
Group of individuals

Between 24 February 2015 and 13 March 2015 the Australian Council of Trade Unions (ACTU) hosted a web portal for the purpose of supporting individuals to make formal submissions to the Commission's workplace relations framework inquiry. Over 500 emails were received through this service and 447 of these submissions were accepted for publication.

The portal was designed so that submitters could respond to up to eight specific questions or make a general submission outside of the suggested structure. The specific questions have been copied below for reference.

In order to facilitate easy reading and access to this information, and to protect the individual privacy of each submitter is protected, the Commission has compiled the responses to each of the questions into separate tables, as below:

- Table 1: General comments
- Table 2: Improving the business
- Table 3: Fairness in setting terms and conditions
- Table 4: Resolving problems
- Table 5: Job security
- Table 6: Penalty rates
- Table 7: Wages
- Table 8: Hours of work
- Table 9: Improving workplace relations

Each document contains the question that was posed to the submitters, the submitter's location, state and response. The tables have been ordered by state and then location. A PDF file containing all the tables has also been supplied as an attachment to this submission.

Each submitter has been allocated a line number which corresponds to an Excel file that has been created to store all of the submitter's responses (so line number 3 in Table 8 is the same submitter has line number 3 in Table 2).

The Excel file will be published as an attachment to this submission in due course, once the data has been cleaned and formatted for machine readability.

The Commission wishes to thank all individuals who contributed to this submission and will acknowledge their contribution within our draft report.

Online Portal Template

Make a submission to the Productivity Commission Inquiry into the workplace system

We've produced this online tool to make it easier for you to make a submission to the Productivity Commission Inquiry that is examining all aspects of workplace relations. After answering the questions, these will be turned into a submission and forwarded on your behalf to the Commission. Your experiences and those of people you know will provide the Commission with a real story of how workplaces function. So please do provide practical examples and evidence in your answers.

If you want more information about the Inquiry, you can go to the [Productivity Commission Inquiry website](#).

Remember, the Commission will not publish material on its website that is offensive, potentially defamatory, or clearly irrelevant, so please keep this in mind.

Aside from the first question, you don't have to fill in every question, just the ones where you have something to say.

The submission form is best completed on a desktop or laptop computer.

About you

1. Please tell the Productivity Commission a bit about yourself and your situation.*

For example: Are you currently employed? If so, do you work full time, part time, casual, on a fixed term contract, or as an independent contractor? What is your job title and industry? And how long have you been in that role for? Or alternatively are you studying, retired, out of work, or doing unpaid work?

Improving the business

2. This Productivity Commission inquiry wants to hear about ideas for improving workplace "productivity", among other things. Can you tell them if you are able to get your manager to listen to and implement ideas you or colleagues have for making the business and workplace run better?

Fairness in setting terms and conditions

3. Now, let the inquiry know how much say you get over your wages and conditions.

For example: Were your working conditions offered to you on a “take it or leave it” basis when you started the job? Do you or your union have regular negotiations with your boss about your pay and other conditions? Do you feel you have a fair say? What changes would make this process fairer for you?

Resolving problems

4. Tell the Productivity Commission about a time when you felt that management made a decision that was unfair to you or someone you know. What were you or them able to do about it?

For example: What was the issue? Did you seek advice? From who? Did you have the knowledge, confidence and power to challenge the employer’s decision? What was the outcome?

Job security

5. How secure do you feel in your current job?

For example: Do you worry about losing your job in the next few years? If you left your current job do you think it would be easy to get a job just as good? If you are a casual worker, would you prefer to be permanent? Does a lack of job security cause stress in your life or people you know?

Penalty rates

6. If you or someone you know relies on penalty rates tell the Productivity Commission how important they are to the household budget.

For example: Why do you or others work hours that attract penalty rates? What would happen if penalty rates were cut or suddenly were abolished?

Wages

7. Let the Commission know if your wage is enough to get by.

For example: Have your household finances got harder or easier in the last few years? How often do you receive a pay rise? How would you cope if you received a pay cut or pay freeze?

Hours of work

8. Tell the inquiry how much say you get over the hours you work.

For example: Are you able to strike a fair balance between doing family friendly hours on the one hand, and earning enough money to get by on the other? Do you perform much unpaid overtime? If you are a casual, how much notice do you get of shifts? What issues do you take into account when accepting or refusing to do a shift?

Improving workplace relations

9. What key changes would you like to see to Australia's Workplace Relations system?
And why?

For example, it could be maintaining penalty rates, improving the minimum wage, giving people more job security, or to make it easier for them to be represented by a union. Should the Productivity Commission recommend reducing any workplace rights? Is there anything else you want to tell the Productivity Commission?

General comment

The following table lists submissions that were lodged via the online tool but not structured in the suggested question format.

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 313 | Bateau Bay | NSW | <p>Unemployed in September after 4 years of bullying, violent & infectious behaviour from within our work group. Mid 2013 the behaviour become noticeably more intimidating & morale faded & I felt I had to make a conscious decision to move along or aside if things didn't change for my health.. After using the EAP it became clear that the only advice I was getting was get away from my team leader (ganger), March 2014 my manager & I discussed the situation & was promised a transfer closer to home, safe from bullying. In July last year following continuously following up the arrangements agreed on & a personal bereavement, my medical consultants, GP & specialist felt I was not getting any support & suffering so was to become medically unfit. After this I received a date on which my transfer would be take place, this however became a non-event & found myself back in volatile surroundings & after returning to work my following pay was in minus category? How do you owe payroll money when you haven't been receiving pay & have been at work? Then to the workplace psychiatrist I'm sent & to my amusement found this specialist to have taken a worry to my increasingly depressed mental state & wanted me into immediate treatment. Also of note was the doctors recommendations; following the same approach as my medical team, my employer was advised for everyone's benefit I should not go back to my old position but be accommodated on the medical experts advice & have me move 10 mins from home at Gosford. Still no procedure or action taking into my even being contacted or asked if I would like a roster? So a letter is in front of me at the table I notice one Sunday morning in September I open it realising it should have been done a week ago, it advises me to ring my GM. Finally I'm going to be able to get to speak with someone who can make things happen, no, his words were to stop waiting his time "f**k off" , called me a charity case , said I'm not getting any leave paid out & said I wasn't suffering mental illness, followed with he has no idea of any behaviour other than myself who was in breach of the code of conduct. So days later another letter I sign for reads; abandonment from employment clause has been issued & was reasonable under circumstances? Under false & misleading circumstances cultured by middle & executive staff? Not one step was implemented discussed or even thought to know whether my employer even has a guide or support advice on how to treat mental illness within the workplace? Seriously I was terminated from employment while on leave with full documentation to produce & prove I needed to be, not attending work while suffering from mental illness, agreed upon by all that my depression was linked to the over exposure to unruly misconduct towards not really always him but his work mates & general population. To the point of being physically sick when in the present vicinity of my senior staff member. On unpaid sick leave so I wouldn't have to be subject to workers compensation, doing what was advised & have all the right documents, some ethical committee supposedly terminated that individuals employment on mental health month? RTBU called me to ask for my member fees, told them my story & still nothing except letters of threat to proceed with expense compensation by Transport to recover their property? If I'd been paid properly, or at all since July 2014 or approved my application for voluntary separation instead of handed back to me or a payslip or even a phone call from a staff member in any capacity? I feel the integrity & accountability of 2 particular colleagues in direct senior roles to my position have a lot to answer.</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 313 | Bateau Bay | NSW | I also believe civil action of some degree needs ongoing push in general community groups as this situation I find myself in as truly unable to understand or comprehend how individuals within the public service sector can be a law of their own & get away with sweeping me or anyone else under the carpet. What policies procedures & support action does my employer wish to explain or provide to take proactive response to the biggest community topic the last 6 months? Mental health .. I'm only just mentally strong enough to be able to attempt to work through this & try to move on. Healing takes time but not as much as trust lost & damaged by unresponsive Union groups & delegates not fulfilling their promised commitment to all members welfare & represent the employees basic rights. |
| 380 | Charlestown | NSW | Hello, I am disabled and my husband works full time in supermarket nightfill for over 20 years. His wage is \$ 740 net including weekend penalties. We live in modest one bed apartment with study, the rent is \$ 360 a week. Next to pay is electricity, gas, phone, internet, car insurance, registration, service, tyres, fuel, car loan, some clothes and shoes, groceries, medical expenses,... there is nothing left, we haven't been to dentist for many years. Penalty for Saturday is almost nothing (he gets only \$ 5 extra per shift). Sunday pays for 8 hour shift extra \$ 85, if we were to lose that much money every week how could we pay our bills??? Our budget is getting squeezed more and more every year. Pay rises over many years have not covered even increase in rent. We are going backward as it is! My husband works every single weekend and public holiday just so we can pay our bills. He never refuses over time, but it is rarely offered because the company doesn't want to pay it. Thank god for unions, without their advice and help with negotiations we would be most likely homeless. Please, please do not reduce any penalties or workplace rights for already struggling low income workers. We need higher minimum wage and stronger representation by unions. Companies should look for improvement in productivity at management level. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 139 | Dee Why | NSW | <p>I have been working for a nationwide menswear chain for nearly three years, the first eight months as a casual now I am fulltime. Under the Fair Work Act I am entitled to two consecutive days off, but for months I would get one day midweek and one day on the weekend because it would often depend upon when our casuals who were uni students were available which was wrong and unfair, the rosters were done weekly so it made it hard to make appointments and any plans until I jumped up and down, I rang the union who confirmed it and then rang HR which caused my manager to get into trouble which made me feel guilty but he was obeying the Area Manager's orders and he did realise I was in the right. I was having to stand up for what I am legally entitled to. Our Area Manager likes to move people around, never mind that they might be happy where they are, get on well with their co-workers and are at the store closest to home, he just chops and changes people, some have been shifted too far from home so they have had to resign. Complaints to HR regarding this Area Manager I have been told have sometimes fallen on deaf ears but that is another story. Due to the fact I do not have children I have to work one day of each weekend which I hate and if I did not get a bit extra for working Saturday I would be telling them I cannot possibly work on weekends at all due to other commitments. I did work on Sundays which I hated, even though I earned penalty rates I still missed out on family gatherings which seem to take place on Sundays in my family and I did not have enough notice to swap my day off. We had a new manager who tried to change my day off even though I said I had a commitment (once a week I am a voluntary literacy tutor), I had to cancel that lesson which was wrong, I rang the union and found they have no right to change my days off without two weeks' notice in case of medical appointments, the next time it happened I stood my ground and said I would not cancel again. I never had a problem after that. I have been in the workforce for 30 years, I am tired of having to fight for my legal rights. I do not like being bullied and I do not like seeing others being bullied by those in senior positions who abuse their power.</p> |
| 85 | Elderslie | NSW | <p>I have worked my 50 years in both the building and the underground coal industry retiring in 2008 (self-funded) I have been a trade unionist all that time. It is so typical of Conservative Governments to attack the workers' rights whenever in power. Little thought is given to big business raising prices, Government charges escalating, but always attempting to attack wages and conditions previously agreed to. How do they expect the workers and their families to make ends meet. They just don't care and never have.</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 382 | Eumungerie | NSW | I am a registered nurse and have been working in the hospital system for over 35 years. For the first time in all those years I do not feel secure in nursing. While I respect those I work with it is a disgrace that so many of our new grads missed out on positions only to bring overseas nurses to Australia and employ them. And I am sorry but they do NOT have the expertise of the Australian trained nurses. In rural hospitals nursing hours have been cut with no thought of consequences. The National Standards have been set which is a great thing but having the time to complete the paperwork is extremely difficult with these cuts. Most nurses, police ambulance and fire officer's give up family time and special occasions for their duty to work. Penalty rates are the only thing that helps make this bearable and allows families to keep afloat with rising costs. Tony Abbott says if you don't want to work weekends don't. Well that may be right for shops. We survived many years with the shops closing at lunch time on Saturdays and we could again they are not essential. Unfortunately we can't just close hospitals for the weekend and have no ambulance or police. But if business owners say they can't afford to pay penalty rates, don't, don't open or do it themselves but leave the essential services alone. |
| 171 | Old Bar | NSW | I am currently employed permanent part time in Pharmacy, under the Pharmacy award. I am a level 3 pharmacist assistant, and have been working at my place of employment for 7 years. This work involves a high level of responsibility, constant product knowledge study, good communication skills and confidentiality. This industry is also poorly paid, with an hourly rate less than persons working at a supermarket checkout. Work hours are cut back on a regular basis, with no consultation with employees. Roster changes are made at short notice, meetings are expected to be attended outside of work hours, without payment. Most travel costs to attend work related events are expected to be met by the employee. Over all work conditions are undesirable, and any appreciation from management and owners is rare. So why do it you may ask?, because helping the many valued and wonderful members of the public is rewarding. Working with some of the most caring, amazing co-workers and friends is a pleasure. The constant learning and challenges are exciting. It would be a better place to work, if our ideas were requested, and our skills appreciated. It would probably also help to improve sales, harmony and build a better productive environment. Sadly this is not the case, but it is not from lack of trying on behalf of staff. Unfortunately for some job change is not an option with limited opportunities in small rural communities. |
| 5 | Tintenbar | NSW | A recent international study into wealth showed that 1% of the world's population owns 99% of world's wealth. I think about 5 or 8 years ago it was 5% of world's population owned 99% of world's wealth. This is immoral and insane. Imagine if this wealth was more equitably distributed. The world could go great places particularly no wars and misery for people who have only one life to live. Please consider that if workers' wages are reduced more misery and division is inflicted on the poorest. Simply not fair in this time of world history. Please do what is right and imagine living a life on a minimum wage with the high prices in living. "I'm alright Jack" is no longer acceptable. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 431 | Warners Bay | NSW | <p>I am a Disability Support Worker. My employment consists of supporting individuals that have challenging behaviours and multiple other health and medical problems. We work on a 24hr /7 day roster. Our shifts demand us come in early to work as there is no crossover of shifts and often staying longer than our rostered hours often due to crisis situations. We have no set patterns to our work schedule and as you can imagine personal/private life comes second, as does our health. Every weekend/ often split shifts and Christmas days, Friday/Saturday nights and so much more. Social and Family life are second priority to work demands. Most staff are constantly fatigued due to lack of sleep and any quality down time. Sleep deprivation, metabolic disorders and a stressful environment are a constant detriment to our health. Support staff are often living a life for work to survive. Many independent research over years has shown that shift work can lessen your longevity by up to ten years. Our health will suffer well before we expire! As I had worked for 8 years as casual to finally get a permanent part-time position of 3 shifts per week and then add extra shifts to try to make a standard working week. Without penalty rates to take us up to an average income and our constant sacrifices, (that politicians have never had to experience), we would find it financially impossible to survive. Please use common sense and do not attack an already overburdened workforce with an attack on wages and conditions. "A labourer is worthy of their wages!"</p> |
| 432 | Babinda | QLD | <p>Lets Care for the Caregivers! In Australia nursing staff are the backbone of health care. The role description of the nurse cannot encompass the actual tasks of caring performed. From the patient who returns to the ward late from the operating theatre and requires a meal to be made by the nurse, to liaising with families about an unwell patient, to cleaning the floor late at night after a patient is incontinent. Nurses from all levels of training including TAFE and University are the glue of healthcare. Communication ensures efficient and effective healthcare and nurses fill this role as communicators between medical, allied health and families joining the dots for patients for quality healthcare. Protecting and improving nursing staffs working conditions including improving patient ratios, retaining penalty rates for shift work which is family unfriendly and wage increases which are congruent with cost of living rises is essential to provide care to the caregivers and their families. Please carefully consider the enormous scope of healthcare service delivered by Australian professional caregivers within the productivity commission inquiry.</p> |
| 422 | Nerang | QLD | <p>I'm 61 and I've worked in the gas industry for many years. I have been part of the process of gaining better pay & conditions. I will not stand by & let this Abbott government take away our hard fought conditions! They have no plan to make things better!! Their sole aim is driven by lobbying from the IPA & big business. They would be the winners if this ambiguous pursuit is successful!</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 444 | Parkwood | QLD | <p>I am a nearly full time nurse working in the health industry with Qld Health. I have been in this industry for 10 years. It was a second career for me. Having trained very hard to be where I am today, sacrificing a lot of time and money to attain this qualification. In studying my family and I have given up a lot including incurring a huge debt to be able to start this new career of mine. In the last ten years I have seen many personal sacrifice not seeing my kids much over the weekends and giving up my health to work night shifts on a regular basis. I speak for most nurses that we have given up a lot of our years and toiled through difficult situations in order to serve the public and country. The only real recognition of our toil is the penalty rates. If your are this away from us I can assure you many of us will quit our current position and retrain or look elsewhere for work. It will no doubt contribute to much chaos. We deserve the penalty rates for the sacrifices we have made and continue to make. Don't take it away from us.</p> |
| 346 | Robina | QLD | <p>In my 32 years as a chef I have never seen the industry in such crisis. The level of skilled workers leaving the industry due to its many levels of abuse and the intake of workers having a low skill set placing extra pressures on the industry with its new mantra of just good enough. With the flow on effect of business owners exploiting their workers, taking advantage of their vulnerabilities and have a total disregard to the Industry award and the repercussions if any effecting them. I have been a chef for 32 years working in Europe and Australia I have seen more than most but one thing has always been true the exploitation of this work force but no more so then NOW. The constant pressure and demands from the industry is rarely understood even with the current flow of cooking shows with their contrived view, unless you have experienced it you will never truly understand the abuse the bullying the intense pressure and then the physical demands it has on the work force. The employer has also great pressures on them with so many varieties of outlets for the consumer to experience the business options are obvious. 1) Increase profit margins 2) Reduce costs It has become increasingly clear which one has been adopted and the facts would speak for themselves and the outcome being: An increase of turnover of the work force. Added pressure to employees with lower skill levels. Higher work place injuries. Higher workplace psychological injuries. Lower payments of penalty rates paid. Intimidation of job loss or reduced hours The award is a poor reflection of our demands and is rarely met or understood by employee and employer, it's over complicated and easily subjected to abuse. Employees as the business make most of its money on the weekends. The employee has already been disadvantage with casual and part time rates and then for them to lose weekend penalty rates would be a disgrace throwing the industry into another spin and the work force way below the poverty line. Frankly some employers should not be able to employ people and should make way for good operators with an understanding of their respected industry. This would reduce the issues at hand for the employee and the employer given that business would flourish in a less populated environment. The client would now regain confidence with greater service and product and it would eventuate a greater spend initially and over a pacific period.</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 346 | Robina | QLD | Simply I have never got penalties rates that the award states for weekend work long hours (regular days of over 16 hrs) or most of all no breaks. The opportunity rarely presents itself but there is a provision in the award to compensate for this sacrifice but I have never been offered or accepted for this. In my experience employers meet any discussion on these matters with aggression be it passive or blatant and the possibility of the authorities being involved brings little to no fear. Just imagine how bad it would get if penalties were not in place? The employers mostly are knowingly taken advantage as they themselves are struggling but for good reasons I have seen so many with little to no knowledge of the industry and this is where the seasoned establishment with problems lie. Without these players in the industry it would only benefit professional operators and their employees. Simply people should not be treated this way and some employers should not be allowed workers! Greater penalties for abuse of rights and frequent evaluation of the business, all complaints should be investigated for all that business employees. |
| 368 | Yeronga | QLD | I am retired. My whole working life was shift work...I loved my job...Once family came penalty rates was a justification to continue but I and family did miss out on "togetherness". |
| 366 | Clearview | SA | Due to the recent pay slash to the modern award rate for hospitality I have now fallen two weeks behind in rent, diminished my savings and am now stricken with anxiety and stress as I have no say in my workplace, working 40 hours a week, earning less than \$650 p/w, supporting my partner who get a job, my puppy, quarterly bills on the way while struggling to finish my uni degree as I have no time to study due to increased hours to make money that I can barely support myself with. I give up. I'm 22 and I give up. How long will it take for the government to see that we are all human, NOT robots. Where have our rights gone that our grandparents, and their grandparents fought so go damn hard for. We are not numbers, the day your rights are taken away gives us our rights back. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 144 | Beaumaris | VIC | <p>I've been working since I was a young teenager at most levels in the workforce. I'm fortunate to have a reasonable job and sufficient investments to secure my partner's and my future. It distresses me to see my younger family and others struggling with employers who are immoral, lairs, cheats and thieves. My son who has worked extremely long hours to pay for two houses has had several employers default on paying his wages, steal his superannuation and exploit his inability to change jobs while sorting out disputes with these employers. My son has walked away from tens of thousands of dollars of superannuation and salaries not paid as employers disappear or go bankrupt or threaten to have him killed (knife to throat) if he tells the workplace authorities. He has witnessed an employer bash employees caught stealing and still fears that person who was a retired policeman. I also know poorer Australians trapped in unemployment in country towns and unable to get work as labourers because overseas visa workers and backpackers take the work. It's frustrating to see the scumbag employers treat these overseas worked poorly. With these overseas employees its simple, if the tax payments for workers' salaries get more than 4 weeks in arrears, deport the worker which would quickly shutdown the scumbags. And the taxation department can make sure the proper salaries and taxes are paid. I would prefer full employment for country workers before overseas workers take jobs. Where is the productivity in paying Centrelink benefits to a family while a job is wasted on overseas workers who are exploited and abused by scumbags that steal from the Government (Australia). Younger Australians are being abused in the name of business efficiency. This is not efficient, its very inefficient. And don't believe we need to lower our standards to compete with third world countries, they are whipping us because they are improving their efficiencies and improving their standards. In my experience Asia is making better long term plans and will continue to beat Australia to success. Australia has lowered its professional standards and cannot hope to match Asia's rates of development with dumb business managers and dumber technologists. And while talking management, lets lock politicians salaries with economic health and unemployment.</p> |
| 238 | Elwood | VIC | <p>I think children are exploited and given under award wages. I am retired but concerned for all young people's future.</p> |

