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25th October, 2001

Dominique Lowe
Research Economist
The Productivity Commission.
PO Box 80,
Belconnen ACT 2616.

Re: Independent Review of Job Network.

I would like to thank you and your team for the time you provided to both John Clark and myself to view our thoughts on the present operations of the Job Network.

As stated we have represented other Recruitment / Labour Hire Companies at several meetings in reference to concerns and Business Advantages sanctioned by the Government with the Job Network agencies.

We welcome the Independent Review of the Job Network examining the results of the high profile Job Network. The review of the controls and systems in relation to not only employment results, but also the cost of these results to the greater community, and stakeholders, is an urgent matter for all Australians who strive for fairness and equity.

It is our belief that aspects of the Job Network are ill conceived and thoroughly flawed. The Job Network providers have been given a status within the recruitment and employment industry, which provides them with a competitive advantage that is unparalleled in any industry. These providers are effectively encouraged to target private enterprise in competition through the use of Government funds and subsidies. The system controls are open to manipulation by the Job Network providers who can use the financial incentives to market their own organization in an un-competitive manner.

The fact remains there is a clear advantage for Job Network Providers to move into and target the role traditionally covered by Labour Hire and or Recruitment companies. Job Network providers have the ability to shift costs and subsidies into temporary Labour Hire positions and off set the real costs of this segment of the industry.

Job Network Providers have also obtained the unique ability to claim for placements when they do not place the client (employee) in a job while obtaining a Business Client list in some cases from private unfunded recruitment and/or labour hire companies. This is absurd. When an agency can claim money for work it did not complete a serious breach of the very basics of responsible government spending and accountability exists.

The Job Network Agency, by demanding information from the Recruitment / Labour Hire Company and / or the placed employee (Client) obtains the Recruitment / Labour Hire Companies Client list, a definite Business Advantage not only in monetary terms.

We understand the compelling reasons for this review. We also understand commentators misguided rational that "if the employment rate is down the Job Network is effective". The fact clearly remains that the Job Network is but a small part in the real reasons, if any, for underlying employment rates to change.

Attachments:

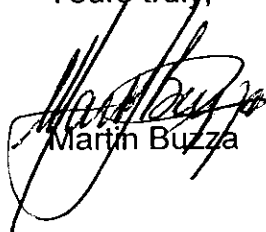
1. Attach 1, Employment by Job Network Provider of job seekers to promote own business.
2. Table A, Job Network Provider compared to recruitment firm.
3. Table B, Job Network competitive advantage.
4. Attach 2, Use of Job Network Subsidy to target recruitment firms.
5. Attach 3, Job Network provider claiming subsidy for Labor Hire placement with non related companies.
6. Attach 4,5,6,7,8,9, Job Network Provider seeking confirmation of employment to claim subsidy.
7. Attach 10, Rewards Program.

As per our discussions we made reference to the admission of true reputable Recruitment / Labour Hire companies being afforded the same benefits of the Job Network Agencies and the training of the Clients (employee's) being executed by experienced Government accredited training companies.

In conclusion, we believe that the Job Network has allowed a culture to exist in which some Job Network Providers have displayed a flagrant disregard of the greater needs of the community.

We would be delighted to assist the commission further in it's endeavours to create a fair and balanced relationship for all stakeholders.

Yours truly,



Martin Buzza

Reference

Previous discussions with

John Clark
Managing Director
FORSTAFF

(07) 33755599 Fax (07) 33754166

Martin Buzza
Managing Director
Company Solutions (Aust) P / L

TABLE "A" 1

(A)

PLACEMENT
CLIENT
CHARGES

JOB NETWORK

RECRUITMENT COMPANY

ALLOWANCE FOR CHARGE TO CLIENT

ALLOWANCE FOR CHARGE TO CLIENT

WORKERS COMPENSATION NIL
PAYROLL TAX NIL
SUPERANNUATION NIL
INSURANCES NIL

YES WORKERS COMPENSATION
YES PAYROLL TAX
YES SUPERANNUATION
YES INSURANCES

PAYROLL ADMINISTRATION NIL
RECEPTIONIST NIL
SALES PERSONNEL NIL
MOTOR VEHICLES NIL
OFFICE SUNDRIES NIL
ADVERTISING NIL
TRAINING NIL
PROFIT ALLOWANCE NIL

