

APPENDIX 1

Submissions and additional information received by the Committee

Submissions

- 1 Mr Derek Walter
- 2 Mr Peter Mares
- 3 Associate Professor Joo-Cheong Tham
- 4 Engineers Australia
- 5 Dr Joanna Howe and Associate Professor Alexander Reilly
- 6 Isolated Children's Parents' Association of Australia
- 7 National Tertiary Education Union
- 8 Australian Dairy Industry Council
- 9 Australian Pork
- 10 The Australian Chamber of Commerce and Industry
- 11 Dr Stephen Clibborn
- 12 Electrical Trades Union of Australia
- 13 South Australian Wine Industry Association
- 14 National Farmers' Federation
- 15 Australian Federation of Air Pilots
- 16 The Salvation Army
- 17 Australian Institute of Marine and Power Engineers
- 18 Australian Maritime Officers Union
- 19 United Voice
- 20 Australian Higher Education Industrial Association
- 21 Fragomen
- 22 Maritime Union of Australia
- 23 Dr Chris Wright and Dr Andreea Constantin
- 24 Ernst and Young
- 25 Eventus Immigration
- 26 Business Council of Australia

- 27 Migration Council Australia
- 28 Ausfilm
- 29 Justice and International Mission Unit, Synod of Victoria and Tasmania,
Uniting Church in Australia
- 30 Consult Australia
- 31 Australian Labour Party, Castlemaine Branch
- 32 Construction, Forestry, Mining and Energy Union - National Branch
- 33 AI Group
- 34 Australian Mines and Metal Association
- 35 Unions NSW
- 36 JobWatch Inc
- 37 Australian Nursing and Midwifery Federation
- 38 Confidential
- 39 Department of Business, Northern Territory Government
- 40 Migration Institute of Australia
- 41 Australian Government joint submission
- 42 Ms Elsa Underhill PhD
- 43 Human Rights Council of Australia
- 44 The Australian Workers Union
- 45 Ms Lisa Chesters MP
- 46 Mr Joji Abraham
- 47 UnionsWA
- 48 ACTU
- 49 Law Council of Australia
- 50 Screen Producers Australia
- 51 Bowen Gumlu Growers
- 52 Australasian Meat Industry Employees' Union - Queensland Branch
- 53 Growcom
- 54 Confidential
- 55 Murray Free Range
- 56 Windridge Farms
- 57 Baiada
- 58 Shop, Distributive & Allied Employees' Association

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- 59 Mr Mohammed Rashid Ullat Thodi and Mr Pranay Alawala
60 Mr Michael Fraser
61 Mr Stewart Levitt, Levitt Robinson Solicitors
62 Dr Tess Hardy
63 Franchise Council of Australia
64 United WHY

Additional information

- 1 Letter provided by Woolworths Limited following Melbourne public hearing 18 May 2015
- 2 Howe, 2013, 'Is the net cast too wide? An assessment of whether the regulatory design of the 457 visa meets Australia's skill needs', Federal Law Review
- 3 Howe, 2014, 'Does Australia need an expert commission to assist with managing its labour migration program?', Australian Journal of Labour Law
- 4 Letter provided by Department of Immigration and Border Protection following Canberra public hearing, 17 July 2015
- 5 Letter provided by Mr Russell Withers following Melbourne public hearing, 24 September 2015 (see Hansard page 52 - 53)
- 6 Submission to the Productivity Commission Inquiry into the Workplace Relations Framework provided by the Salvation Army
- 7 Additional information from Willing Workers on Organic Farms (WWOOF), 'Issues Paper', provided at public hearing Melbourne, 20 November 2015
- 8 Additional information from Willing Workers on Organic Farms (WWOOF), Letter to Minister for Immigration and Border Protection, provided at public hearing Melbourne, 20 November 2015
- 9 Additional information from the Franchise Council of Australia, provided following public hearing Melbourne, 20 November 2015

