APPENDIX 2

Public Hearings

Melbourne, Monday 18 May 2015

Committee Members in attendance: Senators Lines, McKenzie, O'Neill, Rice

Witnesses
CAMPBELL, Mr Michael, Deputy Fair Work Ombudsman, Operations, Fair Work Ombudsman
DUNN, Mr Ian, Head of Trade Relations, Woolworths Limited
HUANG, Ms Sherry, Previous Worker and Current Union Organiser, National Union of Workers
JAMES, Ms Natalie, Fair Work Ombudsman, Fair Work Ombudsman
MARDIROSSIAN, Ms Armineh, Group Manager, Corporate Responsibility, Community and Sustainability, Woolworths Limited
O'SHEA, Mr Tom, Executive Director, Policy, Media and Communications, Fair Work Ombudsman
ROBERTSON, Mr George, Union Organiser, National Union of Workers YAO, Ms Lin Pei (Winnie), Worker, National Union of Workers

Brisbane, 12 June 2015

Committee Members in attendance: Senators Lines, McKenzie, O'Neill

Witnesses
BRUNJES, Mr Frederick, Shed Secretary, Australasian Meat Industry Employees Union
EARLE, Mr Warren, Branch Organiser, Australasian Meat Industry Employees Union
FAIRWEATHER, Mr David, Tastensee Farms
JOURNEAUX, Mr Matthew, Assistant Branch Secretary, Australasian Meat Industry Employees Union
McLAUCHLAN, Mr Ian, Branch Organiser, Australasian Meat Industry Employees Union
McLENNAN, Ms Ros, Assistant General Secretary, Queensland Council of Unions
MOGG, Ms Donna, Commercial Services Manager, Growcom
MONAGHAN, Mr Ron, General Secretary, Queensland Council of Unions
MORTON, Mrs Jane, Isolated Children's Parents' Association
WELLS, Mrs Laura, Tastensee Farms

**Melbourne, 19 June 2015**

**Committee Members in attendance:** Senators Lines, McKenzie, Peris, Rice, Sinodinos

**Witnesses**

ALFERAZ, Mrs Dely, Registered Nurse, Australian Nursing and Midwifery Federation

BLAKE, Mr Nicholas, Senior Industrial Officer, Australian Nursing and Midwifery Federation

BOYD, Mr Matthew Gregory, Branch Organiser, Electrical Trades Union

BUTLER, Ms Annie, Assistant National Secretary, Australian Nursing and Midwifery Federation

CONWAY, Mrs Ann, People and Performance Manager, Hazeldene's Chicken Farm

FERRERAS, Mr Reni, Registered Nurse, Australian Nursing and Midwifery Federation

Grima, Mrs Pauline, Industrial Relations Specialist, Hazeldene's Chicken Farm

KERR, Ms Deborah, General Manager, Policy, Australian Pork Limited

KERSHAW, Ms Ruth, Research Consultant, Victorian Branch, Electrical Trades Union

Mares, Mr Peter, Private capacity

Scott, Mr Ian, Senior Lawyer, Job Watch

**Sydney, 26 June 2015**

**Committee Members in attendance:** Senators Lines, McKenzie, O'Neill, Peris, Rhiannon

**Witnesses**

BRITNELL, Mrs Roma, Chair, Markets Trade and Value Chain Policy Advisory Group, Australian Dairy Farmers Ltd.

CHANG, Miss Chiung-Yun, Private capacity

COURTNEY, Mr Grant, Branch Secretary, Newcastle and Northern NSW Branch, Australasian Meat Industry Employees Union

CURTAIN, Mr Dave, Organiser, Construction, Forestry, Mining and Energy Union

DE CASTRO, Mr Edwin, Member, Construction, Forestry, Mining and Energy Union

GAETA, Mr Guy, Private capacity
GEARY, Mr Luke, Managing Partner, Salvos Legal, The Salvation Army
KEARNEY, Ms Gerardine, President, Australian Council of Trade Unions
KWAN, Miss Chi Ying, Private capacity
LOEVE, Mr Benjamin, Private capacity
McKINNON, Ms Sarah, Manager Workplace Relations and Legal Affairs, National Farmers' Federation
MOORE, Ms Heather, Advocacy Coordinator, The Freedom Partnership to End Modern Slavery, The Salvation Army
ROACH, Mr Justin, Private capacity
SHIPSTONE, Mr Tim, Industrial Officer, Australian Council of Trade Unions
TAM, Mr Hoi Ian, International Liaison Officer, Newcastle and Northern NSW Branch, Australasian Meat Industry Employees Union
WONG, Mr Chun Yat, Private capacity

Perth, 10 July 2015

Committee Members in attendance: Senators Johnston, Lines, Rice

Witnesses
HEFFERNAN, Mrs Felicity, Humanitarian Lawyer, Australian Catholic Religious Against Trafficking in Humans
KEATING, Mr Dean, Vice President, Cairde Sinn Fein Australia
ROBINSON, Mr Paul, Branch Secretary, Australian Rail, Tram and Bus Industry Union of Employees, West Australian Branch
SMITH, Ms Jessica Caroline, Senior Solicitor, Employment Law Centre of Western Australia (Inc)
VANKESEL, Sister Lucy Susan, Coordinator, Australian Catholic Religious Against Trafficking in Humans
WHITTLE, Mr Owen, Assistant Secretary, UnionsWA

Adelaide, 14 July 2015

Committee Members in attendance: Senators Lines, McKenzie, O'Neill, Rice, Sinodinos