YES PAYROLL ADMINISTRATION
YES RECEPTIONIST
YES SALES PERSONNEL
YES MOTOR VEHICLES
YES OFFICE SUNDRIES
YES ADVERTISING
YES TRAINING
YES PROFIT ALLOWANCE

INVOICE GOVERNMENT'

INVOICE CLIENT

PROFIT AND LOSS STATEMENT

PROFIT AND LOSS STATEMENT

TABLE "A" 2

(C)

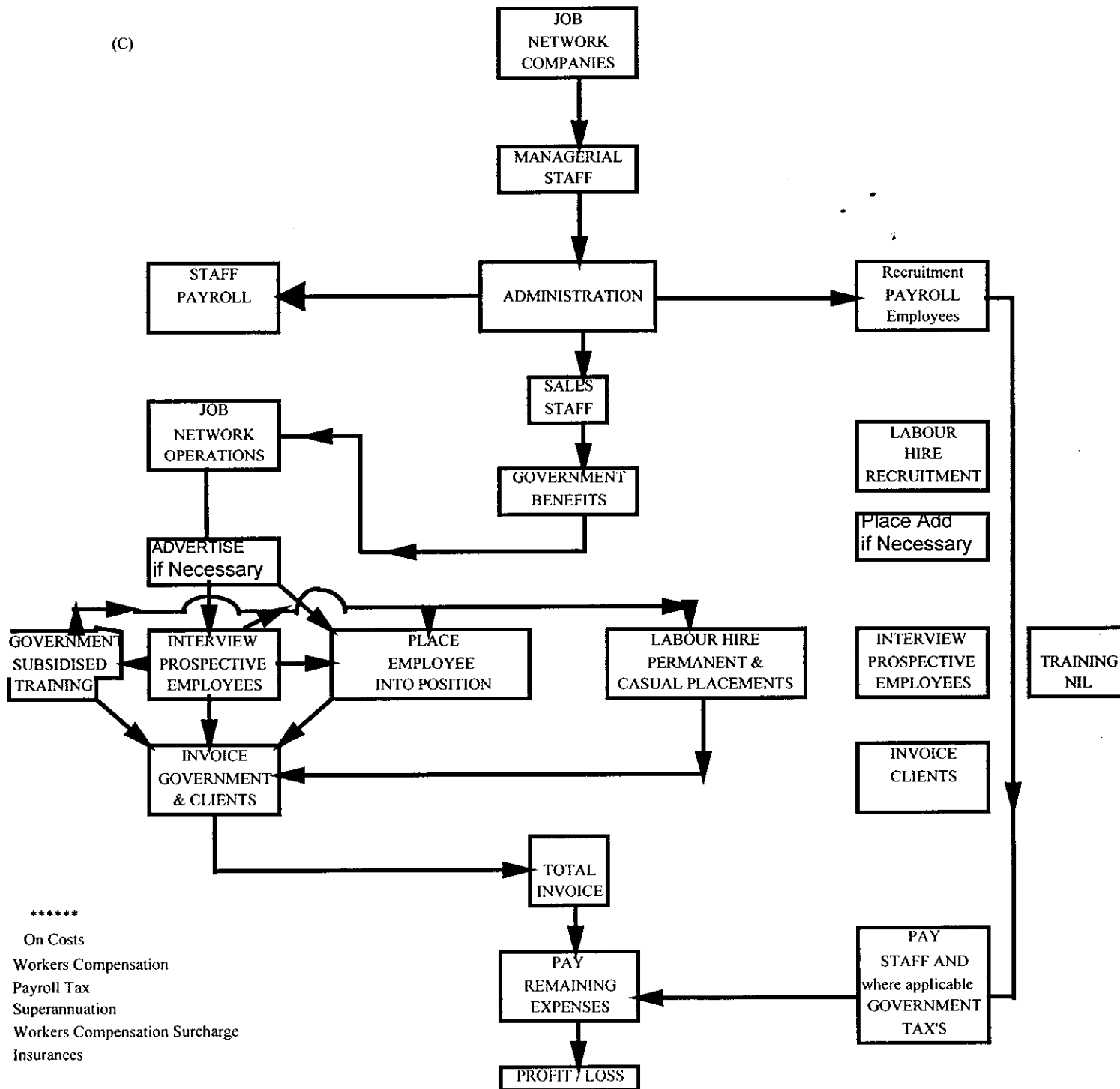


TABLE "A" 3

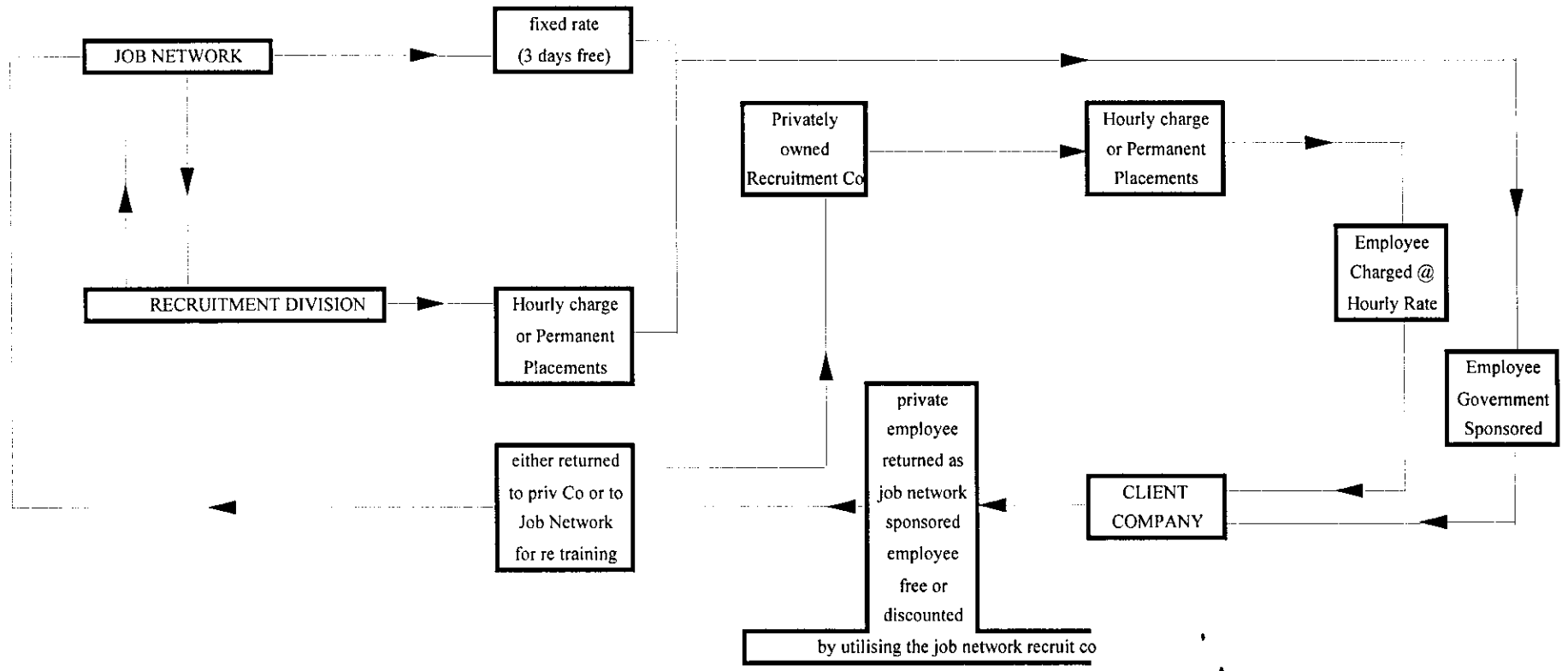


TABLE "B" 1

(B)

JOB NETWORK INVOLVED IN RECRUITING

JOB NETWORK		RECRUITMENT DIVISION	
Requirement for Placement		Supposedly Requirement for placement	
Nil	JOB NETWORK	RECRUITING	
Nil	WORKERS COMPENSATION	WORKERS COMPENSATIO	Yes
Nil	PAYROLL TAX	PAYROLL TAX	Yes
Nil	SUPERANNUATION	SUPERANNUATION	Yes
Nil	INSURANCES	INSURANCES	Yes
Nil	PAYROLL ADMINISTRATION	PAYROLL ADMINISTRATION	Yes
Nil	RECEPTIONIST	RECEPTIONIST	Yes
Nil	SALES PERSONNEL	SALES PERSONNEL	Yes
Nil	MOTOR VEHICLES	MOTOR VEHICLES	Yes
Nil	OFFICE SUNDRIES	OFFICE SUNDRIES	Yes
Nil	ADVERTISING	ADVERTISING	Yes
Nil	TRAINING	TRAINING	No

