

## **Senate Standing Committee on Education and Employment**

### **QUESTIONS ON NOTICE Supplementary Budget Estimates 2016 - 2017**

#### **Agency - Fair Work Commission**

**Department of Employment Question No. EMSQ16-000838**

**Senator Marshall asked on 19 October 2016 on proof Hansard page 93**

#### **Question**

##### **FWC - Data Analysis**

Senator MARSHALL: I have a couple in relation to that. I think this is a new trend. I am reading that there are more and more clauses and I personally think it is a good thing. So I might even ask the minister whether there is any plan to actually do some analysis.

Senator Cash: I was just instructed that there is potentially some data. We will take that on notice and see what we can get for you.

Senator MARSHALL: I am interested in knowing how many agreements, the sort of industries they are from and—the agreements might tell me if you have that detail—how many days they might have, what is the highest number, what is the lowest number, the average number et cetera. Maybe just all the information you can get from them, if you are going to collect some.

#### **Answer**

The Workplace Agreements Database is managed by the Department of Employment and contains information about every federal collective agreement made since 1991.

For agreements approved prior to 1 January 2016, the Workplace Agreements Database records only the incidence of agreements that mention domestic violence provisions. 8 per cent of all current enterprise agreements (that is, not expired or terminated) as at 30 June 2016 had a clause which mentioned domestic violence. Relevant provisions may include an entitlement to use already-existing leave (paid or unpaid), additional leave (paid or unpaid), flexible working arrangements or access to counselling or other support.

Enterprise agreements in the Finance and Insurance, Public Administration and Safety and Health Care and Social Assistance industries are most likely to contain references to domestic violence.

For agreements approved after 1 January 2016, the Workplace Agreements Database captures more detailed data. This shows that of the 2,153 enterprise agreements approved between 1 January 2016 and 30 June 2016, 124 (or 5.8 per cent) provided for some paid domestic violence leave in addition to all other leave entitlements.

For enterprise agreements approved between 1 January 2016 and 30 June 2016, the average number of days of paid additional domestic violence leave is 13 days (employee weighted average). The highest number of days of domestic violence leave is 20 days and the lowest is 2 days.