Improving the business

The question posed:

This Productivity Commission inquiry wants to hear about ideas for improving workplace “productivity”, among other things. Can you tell them if you are able to get your manager to listen to and implement ideas you or colleagues have for making the business and workplace run better?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 278 | Ainslie | ACT | From the definition of 'productivity' that has been provided for the most recent round of Commonwealth agreement it seems that the government does not understand or chooses to misunderstand the accepted definition of productivity preferring to see it as an exercise in taking away employee rights. This of course will demotivate workers and lead to less real productivity. |
| 41 | Banks | ACT | Listens most of the time. We are in the process of downsizing, so nurses will lose jobs, process has been poor with little communication, started in October 2014 still no answers to who is staying and who has to be placed somewhere else, very distressing. |
| 293 | Banks | ACT | Tax cuts on taxable income. I get taxed too much on my second job and I rely on my second job for supplement my part time job. |
| 305 | Calwell | ACT | Managers will listen to ideas which can increase productivity and sometimes even reward you for your ideas. |
| 231 | Garran | ACT | One of my main complaints having worked in the public health industry for many years is poor leadership. In my current position I have had over 8 different direct line managers over me, most of them acting in the position with no real ownership, and most of them very new to the organisation. I find that ambitious individuals tend to apply for leadership positions which are well beyond their capacity and executive management are only concerned with having the positions filled, and not the quality of the individuals sitting in these key positions. It feels like recruitment processes are not being followed in the best interests of the patients or the organisation. As I said, I have no ambition and so have not applied for promoted positions, so I have been able to sit back and watch these promotions happen. There is no system to evaluate the performance of individuals in executive/director leadership positions - I have certainly never been asked to rate the performance of one of my managers. Some of them have been great and some are appalling, but there has never been any feedback loop to assess their management style. It feels like once individuals are promoted, they are untouchable and can behave in any way they wish without being accountable to the people they manage, as long as they can look good to those above them. |
| 341 | Holder | ACT | We try to get things done and my managers listen but we are often hamstrung by government red tape , outside agencies having far too much influence in the running and daily operations of an operational workplace while having no complete understanding of how things actually work and or the types of people we are dealing with on a daily basis. Politicians then bow to the interest groups and thus make the opportunity to improve the safety and security of the centre for all clients, visitors, interest groups and of course staff. We also have great difficulty with other sections of our organisation being too scared for want of a better word. To their assigned tasks and help us to improve things by simply doing their own jobs mainly because of fear of repercussions if they do go ahead and someone in an interest group complains or a decision is appealed. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|--------------------|--------------|--|
| 73 | Isabella Plains | ACT | Tackling bullying and allowing people in key roles to take leave would help with staff retention and morale, thus improving productivity. I have encountered bullying and excessive workload in multiple jobs, across the public and private sector. Have realistic workloads and allow people time to learn new role/skill, with guidance if possible. A lot of the subtleties of a job cannot be conveyed well on paper. Tackle excessive flex time early - this has always been a result of excessive workload and expectations for me. |
| 143 | Kambah | ACT | The best way to improve productivity is to have bosses who know what they are doing. |
| 335 | Monash | ACT | Our organisation emphasises innovation and improvement. Our main concerns are about staff shortages which has caused us to reduce services, and the ageing work force. Our management does generally listen to concerns and considers any ideas we have. |
| 188 | Nicholls | ACT | Get rid of softly softly deals for large enterprises, they do not pay their way. Australia used to run off the back of small businesses we will have Nothing left if the government does not go back to supporting and encouraging small business and what will they do if more of them go out of business - THEY WILL NOT HAVE THE TAX REVENUE TO DO MUCH AT ALL. Start taxing Church entities - they are just another bloody business with their fingers in far too many pies. |
| 270 | Page | ACT | I have tried a number of times to improve the workplace, both in operations as well as employee relations, however my employer is largely disinterested. There are a number of state and federal government benefits that encourage bad work practices, and discourage productivity improvements. |
| 95 | Spence | ACT | My workplace is always open to improvement suggestions. The problem is there is only so much blood you can get from a stone. Productivity improvements have been happening for many years. Tying productivity to wage increases is wrong. There is some things employees have little or no control over. |
| 308 | | | The entire finance department does not get listened to a compliance/productivity issues in services areas are left continually unaddressed. |
| 45 | Arrawarra Headland | NSW | Professional Learning has been decentralised to a school/Regional level putting undue pressure on teachers. The expectation is that teachers should attend PL outside their work hours. This is unreasonable considering the long hours teachers must do after work at home. |
| 100 | Avoca | NSW | I think my current employer gives the impression that they listen but actually only do things that will improve the bottom line of the business not realising that profit stems from a happy workplace. To me it seems that the general rule in the private sector is that profit is the sole motif in human motivation. I couldn't disagree more strongly. |
| 413 | Balgowlah | NSW | In 10 years , I have had only one appraisal...waiting to see if what was discussed will pass. We should have a model that assist most industry to improve the work tools and space and allow for a voted member of the staff to represent the base/employee when there is more than 20 persons employed. Unfortunately , managers seldom take in account practical improvement from its employees . |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 104 | Barden Ridge | NSW | Ideas from me are never listened too. They threaten that if I don't provide them it will affect my kpi ratings and when I do they are not used at all |
| 120 | Bathurst | NSW | I observe and deal with all employees in Corrective Services in my home city. They have a difficult and necessary work environment. Because of Government cost cutting and workplace reforms that they have accepted, there is now no room for further productivity moves that are safe for inmates or staff. Everyone knows the prisons are full. |
| 287 | Bellingen | NSW | I find workplaces are conducted to brutalise workers and extract more from workers than workplaces are willing to pay. They are not family friendly. They are misogynistic, so that your point of view is not relevant if it is more about cooperation and collaboration rather than power playing. Managers are interested more in extract as much as they can through manipulation and threats rather than working constructively. I find this evident in the power based language and agenda that leaves no room for language of enabling. Managers consider they already have the solutions and dismiss other avenues and possibilities that are not filling an agenda of power playing. Many managers use the good cop/ bad cop approach that is not about constructive outcomes but about bullying set agendas. |
| 354 | Blaxland | NSW | The biggest constraint to productivity in local government is the politics from councillors and the management. Staff are perceived as being obstructive or stubborn but are working on strict policy guidelines continually trying to correct non compliant submissions. The designer then conveys information to their client that council is holding them up; when actually prior to submission they new it was not going to be approved. This adds expense of resubmission fees the designer has milked redraw/modification fees, consulting with council fees per call or letter etc from the client at the expense of Councils reputation also time delays add costs. The Councillors prioritise mates jobs through "enquires" to management. Much time is wasted chasing non compliance of "privately certified" constructions. Privatisation of building certification has led to much shopping for a friendly certifier (pay for signoff) leaving future purchasers and adjoining owners at risk from non compliant, poor or potentially unsafe development. The staffing required to assess and reassess things and then chase certifiers into doing their job on behalf of affected residents stretches staff from an unfunded stream for workload increasing strain and reducing funds per staff required. |
| 106 | Bondi | NSW | My productivity and that of those I work with is outstanding. We deliver to the students in our care over and beyond our role as classroom teachers. |
| 50 | Bossley Park | NSW | Even though the manager of my depot has put forward many ideas in improving and reducing costs with consultation with the drivers and the union, which would have benefited the company as a whole, management at the upper echelon totally rejected these changes without even having considered them. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 184 | Bowen Mountain | NSW | As a chef with 26 years of experience, I feel I have a lot of experience and knowledge to share. Around 18 months ago, some decisions were taken at my workplace, with the input of consultants, which I strongly disagreed with. My opinion was completely ignored, and those decisions are now being cited as the reason in a downturn of patronage. The management, with the input of another group of consultants, and none whatsoever from myself or any other employees, have now made the decision to 'contact out' the catering facilities at my workplace. That company, as a matter of policy, do not retain ANY current staff. I have been given 2-3 weeks notice of termination of my employment. |
| 14 | Camden South | NSW | It's a bit hard to do CPR faster. Productivity in nursing & midwifery isn't possible. The answer to improving patient safety, thereby reducing in hospital deaths and adverse outcomes, is to employ more nurses. That will cost in terms of employee related expenses, but will improve the system. I would urge caution with the push to increase productivity and be very clear that it's not really profits people are trying to increase. |
| 98 | Campsie | NSW | My manager totally ignores me and most of my fellow colleagues. He has never invited staff input. Any suggestions I make to my supervisor are completely squashed immediately. |
| 178 | Campsie | NSW | The only productivity improvements that can be made are external to my employer. Better roads, less traffic.. |
| 206 | Canowindra | NSW | Many people in my office are temporary. It is impacting on moral. Others are permanent so there is inequality. Those that are temporary are always looking for a permanent job, to better look after their families, so the office is unstable and wasting the money that is spent on training new workers. There would be far less turnover and therefore training money being spent if people were made permanent. |
| 237 | Casula | NSW | They wouldn't really listen to how you can improve workloads etc, I think if they want to change anything, they do it with little or no consultation. |
| 55 | Caves Beach | NSW | Ensure union membership and rights are encouraged and protected. |
| 296 | Cessnock | NSW | Our Supervisor has a "Closed Mind" to employees ideas about how to improve work environment and safety. |
| 448 | Chatswood | NSW | It is very difficult in the public sector because managers are not held accountable. Working in Mental Health staff are always getting assaulted or abused. The workplace is not safe. Currently we have 6 out of 18 nurses on long term workcover due to assaults. I have recently had surgery and have been on workcover for 8 months due to an assault. |
| 219 | Como | NSW | my managers are lazy and have no power to do anything in the workplace to have any improvement in my workplace we need to get rid of the managers as they hinder not help us |
| 402 | Coonamble | NSW | If management did our jobs for a week maybe they would understand the workload and what is expected of us! Better nurse to patient ratios are the solution! |

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|-------------|-----------------|--------------|--|
| 165 | Croudace Bay | NSW | Overall I find my employer quite reasonable when it comes to recommendations from staff about how the workplace operates. I am very very concerned about the State Governments push to amalgamate Council's particularly when this will threaten my ongoing employment. The staff and management of my organisation enjoy a mostly harmonious relationship but this will change for the worse if our Council is forced to amalgamate with another local Council. |
| 212 | Diamond Beach | NSW | I believe to improve productivity in my workplace would mean some staff taking on additional tasks through their working week. Some departments are over-staffed while other departments are under-staffed. Some workers take their jobs for granted and don't appreciate working for Local Government which I believe is better working conditions than for private enterprise. |
| 317 | Dorrigo | NSW | When I hear 'Improving Productivity', it sends the message of reducing wages and conditions for employees in order to improve the wages and conditions of management and shareholders. |
| 241 | Earlwood | NSW | Our managers are not interested in our views but force us to perform duties with very little or no appreciation. |
| 343 | East Hills | NSW | Sometimes but rarely |
| 275 | East Kurrajong | NSW | "Productivity in the workplace" has become a euphemism for getting rid of workers. There have been numerous times I or members of the team(s) I used to be in had passed on suggestions to one-up, two-up, three-up managers only to be told that they had no powers to implement any change (our company had approximately 7 levels of management, effectively insulating decision makers from workers). Many times plans for "productivity" improvements had been put forward to us as a means of reducing staff levels, with the staff reductions occurring regardless of whether the improvements had been introduced or not. When questioned as to how the reductions can occur without the improvements actually taking place, management would indicate to us that the reductions were based on "potential" improvements, and left the remaining staff to pick up the additional workload with no additional pay or benefits. I firmly believe this extremely stressful situation led to my suffering clinically diagnosed depression and numerous mental breakdowns, the worst of which traumatises me to this day. Upon my return to work after these incidents, plans to ease me back into work were invariably abandoned due to the workloads required of each remaining staff member. The one time management actually did a good job of handling my illness, the 2 managers in question were themselves made redundant and put me back into a situation where the remaining managers were either unable or unwilling to actively manage a return-to-work program. When I started seeing a psychologist, she was horrified at the high percentage of workers within our team that were suffering from diagnosed depression, and her strongest suggestion was to leave the company which I eventually did. Talking to people in other companies, however, actually leads me to believe the company I left is among the better ones out there, which is a truly horrifying prospect. |