CAN OFFSET
CHARGES
BY
UTILISING
GOVERNMENT
SUBSIDY

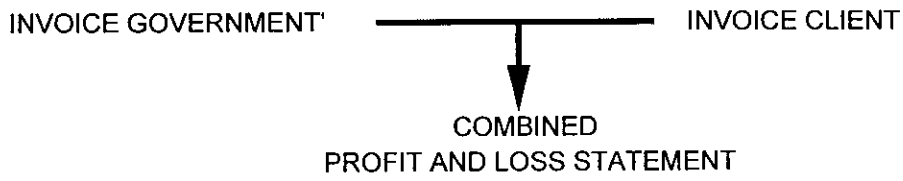
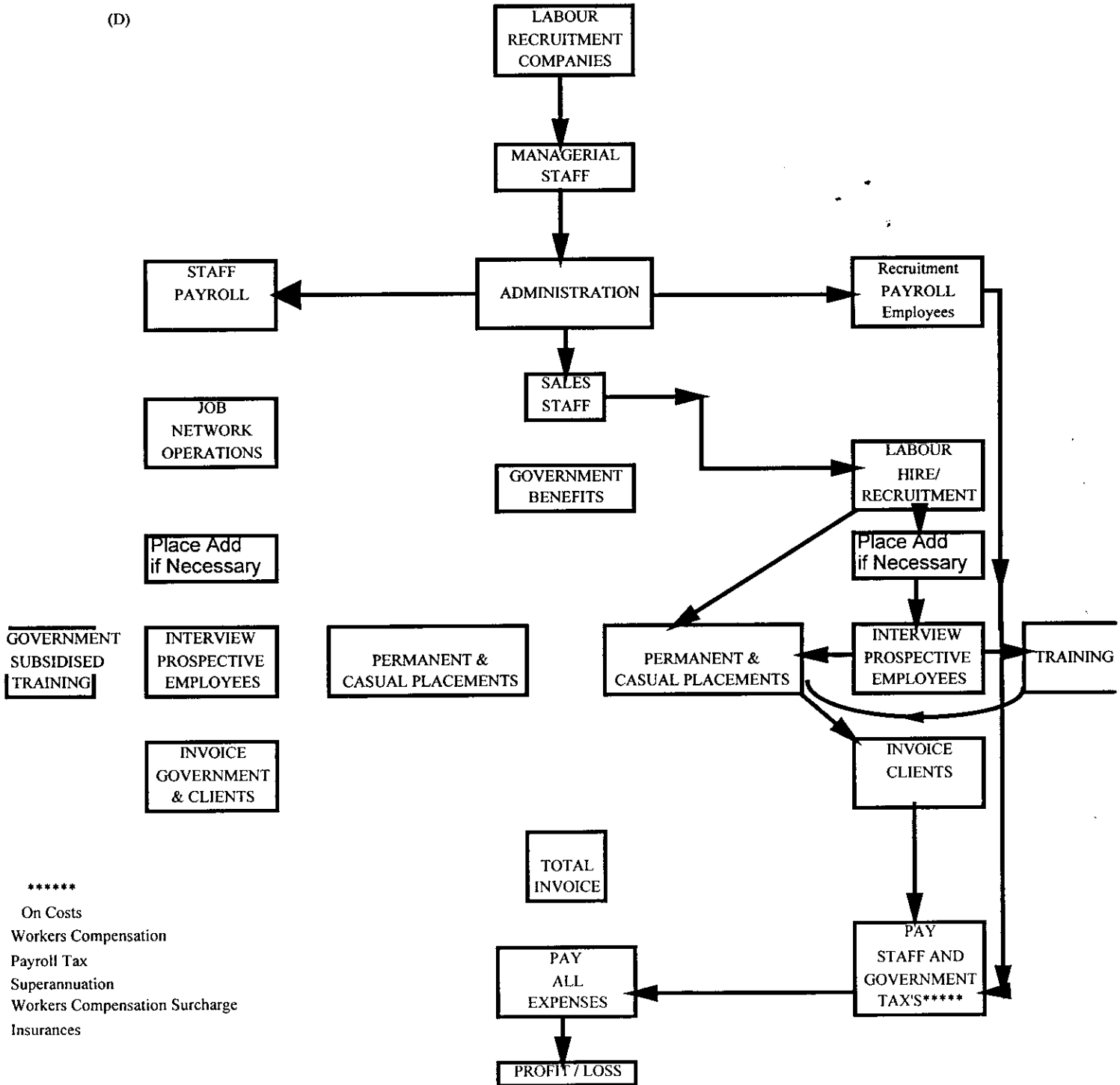


