

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Supplementary Budget Estimates 2015 - 2016

#### Agency - Fair Work Commission

Department of Employment Question No. EMSQ15-000487

Senator McKenzie provided in writing.

#### Question

##### FWC - Engagement process

1. Does the FWC have any programmes or processes to facilitate engagement between members or staff of the commission and industrial participants?

a) If so, please provide an overview; and:

i. Details of which members and with whom they engaged;

ii. The locations;

iii. The duration;

iv. The dates of engagement; and

v. The engagement processes.

2. Have any members of the commission or staff been required to travel?

a) If so, please provide details of the location and length of stay; and

b) The home base(s) of the relevant commission member or staff member.

3. Have any meetings as part of the above occurred with only employees or employee representatives? If so, please provide details.

#### Answer

1. *Does the FWC have any programmes or processes to facilitate engagement between members or staff of the commission and industrial participants?*

Yes. The Fair Work Commission regularly engages with the community including employers, employees, representatives, human resources professionals, community groups, and the legal community, predominantly to explain its functions and roles. Some activities are initiated by the Commission and some are in response to invitations, including by industrial participants.

Significant activities are reported in the Annual Reports (commencing page 21 in the 2014–15 Annual Report, available at [www.fwc.gov.au/documents/documents/annual\\_reports/fwc-ar-2015-web.pdf](http://www.fwc.gov.au/documents/documents/annual_reports/fwc-ar-2015-web.pdf).) However, Members accept speaking engagements at their discretion, and not all engagements are recorded. Details of the audience, location, duration or travel arrangements are not systematically collected.

A range of other planned and ad hoc engagement activities exist such as holding mock hearings, workshops, webinars and practitioner updates, and user forums such as the Termination of Employment user group.

*2. Have any members of the commission or staff been required to travel?*

On some occasions interstate travel is involved. As far as practicable, engagement activities are conducted on dates to coincide with hearings and conferences of the Commission. In these cases, only the primary purpose of the travel is generally recorded. Accordingly, it would be an unreasonable diversion of resources to identify all occasions of travel associated with engagement activities.

*3. Have any meetings as part of the above occurred with only employees or employee representatives? If so, please provide details.*

Yes, some events such as conferences that Commission Members are invited to speak at are specifically for either employer or employee audiences. Most activities are contained in the Annual Reports (commencing page 170 in the 2014–15 Annual Report), available at [www.fwc.gov.au/documents/documents/annual\\_reports/fwc-ar-2015-web.pdf](http://www.fwc.gov.au/documents/documents/annual_reports/fwc-ar-2015-web.pdf).