

**Question on Notice  
No. 910  
Asked on Tuesday, 13 October 2015**

**MS LEAHY** ASKED THE MINISTER FOR HOUSING AND PUBLIC WORKS AND  
MINISTER FOR SCIENCE AND INNOVATION (HON L ENOCH) —

**QUESTION:**

With reference to the government's union encouragement policy will the Minister detail

- (a) a list of industrial instruments covering employees administered in the HPW sections of the portfolio,
- (b) the current number of employees covered by each instrument detailed in (a),
- (c) if the industrial instruments outlined in (a) are required to report 'new starters' quarterly, or on another timeframe (specify timeframe), and if so
- (d) to which union are 'new starters' covered in (a) required to be reported under the union encouragement policy.

**ANSWER:**

I thank the member for the question.

The Palaszczuk Government made a commitment to restore fairness for government workers.

Union encouragement was one of the many conditions of employment rendered unenforceable during the former government's term.

The *Industrial Relations (Restoring Fairness) and Other Legislation Amendment Act 2015* (the Act) is one of the ways the Palaszczuk Government has delivered on its commitments. From June 2015, the Act restored the ability for union members to organise and protect workers' employment conditions, including re-enlivening any provisions within industrial instruments requiring new employee details to be passed onto relevant unions.

These amendments were important because the former government went further than any Queensland government in history in attacking workers' rights.

The union encouragement policy was introduced in 2000 and worked well for twelve years before the former LNP government abolished it.

The union encouragement policy re-released in May 2015 provides for union members to meet with their representative in the workplace and new employees to have ready access to a union representative so that they can make an informed decision about whether or not to join a union. The policy operates subject to relevant legislation.

The implementation of the Policy is an agency responsibility, with the Policy applicable to all government workers.

Lists of industrial instruments, including those with application to the Minister's portfolio can be located at:

[http://www.qirc.qld.gov.au/qirc/agreement\\_award/certified\\_agreements/public\\_sector.htm](http://www.qirc.qld.gov.au/qirc/agreement_award/certified_agreements/public_sector.htm).

The manner regarding release, timing and reporting of new employee details will vary depending on the specific clause in the industrial instrument. Not all industrial instruments require standard reporting.

Where a specific reporting obligation does not exist under the industrial instrument the Union Encouragement Policy applies. The first full quarter of reporting will be July – September 2015.

In relation to the number of employees employed within the Minister's portfolio, as at 30 June 2015, and relevant industrial instruments, please refer to:

- Department of Housing and Public Works Annual Report 2014-15
- Queensland Building and Construction Commission Annual Report 2014-15
- Residential Tenancies Authority Annual Report 2014-15.

The relevant union to which new starter details are released under the union encouragement policy depends on the rules of coverage for a particular union and the roles and responsibilities of the new starter.