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|-------------|-----------------|--------------|--|
| 398 | Eastern Creek | NSW | We used to have a workplace committee that didn't listen .then they got rid of it. The boss only interested in numbers that can be manipulated just faster faster more picks per hour .we originally used to pick 30 Orders per hour now we pick 75 per hour They still want more. the boss projected a 3 million \$ profit. we made 2.5 million. this is described as a half million loss. the numbers are never good enough. This is a Australian top 100 company worldwide it is in the top 500 it's a NYSE listed company. |
| 164 | Enmore | NSW | Increasingly, throughout my time as a teacher I have seen a shift in culture at my workplace from trust and support of teachers and their ability to perform their function professionally and correctly to a culture of constantly needing to justify any decisions made and "cover one's back with a seemingly endless stream of red tape and duplicated data (EG. having to enter details of mandatory professional learning hours on several systems). This detracts from my actual role which should be the students' learning. |
| 385 | Erina | NSW | No, they are just worried about money, not how the units can run more effectively. There needs to be a short list on how long NUMs run their wards, i.e. contracts for three years, etc., in case they stay for long periods where nothing changes in that time. |
| 276 | Erskineville | NSW | There are rarely any suggestions taken up from regular teachers. It is all top down ideas that come from even higher up. They are based on industry fads that have little merit and usually fail despite most ordinary staff knowing this beforehand. |
| 319 | Fairfield | NSW | Productivity is simply based on staff being happy at work. It can be greatly improved by catering or listening to staff needs personally and appreciating the work the staff carries out. Management needs to be more than flexible in providing what staff needs within their work entitlements. They need to stop being partial and have an open approach to each and every single staff. |
| 310 | Forestville | NSW | Currently the relationship between the unions and the company are open and constructive. |
| 430 | Glenbrook | NSW | more money for mental health would attract nurses essential for running the service and dealing with aggression and difficult clients. Health should not be run as a business but management consistently do so. If morale was not as low as it is staff would not be leaving in droves, doctors and nurses would take pride in helping the sick, now it is becoming a burden to go to work |
| 297 | Glenfield | NSW | If we are asked what we think, and we do happen to say something and they don't want to hear, you are fobbed off. If you try to be graded up a level (even after 37 years of service) you are more or less made to feel like you are not worth, it so don't even try. I also think that some managers feel a bit bullied as well, so they don't try for us. The process to do so is complicated, so staff give up trying. |
| 141 | Glenmore Park | NSW | The Industry needs good, hard working and dedicated people to care for the elderly. |

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|-------------|-----------------|--------------|---|
| 421 | Goonellabah | NSW | The best single way I can increase my productivity is to upgrade my business website. That is what I've been doing for the last two months. A major distortion in that process was that my (then) replacement "Webmistress" - local "Home Business of the Year" winner!) has not (even now) replied to my emails asking for her assistance! I have subsequently become my own Webmaster! A second way I can increase my productivity is to advertise 'learn to drive' holidays to potential clients in Sydney, Melbourne and Brisbane. I have yet to correspond with a Facebook business marketing expert. The third way I can increase productivity is to better ensure that clients who are casual employees are better able to negotiate with their employers to have "time off" for between 1 and 2 1/2 hours for their driving lessons. Their employers benefit directly and indirectly by granting them such time off - which can be arranged to maximise mutual convenience. Frequently, these employees are young and workplace naive; they lack the assertion to state their case. As a result, they do not keep their appointments and I lose money! |
| 387 | Goulburn | NSW | I see managers as the biggest threat to productivity in Australia right now. One area where I see workplace productivity seriously undermined is the manager constantly micro managing. This means that work is done more than once by more than one person. Sometimes a report is edited so much that it ends up being exactly the same as it was in the first place but meanwhile many hours/days/weeks and people's effort has been wasted. An employer should select people based on their qualifications and skills and then let them have the autonomy to do the job. Over the top micro management results in unnecessarily high absenteeism and low morale as well as reduced productivity. I have experienced far too many workplaces where we were unable to ask questions or give a point of view and consultation with staff was limited or non-existent. In one of these workplaces, if you gave a viewpoint different to the manager you were subjected to bullying, ostracism and risked losing your job. This is a missed opportunity for the employer to improve productivity, build creativity, empower staff and tap into the skills of the entire team thereby improving outputs. Absenteeism can increase when staff are prevented from expressing themselves and contributing to the workplace. Unnecessary absenteeism is an important source of lost productivity and I think that absenteeism should be linked to a manager's performance as it is inextricably linked to morale and workplace culture which are areas that manager's have a responsibility to manage. |
| 214 | Guerilla Bay | NSW | When I started at a federal government agency, most senior managers were returned WW2 servicemen particularly from the RAAF (employed for their mathematical skills). They worked to change Australia for the better. They were open to new ideas and inspired staff to achieve their goals. That has changed in the last 20 years because of government's political public service bashing, efficiency dividends and short sightedness. It was frustrating to have your concerns about the agency's direction dismissed with 'You need to accept change'. The question not often answered is why do we need to change? Most change in the workplace has been driven by profit but that profit is generally not shared with the people who make it. The current government has axed huge chunks of the public service, but government expenditure on consultants has increased exponentially, as it did when the Howard government embarked on similar cost cutting. The Private Sector is not always best as the alleged ORS reporting shows. |

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|-------------|-----------------|--------------|--|
| 236 | Gunnedah | NSW | I have made numerous approaches on workplace efficiency and productivity which are usually met with 'What the hell would you know? Where's your degree?' |
| 152 | GyMEA | NSW | Listening to employees about issues they work with would be a great start. We do have consultation & surveys sometimes on the larger issues, however input from front line staff is ignored if it doesn't support managements predetermined decision. This is one of the reasons our workplace has become greatly demoralised. Professional front line staff no longer feel it is worth participating in trials & surveys as management have already made their decision before they receive our input. |
| 404 | GyMEA | NSW | Any change is difficult especially in the public health system... Plethora of committees to get any form of clinical practice changes through.... Then resistance from managers and colleagues. A staff of approximately 90 makes it even more problematic. |
| 352 | Hamilton | NSW | I believe that the Productivity Commission needs to be aware that some jobs just cannot be done any faster or more productively than at present. It just takes time to take time and resources to clean a person who has been incontinent of urine and faeces and to change the bed and make that person clean and warm and comfortable; to check medication charts, medications, give medications and sign appropriate sheets to show whether or not the drugs have been given, taken and/or refused; to assist someone with swallowing difficulties to eat and drink; to be with a dying person and his/her family, to answer questions, to notify families and other professionals or a person's change in circumstances. |
| 260 | Hamilton North | NSW | My manager does not liaise with me at the moment and is actually attempting to change my hours of work that will make life more difficult for me as I currently work 6 - 2pm and my wife takes the kids to school in the morning and I pick them up at 3pm. He wants me to do 10am-6pm every fortnight. Moral is down and the job prospects for a storeman in the steel industry is difficult , so I can't look for other employment. |
| 57 | Hobartville | NSW | In my workplace there is too much competition between award employees and those of open ended contracts. If all were on the same agreement the productivity may substantially increase |
| 17 | Hornsby | NSW | Very few managers listen to the ideas of employees, especially females. |
| 326 | Hornsby | NSW | Senior management is almost entirely separate from the nursing staff, and are rarely engaged in two-way communication. |
| 138 | Kandos | NSW | It is a small business and no the boss won't listen. E.g. buying a proper work vehicle for area we are in aka a dual-cab due to having to go to onsites on farms. Implementing forms, procedures, policies to make the place for efficient and improve customer satisfaction. Change current ticketing system to a better one that can be used on tablets reducing lost paperwork and improving data entry/billing efficiency. |

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|-------------|-----------------|--------------|--|
| 34 | Kensington | NSW | Every year we improve our productivity. It comes with the territory. This can cause stress for staff as there is always change. In my earlier years I used to tell people "next year will be easier". I gave up doing this a number of years ago because every year brings new challenges, especially around technology. Productivity continues to increase and yet pay rises are nowhere near equivalent to these improvements. |
| 300 | Kiama | NSW | Productivity is generally referring to the greatest outcome volume for the least time and money. Productivity in education must be about quality. The VET sector is ploughing headlong into the mire of remote learning in the absence of professional teachers and short courses even though this is something Industry is backing away from with great haste. Improving productivity must be about appropriate teachers, appropriate time for learning & mastery and quality graduates capable of meeting Australians needs into the future. Without this base all Industries will flounder then fail. |
| 288 | Killara | NSW | I am able to talk to my manager, who would be happy to implement some of my ideas. |
| 173 | Kingswood | NSW | No, the supervisors and managers never listen to our implement ideas. if supervisors and managers listened more to the workers the work place would be a better place to work and productivity would be much better. |
| 16 | Koorinal | NSW | Incentives to work harder i.e. opportunities for promotion, bonus' for those sitting at the top of a pay point and continuing to go above and beyond their duties. Most departments have a underperformance policy but it does not seem to be utilized and many ineffective people are still employed, even promoted. |
| 204 | Lake Heights | NSW | I often have suggestions to improve our productivity and a lot of it is common sense, however these changes can not be implemented or even looked at, as the government takes forever to change anything, and doesn't appear to prioritise the suggestions of staff. All the staff in the office I work in try very hard to get all the work done using tools and procedures that are insufficient to achieve the set KPIs. Changes seem to be very difficult to try and achieve unless it is the upper management who has made the decision. |
| 367 | Lake Illawarra | NSW | Always taking suggestions to Employer. |
| 307 | Lavington | NSW | Where I work employees have no say in improving anything Not even the Manager--all done by someone in a high office in Sydney. Only speak to us via email or phone. They have No idea of what is needed at ground level |
| 13 | Legume | NSW | if they want the workplace to be more productive then they should listen to the workers, start treating us like humans instead of dumb robots and reward us for our ideas not just so they can get a big fat bonus! |
| 70 | Leura | NSW | My work place implements democratic principles and flexible work practices. We are a non-hierarchical workplace. I do hear many horror stories from other workplaces. We are very fortunate in our workplace. |

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|-------------|-----------------|--------------|---|
| 285 | Lilyfield | NSW | No. At my wife's restaurants, the employers treated the workers like slaves - giving them no job contract to ensure job security, employed them on a casual basis, and overworked them and underpaid them, giving them little or no say in hours. Anyone with the most BASIC knowledge of psychology or business will know that this results in low productivity and high stress and exhaustion - one of the major causes of our marriage break-up, because my wife was so stressed and exhausted from work, that she was unwilling to try to make our marriage work. To hell with Australia's economic system!!! Denmark's more egalitarian system is MUCH better for workers, and for EVERYONE. How about you stop dilly-dallying with endless reports and tweaks that make things worse for workers, and instead copy a system that WORKS - the system in DENMARK??? |
| 378 | Lisarow | NSW | Implement 12 hr shifts. |
| 370 | Lugarno | NSW | There are many ways I can make suggestions about improving or even fixing work processes, but often they get nowhere as finding the right 'owner' can be challenging, let alone communicating what the problem is and your solution. Getting people to think outside the square is a real challenge to improving productivity. However in spite of trying the most negative aspect is the lack of rewards when you do achieve something. |
| 253 | Macquarie Hills | NSW | As I am relatively new in this employment I have not observed any major inefficiencies that would improve productivity. |
| 213 | Maroubra | NSW | Forward and individual thinking is very much frowned upon in my workplace. You are considered to not be a part of the team if you voice any ideas or opinions. We have a personal development scheme, which is purely used as a tool for punishing and demoting workers who are seen to be promoting change within the workplace. It has become way to common for staff to 'just keep their mouth shut', to avoid drawing attention to themselves |
| 371 | Maroubra | NSW | I work in a proactive workforce which is motivated by evidence based practice, we are constantly encouraged and supported to streamline what we do and when we do it at all times with the patients welfare and outcomes at the heart of it. Nurses are dynamic, adaptable, professional, highly educated true servants of the public. From the bedside nurse to upper nursing management we strive to be efficient effective people who care for perfect strangers and display enormous compassion and understanding together with skills envied by many other industries. High emotional intelligence together with a passion to serve make us a highly productive workforce serving the community at large. If you truly believe that we are not value for money, ask any parent that has had the misfortune to require our services about how productive we are. |
| 22 | Moama | NSW | Where I work there are many people who bludge on the rest of us as there is very little the company will do as far as dismissal or reprimand |
| 443 | Moree | NSW | My colleagues and I do not get invited to Board meetings and even though suggestion forms exist we do not have a say on how to make the workplace run better. |
| 250 | Mortdale | NSW | The immigration intake is too high. There are not enough jobs for everybody. Property developers want high immigration because they will profit from it. But there will NEVER be enough jobs for everyone. Also immigration IS NOT a substitute for productivity. |

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|-------------|----------------------|--------------|--|
| 108 | Moss Vale | NSW | Staff have no say and have to do what they are told. |
| 124 | Moss Vale | NSW | It seems to me that having provided employers with the complete power to pick and choose their employees has some implications for productivity. I am far too aware of choices to employ a less able, less qualified person, simply due to the employers personal instinct. I am saying that the best person is quite often not chosen for the job, and I am suggesting that employers should not have total control over who they employ. I also think that there should be some oversight of employers who constantly sack people, or put off subsidised workers once the subsidy period ends. |
| 379 | Mount Annan | NSW | Let the workers make the decisions, too many layers of management. |
| 347 | Mount Saint Thomas | NSW | I find our company is less likely to listen to workers these days, compared to the past. I know personally that I am prepared to work much harder for a company that has respect for workers. Mutual respect is the best way to improve productivity. If the system is fair for all, people feel wanted and contribute more. |
| 69 | Narara | NSW | Employers just want from you all the time the best. When they will get that they want more. Treat people nice respect people specially hard working one, Be fare and if you want you also give. Give people pay rise what they deserve don't take commission from them because company is stingy for money. If you treat your good workers right and look after them they will look after you. Treat people how you would want to be treated then you get from them maximum, if not they will just do half-hearted job. It is your choice. |
| 353 | Newtown | NSW | one employer problematic. Not able to give input. hierarchy appalling. |
| 205 | North Albury | NSW | How much more productivity do we have to give. There is only so much we can do before we have breakdowns. Please have a look at business and the demands they put on their workers. |
| 447 | North Boambee Valley | NSW | There needs to more communication between management and staff, I am only speaking from my workplace, I have also been in management myself here so I have ideas that are not listened to. This has made life very frustrating for most of the staff. We have had changes in management over the years and changes which have been for the better but this last change is disastrous and I do not know how the place is going to survive. We are working with skeleton staff, no one has time to scratch themselves during the day, meetings are called without any notice etc. |
| 9 | North Curl Curl | NSW | I don't have any freedom in having my suggestions accepted by management. This is part of the major problem that I've seen in the workplace. Management, at least at lower levels, is barely competent. |
| 121 | North Narrabeen | NSW | No-one who makes decisions about productivity ever comes to see our work or to talk to front line staff. They have no idea how hard we are working just to keep our heads above water. Please get your information from workers, not from Senior Managers' spin. |

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|-------------|-------------------------|--------------|---|
| 126 | North Nowra | NSW | Productivity could be improved by having more workers on the ground and a less top heavy management. Less paperwork would actually enable us to look after our patients better and more efficient. If more nurses would be employed, patients would recover quicker and the number of readmissions would drop and that would save the government a lot of money. |
| 261 | North Willoughby | NSW | The company does the minimum required by law to train staff and lately even that has been reduced. Productivity is affected as useful training often gets cut and employees get stuck at the same level of competence for many years doing the same job rather than seeking improvement. |
| 160 | Nowra | NSW | My boss & I aren't close as her brother works there & I won't stand there & let them put things over me because I'm in the union. The boss tried to make me return to work earlier or resign while I was on maternity leave, because her brother was after my contract. Thankfully I was in the union who told me my rights & there for I still have my job.... |
| 381 | Nowra Hill | NSW | Working as a teacher, the definition of productivity would need to be clearly defined- is it better educated children? How is this measured? Is it about educating more children with less teachers? Is quantity more important than quality? In any case, as a casual teacher, you really don't have much say in the school. When I worked in pubs I feel like I was not in a position to talk to my managers about improvements as I was only a casual/part time employee and was concerned I'd get less shifts. |
| 415 | Orange | NSW | Sure my manager will listen to me but is she willing to implement ideas that make the place better run. No way. She is under the pump like everyone else. She may well recognise that a change will make a difference but it is too hard , will upset the apple cart and no one has the time to push things through. There is no money to make the changes that are needed. There is no will to make the changes that are needed. The system is designed to fail and it does, all the time and in some many ways. And who suffer the staff suffer the patients suffer and ultimately our society suffers. |
| 425 | Parramatta | NSW | Better mental health friendly work places. |
| 298 | Queen Victoria Building | NSW | The productivity commission must not listen only to business operators; they need to hear from those who actually do work. |
| 190 | Randwick | NSW | Some OHS issues. |
| 329 | Raymond Terrace | NSW | some time the managers listen to ideas for a better work environment but most of the time they don't |
| 433 | Raymond Terrace | NSW | If we focus more on leadership, create a culture for our hospital, respect staff and support them Then we may retain more staff and have them let embittered and willing to help achieve hospital goals. |
| 365 | Rhodes | NSW | Improve nurse to patient ratio to ensure an efficient and safe delivery of health care. |
| 390 | Romarnie | NSW | my site manager is very approachable re ideas from staff. However in the end there is really too much work for staff to fairly manage and this is unlikely to change |