Witnesses
ANDERSON, Miss Sharra, Branch Secretary, AMIEU South and Western Australia Branch
BON, Ms Vicki, Government and Industry Relations Manager, Coles
CAMPBELL, Mr Michael, Deputy Fair Work Ombudsman, Operations, Fair Work Ombudsman
CURRIE, Ms Andrea, Policy and Brand Standards Manager, Coles HOWE, Dr Joanna, Private capacity
JAMES, Ms Natalie, Fair Work Ombudsman, Fair Work Ombudsman
MITCHEL, Mr Greg, Member, AMIEU South and Western Australia Branch
O'SHEA, Mr Tom, Executive Director, Policy, Media and Communications, Fair Work Ombudsman
SMEDLEY, Mr Brian, Chief Executive, South Australian Wine Industry Association

Canberra, 17 July 2015

Committee Members in attendance: Senators Lines, McKenzie, Rice

Witnesses
BERG, Dr Laurie, Member, Human Rights Council of Australia
CHAN, Ms Angela, National President, Migration Institute of Australia
CHOWDHURY, Mrs Rita, Vice-Chair, Migration Law Committee, Law Council of Australia
DUNN, Mr Matthew, Director, Policy, Law Council of Australia
FURNELL, Ms Peta, Acting Deputy Secretary, Department of Education and Training
INNES, Ms Helen, Acting Group Manager, Economic Strategy Group, Department of Employment
LAMBERT, Ms Jenny, Director, Employment, Education and Training, Australian Chamber of Commerce and Industry
MURRAY, Mr Bernard, Owner, Murray Free Range
MURRAY, Mrs Kerry, Owner, Murray Free Range
NAYLOR, Mr Andrew, Chairperson, Human Rights Council of Australia
NOCKELS, Mr David, Commander, Immigration and Customs Enforcement Branch, Investigations Division, Border Operations Group, Australian Border Force
PARCELL, Mr Wayne, Director, Migration Institute of Australia
PARKER, Ms Sandra, Acting Secretary, Department of Employment
SHERRELL, Mr Henry, Policy Analyst, Migration Council of Australia
WALLACE, Mrs Elizabeth Mary, Human Resources, Compliance and Feed Purchasing, Windridge Farms
WILDEN, Mr David, Acting Deputy Secretary, Department of Immigration and Border Protection
WILSHIRE, Ms Carla, Chief Executive Officer, Migration Council of Australia
Melbourne, 24 September 2015

Committee Members in attendance: Senators Lines, McKenzie, O'Neill, Peris, Rice

Witnesses

ALAWALA, Mr Pranay Krishna, Private capacity
CAMPBELL, Mr Michael, Deputy Fair Work Ombudsman, Fair Work Ombudsman
DALBO, Ms Natalie, General Manager Operations, 7-Eleven Stores Pty Ltd
DWYER, Mr Gerard, National Secretary and Treasurer, Shop, Distributive and Allied Employees Association
FRASER, Mr Michael, Private capacity
HARDY, Dr Tess, Private capacity
JAMES, Ms Natalie, Fair Work Ombudsman, Fair Work Ombudsman
O'SHEA, Mr Tom, Executive Director, Policy, Media and Communications, Fair Work Ombudsman
PATIL, Mr Rahul, Private capacity
SANGAREDDYPETA, Mr Nikhil Kumar, Private Capacity
THAM, Associate Professor Joo-Cheong, Private capacity
ULLAT THODI, Mr Mohamed Rashid, Private capacity
WASEEM, Mr Ussama, Private capacity
WEBSTER, Ms Janine, Chief Counsel, Fair Work Ombudsman
WILMOT, Mr Warren, Chief Executive Officer, 7-Eleven Stores Pty Ltd
WITHERS, Mr Russell, Chairman, 7-Eleven Stores Pty Ltd

Melbourne, 20 November 2015

Committee Members in attendance: Senators Lines, McKenzie, O'Neill, Rice

Witnesses

COUSINS, Dr David Charles, Panel Member, Independent Franchisee Review and Staff Claims
Panel
DE BRITT, Mr Kym Anthony, General Manager, Franchise Council of Australia
HENNESSY, Ms Siobhan Armagh, Partner, Deloitte
McKENNA, Miss Emmaline Rose, Private capacity
O'DONNEL, Mr Sean, Director and Franchising Legal Professional, Franchise Council of Australia
ONLEY, Mr Grant Charles, Human Resources Manager, Baiada Poultry Pty Ltd
PAUL, Mr Michael, Chairman and Franchisor, Franchise Council of Australia
WILSON-BROWN, Mrs Traci Michele, Office Manager, Willing Workers on Organic Farms Pty Ltd

Canberra, 5 February 2016

Committee Members in attendance: Senators Lines, McKenzie, O'Neill, Peris, Rice

Witnesses
BAILY, Mr Robert Francis, Chief Executive Officer, 7-Eleven Stores Pty Ltd
CAMPBELL, Mr Michael, Deputy Fair Work Ombudsman, Operations, Fair Work Ombudsman
COUSINS, Professor David, Fels Wage Fairness Panel
FELS, Professor Allan, Chair, Fels Wage Fairness Panel
HENNESSY, Ms Siobhan, Fels Wage Fairness Panel
JAMES, Ms Natalie, Fair Work Ombudsman, Fair Work Ombudsman
MAHAR, Mr Tony, Deputy Chief Executive Officer, National Farmers' Federation
O'SHEA, Mr Tom, Executive Director, Policy, Media and Communications, Fair Work Ombudsman
SMITH, Mr Michael John, Chairman, 7-Eleven Australia PL
WEBSTER, Ms Janine, Chief Counsel, Fair Work Ombudsman
WITHERS, Mr Russell George, Shareholder, 7-Eleven Stores Pty Ltd