

From: [REDACTED]
To: [Education, Employment and Small Business Committee](#)
Subject: Questions on Notice from EESBC's public hearing - Inquiry into Wage Theft in Queensland (16 August 2018)
Date: Friday, 31 August 2018 5:55:50 PM
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)
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[150818 Fair Work Webinar Series - Flyer.pdf](#)

Dear Education, Employment and Small Business Committee,

Thank you for the opportunity to appear at the public hearing for the inquiry into wage theft in Queensland on 16 August 2018.

I have provided responses to the questions taken on notice (recorded at pages 56 and 57 of the transcript) below.

1. Do you have the figures about the percentage of businesses in this industry that you represent?

The ABS records 131,163 businesses active in retail trade as of 1 July 2017, however this excludes any business not registered for GST and a number of other exclusions, so the accuracy of this number is unknown (*Counts of Australian Businesses, including Entries and Exits (cat. no. 8165.0)*). If we take this number as accurate, the National Retail Association represents just under 5% of the retail sector which is above average for business participation in industrial organisations. Further, we are aware that our members employ over 250,000 people across the country which is representative of almost 20% of all retail workers as of May 2018.

2. Can you show the number of times that you have written and given submissions to federal politicians, ministers or Senate hearings in which you have called upon the Fair Work Ombudsman to have increased resources?

We are not able to quantify the precise number of times that we have called on federal politicians, ministers or Senate hearings to increase the resources available to the Office of the Fair Work Ombudsman. When making formal submissions to government or parliamentary bodies, such as Senate committees, we do so when it is appropriate within the terms of reference of the particular inquiry. Most recently, we made arguments for increased resourcing for the Office of the Fair Work Ombudsman in our submissions to the *Senate Inquiry on the exploitation of general and specialist cleaners working in retail chains for contracting or subcontracting cleaning companies* dated 9 July 2018.

Finally, the Committee requested additional information in relation to the materials we provide to our members (and broader industry) on compliance matters. We make available to our members a number of modern award wage guides. These wage guides are updated each year following the annual wage review of the Fair Work Commission. I also **attach** a flyer for our Fair Work Boot Camp webinar program which runs multiple times per year. Further, an example of the regular updates we provide to industry on changes to modern awards is available [here](#) (in relation to the recent introduction of family and domestic violence leave to modern awards).

Given the depth and breadth of that National Retail Association's membership, we would welcome any opportunity to be of further assistance to the Committee in this inquiry.

Kind regards,

Lindsay Carroll

Lindsay Carroll
Legal Practice Director
National Retail Association
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GET FAIR WORK FIT



Fair Work Boot Camp WEBINAR SERIES

FROM 5 SEPTEMBER - 10 OCTOBER

PRICING

- Members - \$60pp, per webinar or \$300pp for a subscription to the 6-part series
- Non-members - \$100pp, per webinar or \$550pp for a subscription to the 6-part series

PART 1

The responsibilities of franchisees to comply with workplace laws

The laws governing franchises have radically changed. Now many franchisees find themselves in the spotlight of law enforcement agencies and under scrutiny by the media. Ignorance is not bliss – as an employer, you are expected to know what your employees' entitlements are and ensure your employees receive their minimum entitlements. This webinar offers you an overview of your legal obligations as an employer and will help you identify key areas of workplace risk within your business.

WEDNESDAY, 5 SEPT 2018

12:00PM (AEST)

DURATION: 1 HOUR

PART 2

Who is the Fair Work Ombudsman and what are their powers?

The Fair Work Ombudsman polices compliance with Australian workplace laws. Do not wait until the Ombudsman's officers knock on your door. This webinar will provide an overview of the Fair Work Ombudsman's enforcement powers, why compliance is important and how to stay in control when under investigation.

WEDNESDAY, 12 SEPT 2018

12:00PM (AEST)

DURATION: 1 HOUR

PART 3

Understanding the 10 National Employment Standards

The 10 National Employment Standards are minimum legal standards that apply to employees, whether paid a salary or by the hour, engaged as a lunch cover or manager and whether an employee is award-covered or award-free. This webinar will provide an overview of the NES and is the perfect opportunity for the NRA Legal experts to clarify any grey areas.

WEDNESDAY, 19 SEPT 2018

12:00PM (AEST)

DURATION: 1 HOUR

[CLICK HERE TO REGISTER ONLINE](#)

Contact NRA Legal for more information

www.nra.net.au 1800 RETAIL (738 245) law@nra.net.au

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PART 4

Understanding the basics of the Modern Awards

Modern Awards have everyday application to many retail and fast food businesses across Australia but can often leave your head spinning. In this webinar, we will take you through some of the basic terms to help improve your understanding of and compliance with the Awards, including how to know what Modern Awards apply in your business, the interaction of Modern Awards with the NES and how to properly classify your employees.

**WEDNESDAY, 26 SEPT 2018
12:00PM (AEST)**

DURATION: 1 HOUR

PART 5

Record Keeping Obligations under the Fair Work Act

The Fair Work Ombudsman is placing increased emphasis on employers meeting their record keeping obligations. In this practical webinar, we will provide an overview of general record keeping obligations which feature in the Fair Work Act, pay slip compliance and superannuation records.

**WEDNESDAY, 3 OCTOBER 2018
12:00PM (AEST)**

DURATION: 1 HOUR

PART 6

Tools and resources to help you meet your compliance obligations

The final Fair Work Boot Camp in the series steps you through how to assess your level of compliance and mitigate the risks of non-compliance. This interactive session will provide an overview of the tools and resources at your disposal to help you to understand Australia's workplace laws and meet your obligations as efficiently as possible.

**WEDNESDAY, 10 OCTOBER 2018
12:00PM (AEST)**

DURATION: 1 HOUR

Contact NRA Legal for more information

www.nra.net.au 1800 RETAIL (738 245) law@nra.net.au