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|-------------|-----------------|--------------|--|
| 153 | Ryde | NSW | The current Home Care management is very receptive to staff suggestion. Each staff team has a monthly meeting (paid work time) and I hope this will be the case after privatisation. Even if you can't attend the meetings you can put items on the agenda. Notes are prepared and sent to everyone after the meetings. |
| 129 | Saumarez Ponds | NSW | I think that if positions are made into job-share positions, then additional time is needed to be factored into the working arrangements to communicate between the people involved. Productivity can be affected in jobs that are split. Many communications, which normally would not need to be shared or recorded, need to be, when working as part of a team. It has been my experience that people in administration, or in outside organisations, only wish to deal with one person in an office. I have found in the current arrangements that I need to check my email communications on each working day of the week, even though I am only employed for two, just to direct communications to the relevant personnel job-sharing the role. |
| 175 | Scone | NSW | We have a very positive team ethic in the work place, led by our principal and supported by executive and other teaching and non-teaching staff. The main problem confronting productivity is financial, and ergo material, resources to benefit the young people we serve. |
| 96 | Seven Hills | NSW | My previous work exposed me to one of the biggest issues reducing productivity in the workplace, bullying and harassment. When bullying starts, a workers' efficiency is massively reduced. Absenteeism increases, workers become distracted and disinterested, complaints then get lodged requiring investigation. This is a drain on resources. However, if bullying was properly addressed through legislation, the bullying may be reduced or even eliminated. |
| 191 | Somerton | NSW | we try to talk to managers and other people sometimes they listen sometimes they don't as long as it does not cost money than maybe why would they listen when they cant even follow there own safety procedures and national log book rules don't apply to them when it suits |
| 434 | Springfield | NSW | I feel in recent years that nurses spend more time filling in paperwork which is then repeated on computers. We have numerous databases to access and complete. I feel nurses have become data entry clerks which takes me away from direct patient care. In our unit we have a ward clerk 4 hours a day leaving nurses to answer doors and security monitors taking us away from direct patient care. I cannot compete one task without being interrupted numerous times which affects patient care and safety. We rarely have unit meetings to address the issues and when we do we are keeping an ear and eye on our patients. When I have discussed this with management. I am told we will have a new unit in 5 years. In the meantime "what can we do" |
| 435 | Springfield | NSW | I am somewhat listened to though when I have to knock back a short notice shift which I rarely do. It involves having most shifts stripped from me. |
| 198 | Springwood | NSW | I have a manager and a board who will listen and take on board any suggestions. Our workplace is flexible and I have no complaints at the moment but our funding is only guaranteed until 2016. |

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| 408 | St Clair | NSW | My manager may listen to my ideas but then they go no further. There is no forum for staff to have input into anything. |
| 185 | St Marys | NSW | To improve efficiency and meeting budget requirements, the Government needs to streamline senior management positions. I have worked in many state government departments and they are all top heavy with senior management and lacking lower level clerks to do the ground work. |
| 80 | Sydney | NSW | Being casual I have no say at work. |
| 419 | Sydney | NSW | One of the major obstacles I see is that Nurses are often not paid for ALL of the education they are required to complete- especially the annual mandatory education- In my workplace- Part time Nurses are expected to undertake this in their own time- The Facility supports time in lieu, but as a manager- it is extremely difficult to ever give the time back to the staff as the staffing profile for patient care delivery is built on the bare minimum numbers- so often the Nurses cannot get off the floor any earlier then their formal finishing time. Time in Lieu does not work and the Facility management substitute it them having to pay overtime. Another thing is the Nursing patient hours per day number- Nursing management make the manager pressure staff to take Annual Leave (shift to shift basis at extremely short notice which is not planned)- although this is "voluntary"- the pressure is applied to the managers to "find" someone to take the annual leave. Also I don't think it is too fair to make the staff take the Annual leave when it is not planned or be utilised for their own family breaks. |
| 340 | Tabulam | NSW | As a result of changes to employee entitlements, ie: penalties I would not be remiss in saying no nurse would give up penalties to care for others when they could give that time and energy to their own loved ones. I can speak from my own vast experience where I missed out on family gatherings, care of my own children so as to do my shifts at work. |
| 130 | Tallong | NSW | There is very little opportunity in my workplace for giving feedback to the executive. Actually as a teacher I feel that I have no input into the things we teach, the way the classes are structured, the educational philosophy that I am expected to follow or the way that discipline is managed in the school. I feel that my professional opinion is not valued at all and that I am not given any real opportunity to influence how the workplace operates. I believe we should change the way that look at and structure our workplaces. The people who actually do jobs should have a great deal of input into how they undertake those jobs particularly if they can improve both their productivity and lessen their stress levels. Also, when we apply for a job we give our supervisor or boss's name as a referee, why not our workmates who see us at our jobs and know how well we work. In so many workplaces the people in management take credit for everything achieved by their team because they want to move up the ladder and the people at the top do not ensure that the people who have made the biggest contributions have the opportunity for recognition. |
| 222 | Tolland | NSW | our managers are reluctant to listen to us as they think we are trying to get callouts rather than save money in the long term |
| 342 | Toorooka | NSW | The managers at both hospitals are great and are very approachable but their hands are often tied by policies from above, relating to cost cutting and "increased productivity". This is especially true when it comes to staffing matters. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 227 | Urunga | NSW | Generally speaking direct line managers are supportive of innovative ideas and are looking for ways to increase productivity. This is often driven by ever increasing excessive workloads, so looking for ways to have more time. However, upper middle management often block ideas from getting to the executive because of fear, bullying egotistical behaviour. This behaviour occurs because people are promoted beyond their capability, often resulting in managers with no managerial training, qualifications and very little referenced experience. This stifles productivity because they are unable to manage staff and projects effectively. |
| 337 | Vauluse | NSW | Our employer always goes for the bottom line. The cheapest (or free) version of essential hardware, e.g. interactive whiteboards or Moodle are bought. This means they are temperamental and can not be used efficiently, effectively or innovatively. We do not even have enough desks for staff to work on - they have to sit at the kitchen table without access to computers which are essential. They have to wait for someone to vacate a desk before they have access to essential files for teaching. How can this be productive? It is a noisy workplace but the bosses all have offices with doors they can close. Teachers become exhausted by the noise and are required to speak as little as possible. There is nowhere to sit quietly and discuss work issues. This is not productive. Students are put into a completely inappropriate level for their abilities and the teacher and the students are expected to cope. This is not efficient or fair, and certainly not productive for anyone involved with the class. Anyone who applies to be a trainee teacher is accepted for the teacher training course which means they often cause problems for the cooperating teacher in the classroom and it also means that the cooperating teacher spends much much more time with the trainee than they are paid for. This is inefficient and extremely stressful. None of these issues have been addressed by management. Profits first with resultant bonuses for them. We do not get bonuses. Around 90% of the teaching staff has been casualized. This means that, not only do teachers not make suggestions, because they might be penalized for making an unpopular remark, but there is so much coming and going of teachers that essential information such as where teaching material is located, how to use this kind of equipment or how this particular student is faring is not passed on correctly or not passed on at all. This is not productive. Managers often do not respond to emails, leaving the employee uncertain on how to proceed. This is not productive. |
| 333 | Verona | NSW | My organisation previously organised a "Think Tank" strategy, which allowed for all employees to put forward ideas for continuous improvement etc. The ideas I have put forward had been disregarded and then magically implemented a couple of years later, an extremely disappointing result. Also we are quite often asked our opinions regarding issues policy etc and are thanked for those opinions, and then they are disregarded and the Manager's original policy etc is implemented. In other words they are seen to be ticking the boxes. |
| 264 | Wagga Wagga | NSW | Productivity is more one on one with patients, and less managers doing paper work or projects, non-productivity is there are more admin staff than nurses that care for patients, this is why health cost too much and is un-productive |
| 295 | Wallsend | NSW | Simple get rid of all the middle management bludgers we don't need them. |

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|-------------|-----------------|--------------|---|
| 325 | Warrawong | NSW | I have a board of directors that are all volunteers. They are open to change and very strict on paying the award and supporting us workers. but they are powerless to stop funding cuts in the community sector. If we lose our jobs in the next year or so there will be no redundancy payouts. |
| 187 | Waterfall | NSW | I have put forward ideas to my managers to improve productivity but on all occasions have been ignored. The biggest problem here is the Bonus system management works under, they change things, try to cut back on good working systems and customer service just to prove to their bosses that they have done a good job, so, they can get their monthly bonuses. Then when it does not work, they blame the staff below them. |
| 146 | Wattamondara | NSW | Workers compensation people should be retrained in a tafe course or something similar and not you can be a clerk because you can read a paragraph of a newspaper. From jack hammer to clerk LOL |
| 436 | Wattle Grove | NSW | On our ward we have a 'productive ward' where our educations are very keen on listening to our tips on trying to be productive |
| 112 | Wentworth Falls | NSW | At work the company isn't interested in hearing about any improvements to the process. Instead we are expected to work till 100% and then look for someone who isn't before thinking about hiring more people. We have millions of dollars in the pipeline and regularly make 50-100 million profit yearly but we are under staffed. And managed by people whom aren't suited to the roles. From zero qualification to zero experience. Safety and reporting on incidents is meagre, someone got a broken finger and was told he COULD write out an injury report but we have had too many already this month. Another incident they where sandblasting at a site without any protection. Another someone using a high power type of paint spray ended up spraying it inside his finger and ended up in hospital. Very little is learned... I am in the office luckily, although yesterday we had diesel fumes in the office we felt ill one woman went to the hospital that night with carbon monoxide poisoning the OH&S guy wandered about hands in pockets and then back to his building. |
| 401 | Wentworthville | NSW | I have never been able to convince management to make workplace changes, even in relation to workplace health and safety. In trying you are regarded as being a trouble maker. |
| 323 | Whalan | NSW | In my workplace no one listen to me as a security professional or at least as a human. |
| 239 | Wingham | NSW | Our workplace has very little positive interaction between staff and management. As a casual, I have little sway in discussions with the employer and due to a lack of management expertise staff are supposed to be motivated by daily threats to their job security and regular screaming matches from the manager and 2IC. |
| 301 | Wollongong | NSW | It is not easy implementing productivity changes within the organisation as we do not have a formal process in place for reviewing such suggestions. |

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|-------------|-----------------|--------------|---|
| 172 | Woodburn | NSW | I doubt I can be much more productive as I put in many hours of unpaid work at home to meet the requirements of my employer. Recognition of this in some form would be very much appreciated. The so called related duties time we are allocated is not enough to cover the work we are expected to do, especially with the new requirements of "Smart and Skilled" which add much more administrative paperwork and expects us to teach the same course material, with the same level of quality in less hours. A semester in 2014 was 18 weeks 9am - 4pm each teaching day. It is now 17 weeks 9:30 - 4pm no reduction in requirements. |
| 411 | Woodburn | NSW | Local managers use intimidation and bullying to cover short falls and budget constraints, generally will not listen to employees unless it involves significant cost savings. |
| 60 | Woy Woy | NSW | The higher level managers are I believe, so far removed from reality, that its up to the lower managers to keep them in check, however, there are so few of them, and too many that are "yes" men |
| 19 | Bayview | NT | I have plenty but am far more over qualified than 98% of the people above me. I spent nearly 15 years working for London Met Police and participated in over 100 courses developing my skills. I was on accelerated promotion and received several commendations for my work. I cannot get anyone within my place of employment to take me seriously and am now seeking work elsewhere. |
| 39 | Casuarina | NT | Yes current workplace seeks regular input on ways to improve services for clients as well as workplace efficiency. However, there is an emphasis on "client numbers" rather than amount of service; there is no measuring whether service is sufficient to meet client needs - so ethically and morally the limited input we are directed to give to clients can be difficult to reconcile. |
| 201 | Herbert | NT | My current boss is always open to new ideas although I can't say that about past managers were I was not listened to nor taken seriously and had my ideas taken from me and the pat on the back was not given to me |
| 202 | Nhulunbuy | NT | In my workplace we have increased our productivity by reducing staffing at rural offices from five (or more) to three, two or one with automation taking up the slack. We used to have a company vehicle at each office, but now there are only a handful of offices with access to a company car. We used to call people in to cover a shift when someone went sick but now the shift is not staffed. At the moment my boss is on sick leave after an operation. He is expected to be away for a number of weeks but there is no one doing his job because there is no money for Higher Duties Allowance. Is this any way to run a ship? The poor bloke is trying to connect to the office on his laptop while he at home in bed. Because if he doesn't, when he gets back to work there will be a mountain of work on his desk waiting for him. There is talk of changing our work role to make it non-shiftwork which causes me great concern. And all these productivity measures do not result in wage increases - they are consumed by organizational budget cuts and "efficiency dividends". |
| 336 | Tiwi | NT | Our manager is quite open to suggestions |

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|-------------|-----------------|--------------|--|
| 412 | Acacia Ridge | QLD | No this place is stuck in the stone ages! No one cares that is why I am out of there. They shoot you down sweep in under the carpet attitude. No one wants to know and this is adopted right from head office! |
| 377 | Albany Creek | QLD | I have never seen morale so low, governments want to take all of the time, it feels like a very dangerous place for patients to be. Ideas are put forward but with so much change in last 3 years the desire for change is a dirty phrase. |
| 328 | Alliingham | QLD | I had been trying to gain employment in the mining sector for the last 5 yrs , and yet we have the big miners telling us they need to employ overseas workers as there's no Australians who will work there .the last application had over 700 people trying for 2 positions as cadets . |
| 193 | Annerley | QLD | in order for each resident to get the care they deserve, ACFI needs to be replaced with a system that funds staff to each resident on a needs basis to ensure that managers don't get away with understaffing as they do now |
| 186 | Ashgrove | QLD | I have made 2 attempts to introduce extensible industry best practice into the agency I currently work for (LEAN / Agile / centralising data management/governance). Each time met with any number of reasons/excuses like, not enough resources, or we don't have the funding. The truth (as I sense it) is of course that senior management don't want to put in the effort to firstly constructively evaluate the proposal for merit, and then to marshall the necessary resources, budget, and sponsorship to effect real change with tangible benefits (like reducing duplication, maximising re-use, eliminating "silo-ed" development, advocating systems integration and interoperability, a robust and reliable system of record, and strategic planning just to name a few). Here we have opportunities to follow leading evidenced-based industry initiatives that are known to improve productivity and time-to-market yet management lack the fortitude are risk-averse, or ignorant of the efficacy of the proposal. Whichever of these "reasons", it's not very encouraging, especially when I am being asked to work longer hours, take a drop in pay (my agency is not even keeping pace with CPI now), and take away hard-won entitlements and conditions. |
| 318 | Ashgrove | QLD | Unfortunately to date there has not been sufficient consultation with myself and colleagues regarding the implementation of various processes involved with our ongoing working procedures. |
| 18 | Ashmore | QLD | I think a suggestion box for staff to fill out a form or any grand ideas in their own time might be a good idea. I wouldn't expect the owner or manager to use their time , or mine as they were paying me to listen to my ideas as well as perhaps many others. That would be rude unfair and uncalled for. |
| 8 | Balmoral Ridge | QLD | I and my colleagues are always working unpaid overtime and the demand on us from our employer is more of an unsaid expectation. Even our customers are sharp as our staffing especially during lunch periods is always minimal to ensure top dollar profits are reached |
| 12 | Bargara | QLD | My wife often says her ideas are not listened to, she realises that not all will be viable straight off but feels with some thought and 'tweaking' they could improve the system she works within. |
| 43 | Biggenden | QLD | My Employer does not listen. |