TABLE "B" 2

(D)



Agency program
A contract with us

Government
JOB Network
Sussidy !!



ATTACHMENT
"4"

UNDERMINING Awards

#150
client
paid to head
out business
for

Special Offer 20 Hours Free !

(valid from: 1 March 2001 to 31 May 2001)

Try before you buy ! If you order and use an IPA Personnel temporary employee for a 20 hour assignment within the above dates, IPA will pay the wages for you for those 20 hours ! (The 20 hours must be worked within the first 5 consecutive days of employment)

* Should you wish to keep the temporary contractor for longer than 20 hours, fees and charges will apply, please speak to our staff regarding exact fees and charges.

Our temporary staff are ready and available. Industrial is our specialty. Just give IPA Personnel a call today on **07-3256 4792**.

"Providing customised recruitment solutions from over 50 locations nationwide"

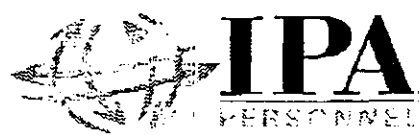
20 Hours Free

20 Hours Free

valid from: 1 March 2001 to 31 May 2001

This voucher is valid for use during the dates entered above.
After this date this voucher is invalid.

20 Hours Free



20 Hours Free

IPA Personnel Authorized Signature _____

Terms & Conditions: this voucher can only be used once.
To validate this voucher, the using organization must use an IPA Personnel Temporary Employee for a minimum of 20 hours within the one week (Monday to Friday).

AP

7(A)



Mission Australia

Mission Employment

Important Dates...

Promotion commences 1st October 2001 and closes 30th November 2001. The 'Job Ready' Graduate must commence employment with the nominated employer no later than close of business 30th November 2001. All rewards claims must be received by 5pm Friday 15th March 2002.

Contact Details

See your local Mission Employment Representative or **Call 13 11 24.**

Terms & Conditions

- Information regarding this offer, how to claim and Rewards form part of these Terms and Conditions.
- Offer commences 01/10/2001 and ends close of business on 30/11/01. All claims for Rewards must be received by 5pm on 15/03/02. Promoter's decision in relation to all matters regarding this offer is final and binding and no correspondence will be entered into. Multiple claims are accepted.
- Offer is only open to Australian residents who employ persons that are Mission Employment Job Ready Graduates ("Participants"). To be eligible to claim a Reward(s) under this offer, Participants must:
 - Lodge a job vacancy for an 'Eligible Job' with Mission Employment. An Eligible Job does not include commission based employment, sex industry employment, voluntary or unpaid work or self-employment;
 - Employ a current and eligible Job Ready Graduate to fill the Eligible Job vacancy. Employment must be on a full time basis or if the employment is part time, sufficient weekly hours and/or remuneration must be given to the Job Ready Graduate to remove that Graduate from being eligible to receive Government unemployment benefits;
 - Notify Mission Employment of the Job Ready Graduate's employment commencement date;
 - Pay the Job Ready Graduate the relevant award rate salary (at a minimum) for that Eligible Job; and
 - Retain the Job Ready Graduate in employment (in accordance with these Terms and Conditions) for a minimum period of 13 continuous weeks.
- Rewards awarded in the form of vouchers are subject to the redemption conditions specified on the voucher(s). The Promoter shall not be liable for any voucher that is lost, stolen, forged, damaged or tampered with in any way. Rewards are not transferable or exchangeable and cannot be taken as cash. The Promoter reserves the right to substitute an alternative Reward of equivalent value in the event that any Reward is not available. Participants should allow 28 days for delivery of a Reward depending on its availability. All claims will be subject to the Promoter's validation and verification checks.
- The Promoter shall not be liable for any loss or damage whatsoever which is suffered (including but not limited to indirect or consequential loss) or for personal injury which is suffered or sustained, as a result of accepting a Reward, except for any liability which cannot be excluded by law.
- Liability for any tax on any benefits provided to Participants pursuant to this offer (including but not limited to Fringe Benefits Tax) shall be the sole responsibility of the Participants. It is recommended that Participants should contact their own accountant or taxation advisor in this regard.
- All claims become the property of the Promoter. Names and addresses of Participants will be entered into a database and the Promoter may use the Participants' names and addresses for future promotional, marketing and publicity purposes.
- The Promoter is MISSION AUSTRALIA (ABN 15 000 002 522) of 4 Campbell Street, Sydney, NSW 2000.

