

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2003-2004 SUPPLEMENTARY BUDGET ESTIMATES HEARING
6 NOVEMBER**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Outcomes:

Corporate

Question Number: W190-04

Question:

Senator Webber asked in writing:

Please detail all activities/tasks/projects that have been undertaken in the past year with the intention of encouraging employees to sign AWAs as opposed to Certified Agreements?

Answer:

The department has undertaken a range of activities to advise employees of the choice available to them in their employment conditions. These activities are:

- Maintenance of an Intranet site containing information on AWAs, including information provided by the Office of the Employment Advocate. There is an equivalent Intranet site containing information on the Certified Agreement.
- The department's Internet site on 'Working in DEWR' also provides information on AWAs and the Certified Agreement, this information is for the benefit of prospective applicants for departmental vacancies.
- Articles on AWAs and the Certified Agreement are published regularly on the department's Intranet site.
- The department has in place an online system for the submission of AWA agreements.
- Workshops are held on demand from managers or employees on AWAs and/or the Certified Agreement.
- Job advertisements specify that attractive remuneration packages are available through AWAs.
- Offers of AWAs are made on engagement for new employees.
- Employees are made offers of AWA and also encouraged to initiate discussions on an AWA offer at any time.
- There is an AWA helpline to provide support and information to both managers and employees.