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|-------------|-----------------|--------------|---|
| 395 | Boondall | QLD | As a general principle I and other workers are always looking for ways to improve our efficiency and keep costs down. We get through a large amount of work and regularly put in extra time without compensation to keep on top of our work. |
| 181 | Brackenridge | QLD | less reliance on casual work force, and recruiting quality permanent staff for continuity and quality of care. improve nurse/patient ratios and set as legislation. the workplace has a system of improvement suggestions and they are presented to management, ultimately management makes improvement decisions. improve union relations because we are all about the same things... quality patient care |
| 113 | Bray Park | QLD | In my previous workplace all the managers were men. My opinion was not valued at all. For example, my position was Print Room Operator and was not consulted when 3 new printers were purchased. I had already been a graphic artist also. All the women were called "girls" and couldn't get raises, despite upskilling. |
| 383 | Brighton | QLD | As a Union delegate, I am often contacted when employees are concerned about working conditions and productivity. It is my responsibility to try and raise these concerns with management. It often seems that the "intent" of productivity improvements is less about productivity and more about cutting costs. |
| 25 | Brisbane | QLD | No way, I have worked on 9 different sites and all they all care about is the bottom line, only a few actually care about the guys working for them, we are just a number to them and easily expendable. If you want to call it the "productivity commission" health and safety procedures should be more streamlined across the whole industry, safety is always of utmost importance but there is a lot of job creation as each safety adviser tries to reinvent the wheel, every new site and new company that we work for its like starting from scratch again which must waste thousands of man hours across the country. |
| 420 | Brisbane | QLD | Work place Meetings |
| 356 | Browns Plains | QLD | Too many chiefs and not enough Indians in our work place. Nobody knows the categories in which management or decision makers will start listening. Kevin Rudd did the right thing by organizing people to contribute ideas and they got rid of him. So why ask me for something which will not be successful anyway. |
| 445 | Bundaberg | QLD | Over the last 10 years or so I've noticed a specific trend for management to blame the worker when strategies aren't working or goals not achieved. Additionally, managers significantly support managerial prerogative ie the manager is always right regardless of the facts. In combination with managers supporting each other (regardless of the circumstances), workers feel powerless to be able to contribute meaningfully towards improving the workplace unless the worker's comments support management's position. These circumstances significantly established and support 'group think'. Any worker who speaks against a strategy or concept is considered to be 'not a team player', their concepts dismissed and any opportunity for career advancement curtailed. |

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|-------------|-----------------|--------------|---|
| 397 | Burleigh | QLD | We are constantly required to work 100% efficiently out in the work force, however we find ourselves severely hampered as the task requested from the office/ computer system, has constant errors in which we must modify. Also the system continues to send workers to incorrect areas of work, extending travel time, becoming less efficient. |
| 427 | Burpengary | QLD | I was always able to get my line manager to listen to my ideas but public service managers are never the boss. I have had Directors General and even State Premier and ministers of the crown listen to me but I doubt if they paid anything other than lip service to my ideas. Problem with Senior managers is that they have been trained not to commit to anything. |
| 61 | Capalaba | QLD | At present all ideas for productivity comes from the Managers and CEO. There is a lot of Rate Payers monies' being wasted on useless Red Tape and new systems that would make the Qld Health Department pay roll system seem like the only one for 1st place. Remove the need for Procurement Contracts and get back to the basics of testing the market for the best price and products available and not be tied to a Contract. |
| 84 | Carina | QLD | The public service is a venue in which fearless feedback from the bottom up aimed at improving productivity is stopped at a middle management level as it implies to these managers that they are not doing their jobs properly. |
| 272 | Carina Heights | QLD | To improve productivity in this agency, we need more staff! Seriously, there have been such severe budget cuts that we are extremely overworked and unable to keep up with the amount of work to do. Tell me how cutting budgets and people can increase productivity!!! The government will be hit with stress leave and claims as a result. How will that improve productivity? It will reduce it!!! These changes have not been made to consider the working life of good hardworking loyal and dedicated people. They have been created to 'weed out the bludgers' but the good staff are suffering. Why doesn't the real problem be addressed - and that is those slackers who don't do a good days work be addressed by their managers! |
| 125 | Carrara | QLD | There is absolutely no interest in my employer taking ideas from workers. I previously suggested twice to a national manager to make a suggestions box for workers to suggest productivity gains on a loss making contract. It was not taken up. There is a fair bit of truth that managers and supervisors in my employers organisation are perhaps overloaded and have no time to listen and seem constantly stressed. |
| 230 | Carrara | QLD | I think that people who cannot do their job should be put off and not promoted or given opportunities for higher roles. Maybe tests to have people keep their roles and if they fail they need to learn how to do their role correctly. |
| 277 | Carrara | QLD | My workplace is 50% unionised and management seem to try and do the right thing. |
| 220 | Coombabah | QLD | Pay people what they are worth. Staff should be paid overtime, when asked to work after hours. Staff should not be hassled on their private mobiles after hours etc this is what I had to deal with ... |

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|-------------|-----------------|--------------|---|
| 194 | Cornubia | QLD | I am rarely able to get my manager to understand that small things can make a big difference to productivity. For instance, I developed small training sessions designed to reinforce staff learning of some complex aspects of policy for team leaders to deliver in team meetings. These materials were so well designed that almost no additional impost was placed on team leaders and the return on training \$ improved. Despite wide support from middle managers, team leaders and staff this inexpensive and worthwhile initiative was 'binned'. This penny wise, pound foolish approach means that 80% of the funding spent on our training program is lost in terms of returns from improved staff learning and therefore improved performance. If training is not reinforced by well-timed and targeted follow up, the dollars spent on the original training may as well be flushed down the drain for all the good it does. The research has proved this again and again - how many managers does it take to find the switch before the light bulb goes on???? Poor productivity is more often linked to poorly performing managers, poor managers engage in bullying tactics and this lowers performance or causes it to plateau. If the productivity commission is really about turning our workforce into a C21st version of an enslaved population, then the productivity commission is not about productivity at all. The most productive workforces are engaged, happy, ambitious and confident - making workers lives miserable by grinding them down is not only inhumane, it's plain stupid. |
| 339 | Cornuiba | QLD | I was the work place health and safety representative, and use the knowledge gained to improve the workplace through the legislation and the lessons learnt from accident reports. Im one of three dual tradespeople all of our recommendations for improvement are rejected. |
| 54 | Crows Nest | QLD | We have some avenue to advise our employer of changes that may increase productivity. |
| 384 | Curmbin Valley | QLD | In am a workplace employee representative and have advised the company on productivity initiatives. My experience is that the company does not seek employee input even where the employees are the knowledge holders. |
| 46 | Eumundi | QLD | I am working for a technical delivery agency that has decimated its technical capacity and replaced it with unqualified bureaucrats. As a result the technical standards for this sector have dropped across the state with adverse outcomes for the general public. I live remotely from my office and travel four and a half hours each day (car/train) to get to/from work. My role is easily undertaken by telecommuting (I did so for four months in the UK and six months in the US) but my director refuses to entertain the concept because he has to travel long distance as well, despite HR policy making the provision for telecommuting. I am a very experienced operator and find that such personal intervention unnecessary. I believe that making such work arrangements that impinge so severely on my life style should not be in the hands of the manager but delegated to an independent body. |
| 157 | Forest Lake | QLD | I was working as a Senior Case Manager with a previous employer and my manager there did not listen anyone but if me or my college had any idea than she would abuse us and said "we are against her". During my work with that employer staff members resigned due(they said)to manager's behaviour towards them. However, I am happy with the management team with my current employer. |

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|-------------|-----------------|--------------|---|
| 145 | Gracemere | QLD | More opportunity for permanent work force or sick and holiday pay with labour hire company's |
| 47 | Helensvale | QLD | The Fundamental issue facing the workers of Australia is its ever decreasing permanent full time work force. There is no job security for Australian families anymore and government has aided business in allowing to create the new class of citizen. This new class is the unsecure working poor which will have little to no savings and the same with superannuation on retirement. |
| 266 | Herston | QLD | Technology is often seen as the main driver of productivity improvements in the workplace. Technology does mean that we are able to perform many additional tasks and often perform some administrative tasks quicker. However the burden of servicing vast computer networks, reporting and keeping the data up to date also creates a lot of additional work. In a sense that is good because we are still creating employment. On the other hand the efficiencies are not as great as formerly envisaged. We are doing more with more - not doing more with less! Are we working more efficiently? I would say we are working differently rather than working more efficiently. It is like the illusion of labour saving devices in the home. We work harder to earn more money to pay for all the gadgets we need. In the workplace we spend more and more time servicing "the system" rather than the customer. Some systems are definitely "clunkier" and less efficient than the older incarnations of 10-15 years ago - but they are designed to do more tasks. |
| 154 | Highgate Hill | QLD | Always taking suggestions to Employer. |
| 26 | Holland Park | QLD | Improving productivity has many facets, but part of the process should be the encouragement, by the ATO for everyone to pay their fair share, and that doesn't matter if they are Australian or multinational companies or mining "magnates" with an oversized view of their own importance. Everyone should pay their fair share, and the fact that the ATO doesn't chase the Gina's and the Twiggies, means they aren't doing their job. Why do we SME's get chased for \$500 and the likes of Rinehardt and the pig Murdoch, get given 800 Million of my hard earned? |
| 423 | Inala | QLD | cut out all these so called inquiries into Australian workers who are the backbone of the country work with them not against them |
| 228 | Indooroopilly | QLD | Improving workplace "productivity" starts with improving stability in the workforce. If workers feel they have some commitment and goodwill from the employer to honour their input, they will ultimately give back in production and loyalty. |
| 359 | Ingham | QLD | The Service Provider I work for do not listen to its employees about workplace "productivity" they are to busy caught up in their own agenda. |
| 247 | Kalynda Chase | QLD | In the section I am in it depends who you are, as to whether or not your ideas are listened to. Because I am a more mature aged person the younger ones tend to be of the opinion that I could not possibly have an idea worth listening to let alone implementing. Therefore you tend to give up and not say anything. |
| 27 | Kawana | QLD | Self-managing systems are the best productivity answer. |

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|-------------|-----------------|--------------|--|
| 410 | Kelso | QLD | <p>From my experience it has been impossible to get any manager to consider any input from myself and any other worker or worker organization. It has always appeared to be an attitude of management that it is their money, their ideas and their ideas that have made the business a success, yet the number of these business that have gone into bankruptcy to avoid paying due wages and tax and reappeared under another manager to repeat the cycle has the worker organizations totally dismayed The only changes that I have seen in management attitude is when the Work,Health & safety Act became a force to be reckoned with whereby management levels including chief executive officers faced jail terms for non-compliance to the act and death of employees. It was at this time that the term consultation became "in vogue" and the worker organizations managed to have an input into management policies and determined better and safer working conditions for the workers. This input showed the management that with the total massed brains and ideas of the workers that there are abilities being employed but totally ignored by the management as it showed management that basically the adage "two minds are better than one" is still relevant in the world of today I have seen some management who have now totally accommodate ideas from workers and worker unions in the form of enterprise bargaining agreements which have resulted in productivity increases, reduced costs through better processes and where the consultation processes has been absorbed into management thinking to promote the business and improve the industrial harmony. Work place productivity has always suffered where the worker and worker organizations have not been allowed to be involved and this has resulted in a movement by the employer organizations to approach the government to implement laws and policies that restrict workers in association with other workers, worker organizations and by making it illegal for workers to discuss their individual terms of employment (refer to the act in work choices where the individual was prohibited from discussing the wage rate with other employees)</p> |
| 418 | Kelso | QLD | <p>We are always trying to implement ways of streamlining our business however these are at times thwarted by resistance to change or fear of becoming too efficient and having positions eliminated resulting in potential job losses</p> |
| 262 | Keperra | QLD | <p>I have been appointed as OH&S representative for my sector in the establishment where I work. We meet monthly and discuss issues that arise within our workplace. Most of my suggestions and concerns have been acted upon.</p> |
| 299 | Kirwan | QLD | <p>In my current position I am able to reform my role and improve my workplace and productivity. Due to my knowledge and experience, I am able to voice an opinion and be heard, however this has been not always the case. In my previous work section, basically two people controlled everything in a national workplace of around 120 people. It was a shambles and the people who still work in that section, who I keep in touch with are still trying to recover.</p> |

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|-------------|-----------------|--------------|---|
| 394 | Leichhardt | QLD | Listen to your workers, you wouldn't have your position without the people on the front line. Happy workers, better production. I work a flexible roster working 12hr day and night shifts. I get the best of both world working this way. I get the benefit of only working 7 shifts for the fortnight. Time with my family, and a break from the responsibility of my job. Idea's don't take penalties away from shift workers. We work those hours because we want to not because we have to if you take away people penalty allowances then you will lose decent workers who are good in their roles for people who aren't trained and don't care. |
| 200 | Malanda | QLD | we are about as productive as we can be.....the work is hard and physical...we use our own body strength to help the elderly to move about and it's demanding work that causes injury to our backs and our joints. We couldn't possibly be any more productive. |
| 215 | Maryborough | QLD | Productivity comes from respect. When employees are consulted and good points acted upon, they feel valued and will go the extra mile. Across management, consultation is a dying art and it all comes from the top. Thus employee attitudes are justifiably negative. |
| 169 | Mcdowall | QLD | I believe this whole concept of "productivity" is a joke. The number of people now on stress leave across many occupations continues to rise. You cannot keep dragging more productive work out of overworked and stressed employees. In my experience, most positions lack training and the person is blamed for lack of "productivity" when they have not had the correct induction and/or training required to excel in the role and managers are often not as skilled as they should be for that role. Also, maintaining this current practice of casual and contractor role leaves everyone in a temporary position with them looking for something better...they are not committed and for the company, keeping an employee far outweighs training a new one! |
| 373 | Mcdowall | QLD | It remains difficult in many hospital areas to inform managers of better working practices and more so to actually change old ideas and established routines. |
| 21 | Moranbah | QLD | It is so common now when going to an interview to be asked, how much remuneration would you expect for this role? Why can't the salary be open and transparent? It is almost like we are bidding for the cheapest offer when we apply for permanent work. I am degree qualified and feel that I often have to downgrade the value of my education just to get the role. There should be set levels of remuneration based on your academic qualifications and experience levels. This was the case when I was first in the work force with a major bank commencing work in 1983. Please need honesty, transparency and stability. Redundancy notice periods of 4 weeks are no longer sufficient to support an individual until they obtain further work. |
| 218 | Mt Gravatt East | QLD | My daughter was hired as a head dental nurse, the owners sister is the practice manager who doesn't listen, my daughter has had real concerns about hi gene and they employee girls from other countries that Standards are not like ours. When she brings this to their attention the practice manager just rolls her eyes |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 189 | Mudgeeraba | QLD | The area manager and the company is all about profit. The girls and I put 100 percent into the centre and the children. It is usually the case that we go without a lunch break because there are not enough staff members employed to cover. This lack of staff effects all issues of the job. It makes you feel undervalued and we have a high staff turn over. But management don't listen. |
| 407 | Narangba | QLD | If you want to improve workplace " productivity " do not gang up on nice competent Registered nurses like myself. |
| 442 | North Bundaberg | QLD | Don't take away our penalty rates - it is hard enough to get good nurses now without them losing their penalty rates |
| 388 | North Cairns | QLD | In my time in the industry I have seen a shift from direct Company employment to Agency, with a loss of care for the individual employee this has an effect on the training and enhancement of the individual to the detriment of the company. The requirement made by insurance companies on employers and then passed on to the employees is also detrimental to productivity. Tax incentives that were given for training are absorbed by the safety trainers and not spent on the betterment of the employees as they were designed. |
| 58 | Oxley | QLD | We need more staff. My manager does not listen to or implement ideas that my colleagues and I have raised about improving the workloads or becoming more efficient. We are all so overworked that we have to constantly react to situations, rather than being able to plan and implement better strategies. I am completely overworked and for the past 3 years have been doing the work of 2 or 3 FTE staff, sometimes working in excess of 70-80 hours per week. I then get in trouble for working longer hours that I am authorised to do, because the university doesn't want to be sued if I am injured or attacked going home late at night, but they also won't hire more staff or acknowledge how overworked I am. I also face getting in trouble for not getting my work done and keeping on top of things. So I am stuck in a catch 22 situation where I am punished either way for wanting a decent work-life balance, or for keeping on top of my excessive workload. My manager does not do enough work himself, and often gives my colleagues and I extra work above our pay grade that he ought to be doing. I can't exactly delegate my work on to staff below me (there's only one) as she is already busy enough and is also not reliable, consistent or accurate enough in her work. |
| 40 | Pacific Pines | QLD | Instead of overburdening professionals with multiple layers of administration and micro-management, slim down Boards and remove middle management and replace them with Management Committees made up from within, so teachers form policy for teaching, not accountants. Nurses should be deciding how emergency departments work best, not HR executives. |
| 268 | Portsmith | QLD | It is impossible to get upper management (ie Canberra) to listen. Centralisation has created so many silos where each silo writes policy or procedures that benefit itself to the detriment of the other silos. |
| 292 | Redland Bay | QLD | Productivity in public transport is a no brainer, as we rely on passengers travelling on the network. So productivity is not the solution in my case. We provide the service the Queensland government set out and our on time rate is very high, plus our customer service is second to none. There is your productivity. |