Answers to Questions taken on Notice

- 1 Answers to questions on notice at public hearing Melbourne, 18 May 2015
- Woolworths
 - National Union of Workers
 - Fair Work Ombudsman
- 2 Answers to questions on notice at public hearing Brisbane, 12 June 2015
- Queensland Council of Unions
 - Australasian Meat Industry Employees Union

- 3 Answer to questions on notice at public hearing Melbourne, 19 June 2015
 - Australian Pork
 - Australian Nurses and Midwifery Federation
 - Electrical Trades Union
 - Hazeldenes
- 4 Answers to questions on notice at public hearing Sydney, 26 June 2015
 - Australian Council of Trades Unions
 - Australasian Meat Industry Employees Union
 - National Farmers Federation
- 5 Answers to questions on notice at public hearing Perth, 10 July 2015
 - Australian Catholic Religious Against Trafficking in Humans
 - Employment Law Centre of Western Australia
- 6 Answers to questions on notice a public hearing Adelaide, 14 July 2015
 - South Australian Wine Industry Association
 - Coles
 - Fair Work Ombudsman
- 7 Answers to questions on notice at public hearing Canberra, 17 July 2015
 - Migration Council of Australia
 - Department of Immigration and Border Protection
 - Department of Employment
- 8 Answers to questions on notice to the Maritime Union of Australia, received 6 August 2015
 - Maritime Union of Australia
- 9 Answers to written questions on notice from Senator McKenzie to all unions that attended public hearings
- 10 Answers to written questions on notice from Senator Lines to the ACTU
- 11 Answers to written questions on notice from Senator Lines to the AMIEU
- 12 Answers to written questions on notice from Senator Lines to the Fair Work Ombudsman
- 13 Answers to questions on notice at public hearing Melbourne, 24 September 2015
 - Shopkeepers and Distributors and Allied Union
 - Dr Tess Hardy

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- 7-Eleven
 - Fair Work Ombudsman
- 14 Answers to written questions on notice, following public hearing Melbourne, 24 September 2015
- Department of Immigration and Border Protection
 - Minister Birmingham
 - Department of Education and Training
 - Professor Than
 - Dr Tess Hardy
 - 7-Eleven
 - Fair Work Ombudsman
- 15 Answers to written questions on notice from Senator Lines to the Australian Competition and Consumer Commission
- 16 Answers to written questions on notice from Senator Lines to the Department of Immigration and Border Protection
- 17 Answers to questions on notice at a public hearing Melbourne, 20 November 2015
- Independent Franchise Review and Staff Claims Panel
 - Franchise Council of Australia
 - Baida
- 18 Answer to written questions on notice from Senator Lines to Baiada
- 19 Answers to questions taken on notice at a public hearing Canberra, 5 February 2016
- 7-Eleven
 - Fels Wage Fairness Panel
 - Fair Work Ombudsman
 - National Farmers' Federation

Tabled documents

- 1 Fair Work Ombudsman, Tabled Document 1, Melbourne public hearing 18 May 2015
- 2 National Union of Workers, Tabled Document 1, Melbourne public hearing 18 May 2015
- 3 QCU, Tabled Document 1, Brisbane public hearing. 12 June 2015
- 4 AMIEU, Tabled Document 1, Brisbane public hearing 12 June 2015

