided by Professor Michael O'Donnell at a public hearing in Canberra, 11 November 2016.
- 2 Additional information provided by Mr Esmond Smith, 14 November 2016.
- 3 Clarification of evidence provided by Mr Erik Rasmussen, CPSU Tax Section Secretary, 21 November 2016.
- 4 Clarification of evidence provided by Ms Jacqui Curtis, Chief Operating Officer, Australian Taxation Office, 22 November 2016.
- 5 Additional information provided by Mr Barry Jackson, Deputy Secretary, Department of Human Services, 21 November 2016.
- 6 Additional information provided by Mr Murali Venugopal, 22 November 2016.

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- 7 Additional information provided by Ms Lisa Newman, Deputy National President, CPSU, 28 November 2016.
 - 8 Additional information provided by Mr Rupert Evans, Deputy National President, CPSU, 29 November 2016.

Answers to questions taken on notice

Public hearing in Canberra, 11 November 2016 and Townsville, 15 November 2016

- 1 Answers to questions taken on notice by Dr Sue Williamson, Senior Lecturer, Human Resource Management, UNSW Canberra.
- 2 Answers to questions taken on notice by the Australian Public Service Commission.
- 3 Answers to questions taken on notice by Community and Public Sector Union representatives.
- 4 Answers to questions taken on notice by Mr Esmond Smith, Employee Bargaining Representative for Australian Competition and Consumer Commission (ACCC) staff at both the ACCC and the Australian Energy Regulator.

Written question on notice provided by Senator McKenzie, 15 November 2016

- 1 Answer to written question on notice by the Department of Human Services.
- 2 Answer to written question on notice by the Department of Immigration and Border Protection.
- 3 Answer to written question on notice by the Australian Taxation Office.
- 4 Answer to written question on notice by the Department of Employment.
- 5 Answer to written question on notice by the Australian Public Service Commissioner.

Tabled documents

Public hearing in Canberra, 11 November 2016

- 1 Document tabled by Professor Andrew Podger.
- 2 Document tabled by Mr Esmond Smith.