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| 405 | Redland Bay | QLD | I work with a Manager who has his own agenda of trying to save his job. I also see this in the LE levels. It is creating an unhappy work environment and negativity. My Manager is not a person I would feel comfortable discussing anything of concern. I and my colleagues all feel we are unable to trust that person. It is also shameful that staff are discussed by name in weekly Managers meetings. |
| 441 | Rochedale South | QLD | My grandson has regular weekly meetings with all managerial staff and motivational meetings with line workers. I believe that constant dialogue both upward and downward in the employee/employer chain is important to the workplace relations. Constant dialogue and recognition of ideas and feelings. |
| 330 | Sadliers Crossing | QLD | Over the past decade, there has been a shift in our school from a collaborative structure to a leadership structure. Teachers feel less valued for their professionalism. Data measurement, such as NAPLAN results has led away from teachers exercising professional judgment to leadership feeling the need to prove itself. |
| 389 | Sandgate | QLD | It's simple. If staff aren't confident that they will have a job next week (barring incompetence or wrongdoing), they do not give the fullest of their talent. |
| 103 | Springwood | QLD | It is naive to think that business decisions are based on productivity. I have had some wonderful managers in the industries within which I have worked. However, I have found a distinct hierarchy between Australian states. Qld MDs, CFOs and COOs are frequently unable to have their ideas heard or implemented if the strings are held by WA. Over the past 6 years I have worked for three companies that have been taken over then closed their offices in Queensland. On two of those occasions the Queensland operations which were in the black were closed in favour of keeping work for WA where at the time their less profitable/ less productive head offices were located. Many of the highly skilled and experienced engineers who were employed at the Qld workplaces have either had to accept fifo roles or remain unemployed in their profession for very long periods. I have also worked for a multi-national JV company which brought many Filipino staff into Brisbane, supposedly for training prior to being mobilised to a PNG project. These staff were signed to a contract in the Philippines often for very minimum wages (\$6,000 per annum) but were employed illegally in the Brisbane office. These poor people could not even afford to buy food or catch a train to their company provided shared accommodation out in the suburbs. At that company I was told "Oh you're Australian, we don't like to employ Australians because they are too expensive." |
| 263 | Stafford | QLD | I feel we are very productive and we all work bloody hard for our money. |

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|-------------|-----------------|--------------|--|
| 163 | Stretton | QLD | At the current place of employment I am unable to get the management level staff to listen or implement any ideas about making the business or workplace run better as they do not foster an open door or approachable work environment. Therefore to improve this I would suggest: - Transparency throughout the business (at all levels) - Having a clear and defined structure in place in the workplace that is explained to all new employees, i.e. who to speak to with any issues, or problems with your work, or environment - Requirements for managers/leadership roles in certain sized businesses that will take on the role to facilitate an inclusive and approachable workplace culture. This allows employers and employees to have honest and open conversations about their goals, ambitions and objectives, in a confidential and judgment free space; this could improve productivity by helping workers feel valuable, trusted and like their voice is truly being heard and recognised - With a business of a certain size I feel it is important to have an established "leader" or "manager" type role that aids in the smooth transition of new staff, and explains processes and procedures that are in place to alleviate any stress or anxiety caused due to uncertainty and to alleviate feelings of incompetency. - An open door policy with higher level colleagues who might be either the director or a manager; establishing trust and fostering an approachable and caring work environment - Acknowledging that mental health is a real illness, and abolishing the social stigma; encouraging workers to be open and not feel like they will be judged or ridiculed for disclosing such information |
| 76 | Sunnybank Hills | QLD | My boss is relatively open to new ideas and better operation of the business however I know that many bosses are not as open and accepting. |
| 351 | Sunshine Beach | QLD | Staff involvement in workplace organization is often helpful they are on the coal face and many have ideas for better procedures. In the restaurant industry the worst thing is the lack of understanding of how little profitability there is and how costs have to be continuously managed, many owners don't want to work in the business and don't get that that takes out about \$50,000.00 per year. |
| 369 | Tarragindi | QLD | The concept of workplace productivity for operational staff is often misunderstood by management whose focus and understanding is principally based on administrative and financial concepts with a disconnect from the reality of operational issues. Therefore, attempts to improve productivity from operational staff are often treated with either suspicion regarding motivation and/or an inability or refusal to understand potential benefits. This problem largely underlies this entire discussion. |
| 400 | Tewantin | QLD | The Education Department still feels students can perform better with oversized classes. This has proven to be incorrect. |
| 156 | Tin Can Bay | QLD | It is hard to pass on knowledge learned over 30 years when potential work has been taken by 457 visa holders or New Zealand workers, their wages are then taken 'home' to a foreign country with no ongoing benefit to Australian business's to lower unemployment here. A joke! |

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| 417 | Townsville | QLD | There are always ways in which to improve patient care but unfortunately often it comes down to the dollar. There is a lot of short term thinking at the moment instead of preventative options that will reduce patients returning to hospital. Staff patient ratios is one of the most important ones. To often decisions are made by people who have not worked on the actual ward floor for to many years. Pieces of paper to cover the hospital and forget about the actual care of the patient. |
| 252 | Urangan | QLD | (90%) of Managers that I have come across do Not Listen to any Worker that is Beneath them...Even if Safety is an issue. I would suggest some form of Benefit in Favor of Individual Managers Upon Recognition of Staff skills and examples of those skills and or Benefits for and on behalf of the company or industry each year ...Perhaps even monthly. |
| 88 | Wakerley | QLD | As a progressively changing business focused to meet the demands of an ever changing customer. We change and adapt all the time. However the only change we have no control over is the LNP destructive want to introduce a foreign work force into an extremely dangerous field of expertise. I have seen multinational corporations commit to multi million dollar contracts only to engage unsuitable workers for the task but also risk the lives of workers and the public . These worker have a very limited understanding of the English language and are very reluctant to speak up when placed in a threatening situation on the job site. |
| 348 | Warwick | QLD | The best way to improving productivity is to have unions involved with meetings with management and employees, we do have committees and meetings with managements but managers often ignore ideas and issues raise with them. Once the ideas are ignore all the workers feel disappointed by management. |
| 256 | Withcott | QLD | I'd love to do a productivity inquiry on all politicians to see what they actually do in a day. If question time on the ABC is anything to go by, they are no better than a bunch of unruly school children. They could come and walk a day in our shoes in the operating theatre when all the lists are running over at the end of the day and we have families to go home and attend to. We need to be looking at getting rid of some of the fat cats up the ladders, sitting in offices, sometimes I wonder how much actual productive work some of them get done in a day in between socialising at coffee breaks. |
| 36 | Wollongabba | QLD | Even though I have a relatively senior classification, reflecting the specialised knowledge required in my job, I have never been in a position to make decisions relevant to productivity in the workplace. Such decisions happen at the higher levels of the organisation. My colleagues and I are proud of the efficiency and professionalism that we achieve in doing our duties, but we have no say in managing these duties. |
| 248 | Wolvi | QLD | Nothing to say here - casual employees don't have a say |
| 357 | Wyreema | QLD | I do make suggestions about improving the way we work and normally the company consider my suggestions |
| 49 | Enfield | SA | my manager would rather we do a bit less work so that he can use subbies to do our work. we tell him that we can get the job done but he wants to keep using subbies. even though they are more expensive as they are paid an hourly rate and go slower than us and do not do as good a job. |

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|-------------|-------------------|--------------|--|
| 38 | Hawthorn | SA | My employer can be consultative, during periods of lefter governments, there are consultative arrangements which not only exist in the agreement but also live in the workplace culture. In periods of more right wing governments, the life of this culture is diminished, squashed and staff are deemed as nothing more than resources to be moved, scheduled, and audited at a whim. Consultation and inclusive business decisions is crucial to productivity. We continually see programs role out with productivity glitches. They work 50% really well but the other 50% means reverse workflow, workarounds, delays, lack of transparency and lack of engagement with the process. I struggle incredibly that organisations say, "we are doing this" and expect their staff to pick it up and run with it without context to the drivers of change nor the direction of where it's going. Without this I cannot buy into the change nor the business. I can't help achieve their goal. I feel It is crucial to any workplace to see your staff as more than robots doing the work. There must be context provided by employers to assist staff in being able to understand the context of change and to assist staff to buy into change and development. Arbitrary rules which restrict this, stifle innovation and productivity. it reduces staff to widgets |
| 315 | Huntfield Heights | SA | Very good management/ employee interaction. Would've been good if govt. Sustained australia's auto industry |
| 414 | Macclesfield | SA | We offer many solutions to the overcrowding of the emergency department (at times we have 25-30 admitted patients waiting to go to wards, we are only a 31 bed department), but unfortunately these solutions usually mean opening unfounded beds. Our manager listens, but is unable to help due to lack of funding. Our hospital in the past was 900 beds, now it is 265 beds. |
| 273 | Modbury Heights | SA | Productivity, and workplace harmony could be improved by rationalising the current Award system. Conditions under the "Professionals" Award are different to those under the "Manufacturing and Associated Industries" (MAI) Award. Management should not have the ability to pick an Award with poorer conditions, then tell everyone "This is your Award". |
| 209 | Morphett Vale | SA | My manager is very approachable and a listener and an implementer although at times I feel his hands are tied as we are a subcontracted company. |
| 364 | Morphett Vale | SA | Lack of time to do all the things required of us. Very pleased we have accreditation on a regular basis to make sure all the standards required of the company are seen to be met. Sometimes this brings about some changes more inline with reality. |
| 166 | Newton | SA | We don't really have a manager, we have agency managers/owners who have never expressed an interest in our opinions. We are not in a position to improve productivity as how we work is dictated by administrators who know nothing about our profession and are only interested in what is the cheapest and the most convenient for them, not what is best for the actual users of interpreters. Given that interpreting is not a commodity, productivity is difficult to measure. Given that outcomes are not monitored, nor is quality monitored, those, who make decisions don't care. The interpreting dollar could be put to much more effective use which can reduce the costs of the overall operation of institutions such as courts or hospitals, but the profession is not seen in that light. The administrators are just ticking boxes and protecting themselves against litigation. |

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|-------------|-----------------|--------------|---|
| 30 | Oakden | SA | I think that it is the managers and executives that need looking into - just how productive are they to warrant huge six-figure salaries? I think not! |
| 254 | Parkside | SA | There are not enough nurses on the floor doing the "work". I refer to EN'S and RN'S. There has been an explosion of upper management, executives, sector managers of this and that. Hospitals and health systems functioned perfectly before - for a long time. They do not have any worthwhile input to the client's survival. In my opinion this is a WASTE OF PUBLIC MONEY-a huge drain on our budgets. We also want to be Nurse led, not Social Worker or Occupational health led. They are not from a medical background, and should not be overstepping professional boundaries. |
| 449 | Port Pirie | SA | My direct line manager is fantastic at listening to his staff's concerns and needs, however those above him have very unrealistic expectations of what can be achieved in a classroom. |
| 83 | Sailsbury Park | SA | I have seen three or four EBAs in the thirteen years I have worked at my place of employment. In that time the employees have had little to no say in content and no say in the negotiations. I would say we have very little say in what management decide to do . With another union I had been involved in national EBA,as a deligate and an official . We had great results in productivity and savings . This does NOT happen at my place of work. |
| 267 | West Richmond | SA | Over the past few years those in Leadership positions seem to have become increasingly dictatorial and disinclined to listen to suggestions of the staff, many of whom have years of experience. An example of this is when purpose built facilities were in the planning stage and feedback was requested by staff, these suggestions were ignored. Since moving into the new building it is apparent to everyone, except those who made the decisions, that simple changes would have made the building much more people friendly and reduced time being wasted because of the distance staff have to walk - when a door from one section to another would have made the facility much more user friendly for both staff and students. Management seems to have become youth fixated and have promoted very young teachers with little or no experience over those who have had years of experience and excellent outcomes with students. These young staff then often need excessive amounts of support to do their jobs effectively taking up valuable time and good will of more experienced staff. I believe the workplace would be greatly improved if the knowledge and experience of all staff were listened to and taken into consideration and applicants were appointed on genuine merit. |
| 324 | Crabtree | TAS | More money seems to go to the top end Management instead of at the grass roots level where the hands on care is needed. |
| 107 | Goodwood | TAS | my job is extremely fast pace and do not get brakes at all .All 3 chefs who work roster can not get time to have brakes because of time constraints to have meals dished in time .we keep telling them we cant get time to have our brakes but it falls on deaf ears |
| 259 | Howrah | TAS | No you can't get management to implement good ideas because they are too threatened to recognise that a lesser being could come up with an idea that was better than anything they could think of. Sorry it's a nice idea, it just doesn't work. And anyway these "icons" at the top are being paid extortionate salaries to "run" the place. Let them come up with the improvements. Isn't that what they are paid for? |

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|-------------|-----------------|--------------|---|
| 362 | Kingston | TAS | Many nurses are unhappy with the rostered days allotted them, too many late/early shift mixes and requests not always accommodated. Calls to remedy this fall on 'deaf ears'. |
| 312 | Launceston | TAS | There is only one thing that businesses need to do well and that it to make their employees there most precious asset. Treat their employees with the utmost respect and you will get that respect and dedication in back in return. Employees who have a strong invested interested in the business always have things in their work environment that they become aware of that either could or would advantage the business if there were specific modifications or changes made to increase productivity and effectiveness. There will even be times when the employees is willing to jump to the aid of the business at times of urgent demand or support. This is something that I have appreciated abundantly over the years whilst I was a business manager. My workers were the most valuable asset the business possessed. |
| 258 | Pelverata | TAS | My workplace is quite good and is flexible, however, I feel they could job share some shifts between people like myself without reducing our hours. Instead of each doing an 8 hour shift, both could do 4 hours each for both shifts. |
| 311 | | TAS | The employer is sympathetic to individual requests for ways to improve work-life balance through reduced hours and flex-time arrangements seeing positive outcomes for productivity by improving performance and focus but also reducing unplanned leave |
| 179 | Primrose Sands | TAS | more staff to help with the 'coal face' work or scheduled days of off phone time to manage the workload |
| 132 | Trevallyn | TAS | I work for a large health provider so a lot of the say is with them and they take a generic view. Centralised in Canberra it feels a long way from us here in Tasmania. |
| 42 | Warrane | TAS | As a customer service officer I have no say in the workplace for improving productivity or anything else for that matter. |
| 102 | | VIC | I'm currently working on putting a maximum number of hours that an employee can work in the patient transport role. Currently, it isn't out of the norm for a staff member to work up to 18 hours. I am up for a very big fight as all management want to do it save money. I should mention that driving is involved in these 18 hour shifts. They are literally saving money while risking our lives. Morale is down to all time lows and yet they have no interest in improving it, when it has been proven time and time again that if you want to improve productivity you need to improve staff morale, and it isn't an expensive task! |
| 232 | Albert Park | VIC | No discussion all ideas imposed and even worse case scenario you are coach on How to speak or express yourself, it is not very pleasant |
| 316 | Ararat | VIC | Continuous improvement is a big part of the workplace |

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| 304 | Bairnsdale | VIC | Currently the regime in which we find ourselves is not conducive to an educational philosophy but rather a business mindset. Any ideas tend to be focused on cutting costs, including salaries and cutting benefits that staff have enjoyed. I don't feel comfortable in expressing my opinion that that education can not be forced into a business model, because the current hierarchy have been installed by a neo-liberal government with an agenda to trim costs to education. The people in positions of power within our organisation will be paid bonuses when they get our TAFE back into the black, and therefore they are driving costs down in any way they can. |
| 56 | Ballarat | VIC | in my work as an eLearning advisor I work with many academics and most of the academics on my campus have only a single monitor connected to their computer. I am lucky to have 2 computers each with 2 monitors. Which I use consistently almost all my working day. When I visit academics offices to assist them with their work I find that they are often limited in there efficiently through having only a single computer screen. I have on occasion lent academics one of my screens when they are engaged in online marking and they really need a second screen. One to read the essay or paper online and the 2nd screen to record the marks en excel etc. This may sound like a trivial issue but I see many academics at my institution struggling with this issue on a daily basis as more and more marking is conducted online. |
| 59 | Balwyn North | VIC | The main impediment to improving productivity is compliance issues. I spend a large amount of time complying with Regulations that are not conducive to improving efficiencies. Also there is a considerable requirement to report on issues to different levels of the Department. It is essentially the same information required but it has to be reported separately to different parts of the Dept and Govt. Our IT systems are archaic and not able to interface properly requiring additional extra work in keying in data to the different systems. |
| 208 | Bayswater North | VIC | Management have in place a program for submitting ideas which they reward based on merit. This program is not promoted and not general knowledge. Morale in the workplace is quite low, and one of the reasons for this is that suggestions by workers are openly ridiculed by store managers, or simply dismissed as having no merit. With work pressures and low grade intimidation, employees are very reluctant to offer positive suggestions |
| 20 | Box Hill North | VIC | Finding a much better platform for redirection of businesses and less destructive methods that are usually used. |
| 291 | Box Hill South | VIC | I give my idea's away for free. Unfortunately managers don't always have time to listen to ideas and colleagues are too afraid to back you and change the status quo. |
| 63 | Braybrook | VIC | Leave the work place the way it is, or add more worker right to it. |
| 284 | Brunswick | VIC | I have been fortunate in that I have mostly had supervisors and managers who have let us contribute to workplace productivity. In my last job we had 'self-managed' teams which reduced the need for managers to oversee everything. The team did the budget, assigned tasks, reported outcomes, and met objectives. |