- 5 AMIEU, Tabled Document 2, Brisbane public hearing 12 June 2015
- 6 Salvation Army, Tabled Document 1, Improving Protections for Migrant Domestic Workers in Australia, Sydney public hearing 26 June 2015
- 7 National Farmers Federation, Tabled Documents, Sydney public hearing 26 June 2015
- 8 AMIEU, Tabled Document 1, Opening statements for Mr Chun Yat Wong (Sky) and Ms Chiung-Yun Chang (Amy), Sydney public hearing 26 June 2015.
- 9 AMIEU, Tabled Document 2, AWX training document and pay advice, Hansard page 16 -19, Sydney public hearing 26 June 2015
- 10 AMIEU, Tabled Document 3, Voluntary overtime, Hansard pages 17-18, Sydney public hearing 26 June 2015
- 11 AMIEU, Tabled Document 4, Photos of visa workers accommodation, Hansard page 19, Sydney public hearing 26 June 2015
- 12 AMIEU, Tabled Document 5, Reid Meats in Western Sydney training facility, Hansard page 19, Sydney public hearing 26 June 2015
- 13 AMIEU, Tabled Document 6, Petition on working hours indicating the difference in rates and hours for local and visa workers, Sydney public hearing 26 June 2015
- 14 AMIEU, Tabled Document 7, Time and Attendance records - real and fake, Hansard page 22, Sydney public hearing 26 June 2015
- 15 AMIEU, Tabled Document 8, Visa worker cash in hand payslips, Hansard pages 22-23, Sydney public hearing 26 June 2015
- 16 AMIEU, Tabled document 9, Three Chinese language documents offering (1) a seminar of working holiday by Australian labour hire company AWX and Taiwanese labour hire company Interisland (2) advertisement for \$18 in Murray Bridge South Australia by Taiwanese company OZGOGO with links to Australian labour hire company Scottwell Internation (3) Package of overseas meatwork arrangement by Interisland and AWX for 417 visa workers. The package requires workers to pay NTD \$15000 and AUD\$150 for weekly rent, AUD\$30 for food and AUD\$150 for transportation. Sydney public hearing 26 June 2015
- 17 AMIEU, Tabled document 10, Compulsary body check fee for \$275 with receipt from AWX (not the clinic), Sydney public hearing 26 June 2015
- 18 AMIEU, Tabled document 11, Contractor piece rate system in Baiada Beresfield. It shows workers are not paid by the minimum award rate. Sydney public hearing 26 June 2015
- 19 AMIEU, Tabled document 12, Chinese contract issues in Taiwan by Taiwanese labour hire company with links to Australian labour hire company Scottwell International. Key details as follows: i. Main job vacancy: Adelaide Beef factory. Second job vacancy: Sydney Beef factory. ii. Service for job vacancies: 2 iii. Contract fee: NTD \$5,000. Oversea fee: NTD \$60,000. Total:

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- NTD \$65,000. iv. Job Bonds: \$600 v. Pay rate: \$18.10 - \$21.70. Over pay rate: \$18.10 - \$21.70 vi. Work period: 1 year vii. Pay system: ABN viii. Accommodation: \$80 - \$100. Bonds 2 weeks. Sydney public hearing 26 June 2015.
- 20 AMIEU, Tabled document 13, Protection visa claim from a worker at Baiada Beresfield. Sydney public hearing, 26 June 2015
- 21 AMIEU, Tabled document 14, Tabled submission, Sydney public hearing 26 June 2015
- 22 AMIEU, Tabled document 1, SA Report, Adelaide public hearing 14 July 2015
- 23 Fair Work Ombudsman, Tabled Document 1, Opening Statement, Melbourne public hearing 24 September 2015
- 24 Fair Work Ombudsman, Tabled Document 2, Correspondence from the Fair Work Ombudsman to Mr Peter Harris AO, Chairman of the Productivity Commission, Melbourne public hearing 24 September 2015
- 25 Mr Ullat Thodi, Tabled Document 1, Letter from Department of Employment to Mr Ullat Thodi regarding the General Employee Entitlements and Redundancy Scheme (GEERS), (see Hansard page 9), Melbourne public hearing 24 September 2015
- 26 Shop, Distributive and Allied Employees Association, Tabled Document 1, Redacted sample of comments made by 7 Eleven employees when they registered on the SDA's 'www.24sevenhelpline.com.au' (see page 22), Melbourne public hearing 24 September 2015
- 27 Baiada Poultry, Tabled Document 1, Proactive Compliance Deed, Hansard page 33, Melbourne public hearing 20 November 2015

