

Compulsory Workplace Relations Fact Sheet

The *Workplace Relations Amendment (A Stronger Safety Net) Bill 2007* was passed by parliament on 21 June 2007.

This amendment to the *Workplace Relations Act 1996* introduced the new fairness test for workplace agreements, enforceable from 7 May 2007.

In addition a new requirement on all federal system employers was introduced to provide a fact sheet.

From 20 July 2007 all federal system employers must supply all new employees with a Workplace Relations Fact Sheet within 7 days of commencing work. All current employees must also receive this fact sheet before 20 October 2007.

The Workplace Relations Fact Sheet is a one page

document outlining the Australian fair pay and conditions standard, the fairness test, protected Award conditions and the role of the Workplace Authority and Workplace Ombudsman.

The Office of the Employment Advocate has been renamed the Workplace Authority and the Office of Workplace Services has been renamed the Workplace Ombudsman.

A copy of the Workplace Relations Fact Sheet has been enclosed with this newsletter. This document should be distributed by email or printed copies to all employees before 21 October if you are a Proprietary Limited or Limited Company.

Wage Growth

The March 2007 quarter wage trends for collective agreements have been released. It can be seen from these figures that wage growth continues at approximately 4% per annum.

Growth in construction industry rates continues to outpace the other industries, still averaging growth of 4.8% per year throughout Australia.

Average Annualised Wage Increases

	Dec. quarter 2006	Mar. quarter 2007
All current wage agreements		
All sectors	4.0%	4.0%
Private sector	3.8%	3.8%
Public sector	4.2%	4.2%

Australia Fair Pay Commission- Decision on Minimum Wage Increase

The Australian Fair Pay Commission has released its minimum wage decisions for 2007. Effective from 1 October 2007 the following increases apply to the minimum wage of constitutional corporation (Pty Ltd or Ltd company) employees:

- \$10.26 per week to the standard federal minimum wage. The federal minimum wage is now \$13.74 per hour, \$522.12 per week.

- \$10.25 per week to all adult pay and classification scales up to the level of \$700.00 per week.
- \$5.30 per week to all adult pay and classification scales above the level of \$700.00 per week.

The Australian Pay and Classification Scales incorporate the pay and classification structures in all preserved State and Federal Awards with the 2006 wage increase applied.

Construction Industry News

Retention, Retention, Retention!!

An increasing number of civil infrastructure projects across Queensland are applying retention bonus schemes as a means of retaining a workforce.

These bonus payments are payable upon demobilisation

from the project and is forfeit if the employee leaves of their own volition.

The common rate is \$1500.00 for each 6 months on the project.