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|-------------|-----------------|--------------|--|
| 286 | Brunswick West | VIC | The very notion of "workplace productivity" makes no real sense in the education field and attempts from recent governments to impose measures such as "performance pay" are anathema to the teaching profession. We work on a collaborative basis with all of our colleagues and any measures that can be applied such as student test or exam results cannot be directly attributed to the effect that a particular teacher has. It is important that the Productivity Commission realises that some professions like ours cannot be assessed in terms of productivity and exist instead to provide a common good to society with the education of our children. |
| 110 | Burwood | VIC | Manager is not responsive to certain people, i.e. only listens to their favoured colleagues. They refuse to listen to ideas from certain people, hence they are not open to ideas. |
| 192 | Camberwell | VIC | The massive elephant in the productivity room is the very poor people management skills in Australian management (Including Union Management). Unfortunately the business world and Unions is basically completely ignorant of the ways to maximise the potential of the most critical factor in the productivity equation, people. |
| 338 | Carnegie | VIC | Implementation of ideas for better workplace productivity is largely difficult as the management structure within the Water industry is extremely top heavy due to state ownership. The opportunities for improvement are restricted by overarching policy which is cumbersome at the least. |
| 148 | Castlemaine | VIC | I have a good relationship with my manager. She is open to new ideas about making the workplace run more smoothly. |
| 245 | Clifton Springs | VIC | Community agencies usually only use fixed-term contracts as they are reliant on government funding. This does not give workers a sense of job security. |
| 327 | Coburg | VIC | Worker input into workplaces would have an effect on people's happiness and productivity at work. In various hospitality jobs there has not been much from for input, leading to me having to use chemicals I'm not comfortable with, work alone when I feel unsafe to do so etc. Staff retention leads to better productivity as staff who are long-term know more about the business, and also the business can save on training costs/lost time. |
| 101 | Coburg North | VIC | I think there are many ways productivity in the workplace could be improved but even though our manager listens to what my colleagues say, rarely is anything implemented and if it is, it is slow in being implemented. |
| 386 | Coolaroo | VIC | I believe the best way to improve productivity is to ensure stable, secure, permanent long term employment that is remunerated adequately, also a focus on workplaces that value workers. From my own experiences in various workplaces I have found that those workplaces that meet the above criteria were the workplaces that were more productive and where employees were prepared to go the extra or put in extra time because of job satisfaction. In those workplaces I worked where employees weren't valued were paid sufficiently, had insecurity of employment or treated poorly the productivity was poor; there were increased sick days, high staff turnover and general dysfunction. |
| 62 | Croydon | VIC | I know nothing about this as I, till recently, always worked for myself.....not anymore as there are NO JOBS here in Australia ! |

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| 360 | Croydon | VIC | Our workplace is very productive because everyone is valued, from consumers to the CEO. All have a say in how the organisation is run and the work we do. We are all committed to our work and derive a great sense of value from achieving in our roles. |
| 128 | Elwood | VIC | Special events in Aged Care cut into the Lifestyle budget leaving it overdrawn and requiring cuts. We want special events budget not to effect daily running costs. |
| 246 | Elwood | VIC | It is increasingly difficult to separate work and life outside as the pressures on teachers (and students, and families) continues to grow. I regularly do hours and hours of unpaid overtime, which is then followed by needing to take sick days to either complete work or to recover physically. My managers are sympathetic, but we're all working in the same system with the same pressures, and with the proposed uni fee deregulation, our students are going to be even more stressed as the stakes get higher and higher. I am considering leaving teaching after 7 years, simply because I cannot do my job well and maintain a reasonable work/life balance. Applying the term 'productivity' to education leads to short term, hollow outcomes for students, and an increasingly stressed and overworked staff. |
| 251 | Elwood | VIC | I feel that things take a long time to be fixed/implemented at my school. The technology is terrible and problems can take months to be resolved. For instance, my interactive whiteboard, an integral teaching tool, is not functioning properly and we're halfway through term 1. The Department requires us to lease our laptops, paid for out of our own salary. The laptops are unanimously regarded as slow, outdated and problematic. My colleagues and I do not have adequate furniture in our classrooms, despite requesting this last year. The management style is to put back all the responsibility on the staff, when sometimes all the staff want is a clear directive from management. |
| 221 | Fairfield | VIC | We find it difficult to get our management to listen to ideas and implement ideas we have about making our workplace run better and more productively. |
| 77 | Ferntree Gully | VIC | Communication in our workplace is a real struggle. To get anything implement in our workplace you need to have it in writing, and you need a copy for yourself. After submitting your copy you need to be persistent and keep on them, in saying that if you push too much you risk being targeted or labeled as a trouble maker not enough and you get no where.... |
| 105 | Footscray | VIC | Productivity is a matter for individual businesses. Having to pay high wages might enhance productivity by incentivizing employers to think carefully about how they use hours. My ideas are unlikely to be heard as corporate policy dictates work system. Effective management enhances productivity as do well-paid workers, who feel they can afford to live. |

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| 391 | Frankston | VIC | I was placed "In excess" on January 20, 2015 because the school I am in has a declining student population in my subject area. Despite the fact that I was on-going permanent I now have just 12 months to secure another job or be made redundant. Teaching jobs in my methods are very difficult to find. I live more than an hour away from the workplace and have travelled more than two hours per day for 7 years to continue working. As it turns out I was under the wrong impression-that I would have work till retirement. I am 64 years old and am now in a very difficult situation. I was told that I was selected out of a staff of 7 "because I didn't get on with people" by the principal. I made a grievance to the Merit Protection Board and it was upheld while the principal went back and made a new statement as to why I was selected and then was selected again as "in excess". This has made a big impact on my sense of moral, it has been alienating and many other staff are very confused about my status, asking me why I am still at the school. I sought advice from the AEU and have been incredibly supported by the AEU throughout this process. |
| 216 | Frankston South | VIC | As with most government schools, as teachers we have only limited clerical support and resourcing. This seriously impacts on our capacity to efficiently perform our designated roles, since many mundane tasks must be done by us as individuals. We are also besieged by an unsustainable avalanche of Emails (I can receive up to 60 in one day), including increasingly from students and parents at night and weekends. |
| 217 | Frankston South | VIC | Productivity could be improved if management showed some appreciation of their staff, instead of just "cracking the whip". I know for a fact that staff take "sickies" because they feel management don't care about them they are only interested in the bottom line managing the budget, so they get their bonus. |
| 114 | Gladstone Park | VIC | There is possibility to improve workplace ideas, but managers are very slow in implementing those ideas due to regulations, protocols or it is too costly for department |
| 94 | Glen Iris | VIC | I have suggested ideas in the past and they have fallen on deaf ears as the changeover of management has been so regular due to the sheer stress of the hospitality industry. |
| 93 | Gowanbrae | VIC | Management at the moment are law unto themselves with no respect for their employees - all THEY are worried about is their BIG bonuses. They are hiring people on VISA 457's like they are going out of fashion and then governments wonder why unemployment is going through the roof !!! |
| 334 | Great Western | VIC | I have always had a good working relationship with my immediate supervisors |
| 133 | Greensborough | VIC | I tell the manager things to improve the work place like implement scanners instead of old fashion paper work and forks that don't break down and have auto retract and extenders without hoping on and off the fork for every second ugly freight that takes time to adjust the tonnes but they don't want to spend money to make money |
| 438 | Grovedale | VIC | Management is currently outsourcing work to contractors that is work that could be done in house but budget constraints apparently make it more feasible to employ very costly contractors because the funds can come out of different budget areas. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 244 | Hillside | VIC | do not listen just dictate no consultation on w/place changes nothing . back to scrooge days here we come |
| 140 | Ivanhoe | VIC | I find that I am often 'invisible' as an older woman. I have had situations where I suggest something, or make an observation which is ignored, then a few days later somebody else says much the same thing and is congratulated for a valuable contribution. I find people now getting promoted without having much education or experience behind them and when they get to management level they really don't know how to manage people well. There is no understanding of the psychological contract, of trust, or of the value in treating employees well. Many managers are just overpaid technical staff basically because they micro manage and don't know how to get the best out of their employees. And they are afraid of acknowledging what they don't know. Management should be about tapping into the best your employees have to offer, and letting them do it. People who are appreciated and trusted give back tenfold. If they aren't appreciated and trusted they will do only as much as they need to keep their jobs. Really good senior managers are very few and far between. Salaries and work conditions aren't a problem, bad people management is. |
| 428 | Keilorpark | VIC | Consistently putting ideas forward to help improve the workplace, management at our work know better, haha, most things fall on deaf ears |
| 35 | Langwarrin | VIC | Instead of worrying about workers productivity you should stop refugees from going on disability pensions. They should just get the newstart allowance. To make the budget to be in surplus you should put up the GST and other taxes. Those earning more than \$120,000 p.a. should pay 40% tax Those earning over \$150,000 should pay 50% tax. Big business should also be taxed much more. Instead of expecting the diminishing workforce to increase productivity again and again you should tax the rich much more heavily. |
| 265 | Lara | VIC | As for improving the business, there is great scope for improvement but management is not interested in implementing them. I keep a daily record of my own accord of work done, hours per job etc. Management insists on paper records and hours lost in delivering them to the workshop. Many times we have to search for the same parts instead of keeping records of part used. Training is non existent the more we know the better we can diagnose and correct issues. Need I go on |
| 117 | Leopold | VIC | They were a backward thinking place that worked off old school methods that were in bred, by promoting people that would "live on the edge" to impress management. I also informed them that I would no longer attend toolbox meetings, as nothing would ever be acted on. On the other hand the head office / design business was professional. |
| 44 | Lovely Banks | VIC | When the workplace is enjoyable, the productivity is huge. When the workplace is overly micro managed by ur supervisor, productivity drops, disgruntled workers. |
| 81 | Lynbrook | VIC | Myself, as well as my colleagues worked extremely hard to communicate business improvements and work structures that were conducive to good business. Most, if not all communications were never taken seriously and as a result left work standards stagnant and behind what we felt was best practice. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 67 | Maddingley | VIC | Labour practices in Australia are already very productive and any further 'gains' will be to the detriment of families. Productivity gains should be allowing the ATO to receive taxes from corporations and wealthy individuals that are, not just more equitable but equitable full stop. |
| 68 | Melbourne | VIC | At my last job my boss would listen but would never take on board any of my ideas to improve productivity. We all wanted the business to succeed (we all wanted to keep our jobs) and at times we were all unsure that it would but any suggestions we put forward would be ignored and they would try to implement their own idea but without understanding what everyone's roles were and how they went about their day to day tasks. |
| 320 | Melbourne | VIC | Too often, productivity reviews occur without consultation of those that appreciate the diversity of business processes. Ministers are focused on privatisation, because they don't appreciate the public's expectation of compliance and reporting processes, nor the complexity of IT infrastructure. Senior executive are focused on reducing legacy systems without appreciating the diversity of processes and interim procedures introduced to manage complexity. Too little consultation occurs with Operations staff. National Managers are engaged and respond to DRD's without consulting affected staff. On reflection, these are human failings. To gain productivity, focus should be placed on improved communication and understanding between technical and operations business areas. There appears to be greater focus on the placement of individuals than in their skills. I am aware of APS3 staff with programming skills, whose conscientiousness is valued more highly than their ability to improve business processes. This focus is misplaced. The reason the public service has too much middle management is that it is the only way to reward staff. If it was easier to reward technical ability than interpersonal skills, more technically proficient staff would be rewarded and the result should be improved processes. |
| 309 | Melton West | VIC | Our managers are very ignorant and do not listen to any idea or suggestion we may have |
| 226 | Mernda | VIC | There is no hope of suggesting ideas for improvements in productivity, WHS issues, roster improvements, ergonomics or anything else. Decisions are made by management, who aren't involved at all in the actual day-to-day procedures, and we are basically told, 'This is what we are doing, make it work'. So far, every "improvement" they have implemented has done nothing but make us less efficient. While making us less efficient, they continue to increase workload and if we can't keep up, we are told we aren't working fast enough. It's all OUR fault. As scientists resign, they are not replaced until months later, if at all. Experienced scientists know the reputation of our employer so the only new employees we can get are just out of Uni so don't have the skills and knowledge to work in all areas of the department. |
| 426 | Moe | VIC | Productivity can be improved by employing more staff. I am very overworked in my current position and find that I am less productive as a result. More funding for government and non-government organisations would ensure greater productivity as clients needs would be met in good time, rather than the waiting lists people are currently forced to endure and staff who are overworked and under a great deal of stress. Job sharing, permanent positions and flexible working hours, plus the option to work from home would assist productivity. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 393 | Montrose | VIC | We worked 7 day- 12hr shifts. Starting with 2 mornings, 2 afternoons and 3 nightshifts, with 2 days off. Often when they were short staffed, we also had work also 4 hrs overtime. If you refused just once, you would not be asked again. When someone was sick or injured you were made to feel guilty, because the rest of the team had to make up the time. Continues Shift work, especially night shift is a health hazard and family life suffers terribly especially for women with children. |
| 306 | Moonee Ponds | VIC | where possible & wanted, earlier or later starting times, this would mean less congestion in road traffic & better attitudes in the workplace as staff arrive at work in much better frame of mind. |
| 207 | Mordialloc | VIC | My employer does not listen to its staff, but it does pay lip service to that idea. Edicts are announced and we are left to somehow make them work. The employer has not consulted and is therefore unaware of the issues/problems involved in enacting these new directives. If these proposals fail it is then our fault. |
| 399 | Mount Evelyn | VIC | Productivity is not always about money, terms and conditions of work are important too. Give more certainty of work, and you will get more commitment and a better result. Our employers are at the mercy of our funding bodies, and as this funding is government controlled, it is "tuned" to their view of "value" and cost and therefore is more often than not unrealistic. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 71 | Murrumbeena | VIC | <p>Within my industry and my employer it is difficult to obtain innovation and change. This is due to inbuilt cultural factors and a resistance to change. These include technological innovation, additional resources and services. Instead the focus appears to be on cost. In simple terms there are two ways to improve profitability, but is to grow revenues and the other to cut costs. There comes a point where cost control becomes under investment and stifles growth. Focus on penalty rates and loadings is inherently unfair as it tends to hit those on lower incomes. There are economic considerations. Consumption is a major part of the economic equation. If incomes are reduced then the disposable income available for discretionary spending and consumption is reduced. Those on higher incomes tend to consume more on imported goods exporting funds overseas. Sadly, any reduction of local consumption impacts the multiplier. The argument is that the consumer will pay less if goods are imported or functions outsourced. This is a furphy as jobs maintained here will lead to outcomes in consumption and taxation revenue. Many of those who lead our top 200 companies are on multi million packages a multiple very many times average weekly earnings. A CEO earning \$2Million who takes a 10% increase or \$200K could pay about three average workers or give 30 workers a 10% increase. We are witnessing companies who will not invest into training or resources, marketing, technology or innovation taking the easy way out and outsourcing, then receiving a substantive increase in executive remuneration. Each time they outsource jobs they are outsourcing their customers to overseas competitors. If less people are receiving a decent wage, then less can afford homes, then less demand for loans. Penalties reflect compensation for working unsociable hours. I work every second weekend, when sporting events are occurring, and many of my friends and family are off work, school etc. It is worth the money. I then consume in the Australian economy. If these were cut reducing my real income, then I would have to cut. Businesses in hospitality crying poor for example could recoup in other ways. Some impose a small surcharge, others could be innovative and provide better entertainment or be creative in promoting and developing their businesses.</p> |
| 74 | Newport | VIC | <p>I am a casual for a worker contract firm and from my experiences of being a casual for this firm I would not come forward to suggest workplace productivity ideas. We are treated poorly, including poor OH&S practices and given minimal information for assignments. I believe I could go to the Fair Work Commission with legitimate below standards industrial treatment as a casual worker, however I would never get anymore casual work with this firm.</p> |
| 355 | Northcote | VIC | <p>Workplace relations in my current (and immediately prior) places of work are good. Communication lines are short, and feedback and input on all areas of the organisation's functioning are encouraged.</p> |
| 440 | Pakenham | VIC | <p>As I worker on the floor we have very little input into what will and wont work in order to improve productivity. We recently had major changes which the people on the floor identified as flawed but management pushed ahead. The result was extremely unhappy staff, many resignations, confusion and potential high risk to patients. For example on a couple of occasions people were found waiting for a bed who had not even been triaged. When asked what was wrong they had chest pain and needed care within 10 minutes, but had already been waiting an hour.</p> |