Employ a Mission Employment 'Job Ready' Graduate for a continuous 13 week period and choose one of these fantastic rewards! (B) FX

To be eligible to receive your reward simply...

1. Lodge a vacancy with Mission Employment.
2. Employ a Mission Employment 'Job Ready' Graduate between 01/10/2001 and 30/11/2001.
3. After your new employee has completed 13 weeks of continual employment, your business can choose the reward!*

Once you have made your selection we will deliver the reward.
It's that simple!

*Conditions apply. See back page for further details.
Claims must be received by 5pm 15/03/2002.



- ▼ 12 clubs (3 woods and 9 irons) with steel shafts
- ▼ PGF golf bag

MAGAZINE SUBSCRIPTION

12 Month Subscriptions to:

- ▼ Australian Women's Weekly
- ▼ Australian House and Gardens
- ▼ Bulletin Weekly
- ▼ Burke's Backyard
- ▼ Good Medicine

WORKS

including:

• with HandsFree
& Caller ID
• red compendium



It needs **Call 13 11 24**



Mission Australia
Mission Employment

(c)

EMPLOYER REWARDS PROGRAM

DAVID JONES

▼ David Jones \$400.00 Gift Voucher

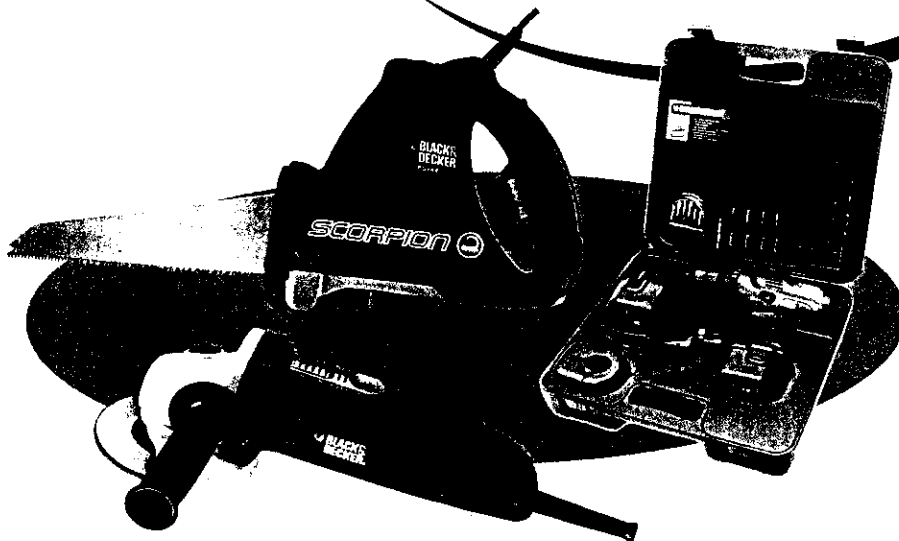


Redeemable at Aherns in WA



Black and Decker Kit including:

- ▼ Scorpion Multisaw
- ▼ Cordless Drill Kit with
2 batteries
- ▼ Angle Grinder



OFFICE

Officeworks pack

- ▼ Cordless Phone
- Speakerphone
- ▼ Leather zippered

For all of your employees



Mission Australia
Mission Employment

EMPLOYER REWARDS PROGRAM

Be rewarded for employing
any of our **JOB READY** Graduates!

Promotion closes 30th November 2001.