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|-------------|-----------------|--------------|--|
| 223 | Preston | VIC | We constantly give feedback to mngt but it is mainly discarded or disregarded. There is a productivity incentive scheme at work but the points allocated to tasks is not fairly distributed across all workers skills and tasks so it is biased and many workers are disadvantaged. If it was a fairer program it would benefit more workers and the company as high productivity and engagement equals better profit. We have also advised mngt about better rosters and allocation of supervisory roles/tasks to better use and about the overall positive affect of work/life balance to enhance better productivity but they are not interested in listening nor implementing these suggestions. Your workers are a great resource - help them to help you. |
| 32 | Seaford | VIC | Family Day Care educators should be able to set their own fees if they are independent contractors, as they need to be able to factor in holiday pay, sick leave and of course super. Surely that is a basic right. We are given a 'say' but believe decisions are already made before anyone pretends to listen. |
| 52 | Seaford | VIC | My experience is that even at least one university there is little interest from management in hearing about the challenges academic staff are facing in relation to both teaching and research. I am one of many staff who are now teaching online with overlapping semesters continuously (i.e with no semester breaks) and I have been doing this for over 7 years. It is very draining, presents unique time and life-work balance challenges (for example, there is no time for a holiday without work - as even on holidays one finds oneself with responsibilities which require going online every few days at least). Management have little understanding of these issues, as I state, particularly in relation to the changing academic environment, but especially in relation to online teaching. Despite the constant pressures to respond to students within short time frames, the loss of set periods of time for dealing with students, and the extra levels of preparation and communication necessary for delivering courses online, management still insist on the same research outcomes and refuse to recognise any of the extra demands on academic's time, nor even the extra complexity that comes with teaching online. The more senior staff have no experience with teaching online themselves and at the highest levels of the university, online teaching is not only misunderstood (i.e it seems to be seen as being less time consuming, when it is in fact more time consuming if done conscientiously) but poorly considered and poorly understood initiatives are pushed in the apparent belief that online teaching will be some sort cash-cow for universities, and a panacea for the many genuine problems they face. At the same time, the real investments necessary to provide online education are either absent, or if present, are scaled back or removed entirely. |
| 2 | Seddon | VIC | Education is constantly pushing productivity. |
| 229 | Shelbourne | VIC | I cannot get my employer to listen to my ideas about improving the work place. I am always told that current practice is the bench mark and that is what we must work to. |
| 290 | Skye | VIC | Our workplace has new management since 2012 and they have increased productivity but not without putting huge amounts of stress on the consultants. |

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|-------------|-----------------|--------------|---|
| 302 | South Yarra | VIC | Less busy work. PLP is a huge waste of time and peer observation after years of teaching is another waste of time. We should be trying to better our students and teaching . We spend too much time doing wasted paper work and don't spend enough time with our colleagues talking about our subject area. |
| 29 | Sping Gully | VIC | In short - no. There are too many people in management positions looking to improve their own career, who pander to the popular management direction and want to be seen as driving forces. They don't want to hear realities but will push "innovation" from the top down and fail to address matters which would improve and build on present functionality and capacity. I was asked my opinion on how to address a massive arrears situation. I provided my opinion - have a sector working on incoming claims & a sector on the arrears. Next I hear - an outside organisation was asked and came up with the same conclusion !!!! The 30 minutes of my time surely cost less than an outsourced consultative contract!!! |
| 180 | St Kilda West | VIC | Towards the end of my career I was promoted to change project management during periods of savagely implemented corporate re-engineering. Longer term employees were dismissed, not for productivity reasons but so that companies could evade their responsibilities under benefit promise superannuation arrangements. The least loyal of them carved out lucrative alternative careers. Others who were equally productive were grief-stricken and never adjusted to a workplace environment outside the company. My career-end stint as a business analyst/project manager convinced me that productivity gains from putting pressure on employees to work harder and smarter, whilst effective early in the game, is counterproductive after the initial spurt. Lasting productivity gains came from investment in technology as part of plans to improve outcomes from the mix of human, machine and computer elements in the prevailing economic order. |
| 119 | Sunbury | VIC | Let's treat all respectfully. We have the right to be paid fairly and remunerated for having to work weekends and public holidays. Taking these penalties away will reduce the operational capability of the unit. Pay peanuts you will get monkeys. |
| 147 | Sunbury | VIC | Often management wont listen to well intentioned ideas or just as likely your ideas become theirs (who likes to be stolen from). I have worked for companies that believe that should you come up with an idea, even on your time off and develop it on your own time with your own money that they own the intellectual property of that idea, these type of contracts are written in very broad terms, so guess what I have no ideas! With no credit and no financial gain as a result of draconian practices you can bet that I am absolutely clueless as to how to fix a thing! But in a slightly less sarcastic tone many companies don't want to listen when you make constructive suggestions in fact if you say hey there is a problem here it is often taken negatively and thought that you are being negative as opposed to identifying an area for improvement and trying to suggest a way to rectify it. This not only affects productivity but employee engagement. |
| 235 | Tarneit | VIC | Do not play game of knowing and benefit them only |
| 137 | Thornbury | VIC | Not at the university where restructuring has lost so much institutional knowledge that no fresh ideas would help. The decimation of admin staff has required at least six hours of my time, unpaid, just to get this years contract organised. |

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|-------------|-----------------|--------------|---|
| 279 | Vermont | VIC | Too much has been invested in buildings in Higher Education and attacking working conditions at a time when the focus needs to be on attracting the next generation of academics and improving systems to support the diversity of students. |
| 282 | Vermont South | VIC | In an anonymous survey conducted annually employees are offered the opportunity to provide suggestions. As a union member if the conditions are unsatisfactory the union is another option |
| 150 | Wantirna South | VIC | There is now new management running the business and with the support of new IR changes have already begun imposing drastic changes which have effected my hours of work and penalties. I and the rostering committee have approached the management with roster proposals which would be more effective for coverage, less fatigued and stressed environment and easier to work with but management do not want to hear from the very people who have the interest of the business close to heart. They tirelessly try to show their higher management that they understand operations better even by making the rostering work harder, |
| 97 | Warneet | VIC | In my industry, it's not how well you work, it's how many hours you do. All salary employees are expected to do a minimum 45 hours a week, usually more. Sometimes there is less than 8 hours break between shifts. I think you can work smarter, not harder. 8 not 9 hour days, suitable breaks between shifts and not expecting the impossible of staff. You can't serve customers, maintain gaming machines, keep things clean and deal with stressful situations when you are tired, overworked and doing the job of 2 people to 'save labour' |
| 31 | Warrenheip | VIC | Good Principals always listen, you cannot measure productivity in a school setting as your product is children. |
| 374 | Warsonia | VIC | There have been many changes introduced into my workplace in the last twelve months due to government funding arrangements and an organisational restructure. The emphasis on education being a business has put stresses on my job which have reduced productivity. Fee collection, eligibility checking and increased paperwork in accountability have changed the job role from curriculum driven to "standards" driven. Workers are not asked for their opinion in what would drive educational opportunities further. TAFE is competing with private RTO's who do not provide the same services and hence the playing field is not equal. Education should not provide profits to private enterprise derived from government money. Government money should be going into education to provide equitable opportunity to people to gain skills unfortunately government does not listen and TAFE bosses are trying to run educational institutions as businesses which will have a devastating impact on the educational offerings to students in the future. |
| 281 | Waurm Ponds | VIC | As I started my working life, very little notice if any was ever taken seriously by my superiors. And this was the same for my fellow young work colleges. It was what do you know your only a kid. |
| 10 | West Footscray | VIC | Most times they do listen to us. |
| 111 | West Preston | VIC | Full socialization of all basic secondary and service industries as well as mining and fossil fuel industries under democratic worker control |
| 123 | Whorouly | VIC | Due to a 60 million dollar upgrade the new management team don't seem to listen as well as when the locals ran the show. |

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|-------------|------------------|--------------|---|
| 322 | Williams Landing | VIC | Some years ago, it was quite easy to have ideas heard and moved up the line in the university. In the past 10 years, there really are two sets of people: those making the decisions and those doing the work. The decision makers are less likely to listen to the workers in my workplace now. |
| 344 | Wodonga | VIC | stop corporate golden handshakes, using that money hire independent auditors to help grow the business to emass productivity |
| 289 | Woodend | VIC | My productivity is greatly improved by having flexible working arrangements, in particular regularly working from home. I can concentrate better - I can do tasks that require independence at home, and those that require face time in the office. Most collaboration can be done by phone / skype anyway. However, I find that when I ask for this arrangement, I am treated like I'm asking for a personal favour - employers need to be put in a position where they have to make the case why they *can't* accommodate these requests, otherwise they are too lazy to try. This situation is indirectly discriminatory against women - but it's also bad for business and Australia's future. We educate women at least as much as men, then at work, the economy doesn't benefit from their abilities and education effectively. |
| 350 | Yarraville | VIC | All the industries I'm involved with could use more consultation and discussion. The best outcomes result from a wide range of inputs, and 'rorting', which occurs in all industries from time to time, can only be controlled if we're all being watched. The more transparent the processes, the better the outcomes. |
| 283 | Aubin Grove | WA | You should always be able to discuss workplace ideas with management and hope they will listen and where possible implement those ideas |
| 24 | Baldivis | WA | I have emailed my manager about getting an extra staff to assist over night but every thing is about money in this work place and cutting costs in every thing, safety is declining and staff are getting injured, I have had to contact work safe to discuss the hazards some things have been organised but others like pushing broken linen trolleys to collect linen, every trolley we get from spotless is buckled, noisy has holes weld is dangerous and broken and unsafe and unsealed |
| 224 | Bertram | WA | Train your staff to be competent in their job role, train managers to manage efficiently and train leaders to lead effectively. |
| 345 | Bulgarra | WA | Improvement in our Industry would be improved if Big Companies would organise their side of the industry e.g Barrow Island not having enough lay down area so Heavy Lift vessels and Barges have to wait offshore before unloading. |
| 240 | Floreat | WA | Workplace consultation and communication is an integral part of workplace health and safety processes. It is a pity that these processes don't always apply to other aspects of workplace participation, i.e. production, business development and sustainability issues. |
| 349 | Forrestfield | WA | Management do not take into consideration concerns of how the business is run. Workers to them are economic units of production. They say all the right things about safety, but if it costs them money they don't want to know. |

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|-------------|-----------------|--------------|---|
| 257 | Leschenault | WA | It is not often that ideas are welcomed, listened to or implemented. Mostly if I speak up I am classed as complaining - on one occasion I went to the union because the company was not adhering to its own policy of offering additional hours to permanent part-timers over casuals - the result was the casuals who were getting all the hours were friends of the managers and given permanent hours whilst I was ostracised and received no extra hours despite requests. |
| 155 | Maida Vale | WA | My employer employs thousands of people in its workforce as full time employees. The assessment I personally make with regards to how my employer can improve productivity is simply to get rid of incompetence in management, and to get rid of our Human Resources department. They are confrontational, dictatorial, lacking life's experience and are consistently very good at stuffing up the workplace culture. |
| 37 | Morley | WA | I found with experience combative work place relations only magnified grievances from both parties and did not contribute to productivity. In fact the adverse effect happens. For this reason a healthy wage and penalty rates contribute to a companies success. For instance with living away from home allowances, that in most cases are sought after, gave the company great flexibility in bidding for remote projects in the knowledge that with this cost built in to the tender resources are readily available. Hence performance could be guaranteed and added to the company profile as a deliverer. |
| 243 | Nannup | WA | As I work in a small country hospital it is important that we are all happy and enjoy our working hours. We need to work as a team constantly to ensure the hospital runs efficiently and effectively. As such, our manager regularly checks in on us to ensure we are coping and to see if there is anything that we need or that can be improved upon. |
| 182 | Rockingham | WA | its rare for managers to listen. they why we have unions to speak for us. many employers don't care. they'd employ foreign workers on less money if they could. this just makes workers angry and unproductive. employers need to respect there workers and not keep trying to cut pay and conditions |
| 65 | Samson | WA | Getting management to listen is difficult. They are often bound to a partisan policy making process which does not reach the workplace. |
| 446 | Scarborough | WA | Don't change which is not broken |
| 23 | South Perth | WA | This university, as most universities are, is currently 'centralising' and 'increasing efficiency', which is resulting in loss of corporate knowledge and 'how to do things', resulting in more work for everyone else and less happy students. The efficiency drive is expected to hit other areas and everyone feels insecure in their jobs, as people we know have had contracts not renewed, people have been moved to areas in which they have no background or skills, and the professional (non academic) staff itself has diminished and lost confidence while high-level executives are multiplying. |

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|-------------|-----------------|--------------|---|
| 255 | South Perth | WA | I have been working for over 40 years and have three degrees. I have made a number of tactful suggestions on how to improve productivity within the organization at store manager level and area manager level however they are never given any consideration. Further I have actually made many small improvements with the various stores that I have worked at. These improvements have gratefully except or used by other store managers however I have then the creator and maintainer of these and continue to do so. The company and the other managers do not attempt to maintain them themselves nor implement them company wide. I have many other productivity improvements that I have thought of however I have not had the spare time (I have had to create and maintain all my improvements in my spare time) nor am I given the support to pursue them. I have even been requested to use my skills for other tasks beyond those skills required for the position that I hold and are paid for and expected to implement them in my spare time. |
| 450 | Spearwood | WA | My manager who is a son of the owner, above this other manager, would not allow you to talk to him about any issues. He always told you that he door was always open, but found ways of avoiding you and made sure he was not available. My manager was not interested in any thing I had to say even though my area was always run efficiently and I was meeting my KPI's. There are no rights for or any protection for the employee only the employer. There is none who will fight my cause for me. |
| 375 | Waggrakine | WA | An important way to improve the business is to really consult with workers, who often have the best idea on how work is actually done and what would improve their effectiveness. This means listening and being brave enough to try new ideas. |
| 90 | Warnbro | WA | I was terminated from my last job because I was asked a question by the client what I would do to make the job more efficient. I responded by saying that I had approached my manager about the changes that I had in mind, and that he my manager had flatly refused to implement the changes. The client upon his return to Perth, approached my managers manager and asked why the people on the ground, when making suggestions, were fobbed off. 2 weeks later I was called in for a formal dressing down and a first warning that my computer literacy was substandard. After that there was continual micro managing of my role. About 3 months later my contract was terminated due to alleged company restructuring whereby my position was no longer required. I found out some time later that my position had been renamed and a 457 visa holder was given the job. My experience is that it is better to keep your mouth shut and do as you are told to keep your job. |
| 118 | Warnbro | WA | As an agency nurse this is something I've struggled with as I am not always on the same ward or in the same hospital. |
| 225 | Waroona | WA | Managers nod heads in meetings. About safety and work issues. Then it stays the same for years. Causing people not to bring ideas to table. |
| 6 | Yangebup | WA | As usual the workers at the bottom of the rung get the lease pay and have the crappiest jobs ... the top higher management level is where cuts can be made - they only think up crap for the bottom rungers to run around and do while they get fat sitting in their air conditioned office. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 136 | Yangebup | WA | The Entertainment Industry is one which prides itself on inclusiveness and recognition of effort well done. Senior Management is usually quite responsive to ideas for improving processes and productivity whenever presented by any member of staff. It is from that sense of inclusiveness that the motivation to suggest improvements comes, because without it, staff would feel like mere minions. |

Fairness in setting terms and conditions

The question posed:

Now, let the inquiry know how much say you get over your wages and conditions.

For example: Were your working conditions offered to you on a “take it or leave it” basis when you started the job? Do you or your union have regular negotiations with your boss about your pay and other conditions? Do you feel you have a fair say? What changes would make this process fairer for you?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 278 | Ainslie | ACT | Currently the latest negotiations for Commonwealth Government Agency Agreements are a fiasco dictated by a government minister who has no idea how the real world works. |
| 41 | Banks | ACT | No say over wages, though union does an amazing job in a difficult environment. we had an expansion of our services had some say but had to do the hours etc. but now downsizing due to new units opening, not run by Government. Very stressful and difficult time for the clients and the staff. |
| 293 | Banks | ACT | My pay conditions are negotiated by my union. |
| 305 | Calwell | ACT | The Unions have always been involved in pay discussions with Defence. Defence puts to a vote the pay and working conditions for employees and up till recently have been reasonable. I have always voted in favour of these decisions. |
| 231 | Garran | ACT | I have great trust in my union to negotiate my EBA on my behalf. I know that the government makes these negotiations tough and are always using delay tactics to make sure my pay rise is well behind when it ought to be paid. For example my last EBA resulted in my pay rise being delayed by over 12 months, as well as being below inflation. As a public servant I have always felt somewhat protected, although over the past 12 months I have begun to feel more threatened by the Abbott government. I have seen how private healthcare does not work in terms of providing a good quality service for the public. I am very concerned with this move toward private healthcare, attacking services to the poor and elderly whilst advantaging the wealthy. |
| 341 | Holder | ACT | We operate under an enterprise agreement with the CPSU as our conduit for negotiations. The Government is never on time with the negotiations they are always running late with commencement of negotiations and are even further behind in concluding the negotiations. Also as has been proven in the past and currently, the department cannot be trusted to stick by the spirit of an agreement and the wording of each and every clause needs to be worded in a way that is not open to interpretation. It is extremely unfortunate that this is the case as we always negotiate in good faith and have taken the department at their word on a number of occasions in the past only to be disappointed and slapped down by senior managers re-defining the terms of the agreement by interpretations that are not in the spirit of the agreement. Some Senior Managers seem to feel that the jobs belong to them and that they won't agree to items that they are not in favour of even though those items have been in the agreement for a number of years and have passed through all of the checks and balances of review and tribunals without fail for 3 or four agreements. I would like to see the departments forced to be ready to negotiate their agreements in an even handed way prior to the expiration date of any current agreement so that agreements will be ready on time every time, or within a few weeks of expected expiration and commencement. Currently we are over a year nearly two years behind in our agreement and owed quite a substantial sum of money in back pay. |
| 73 | Isabella Plains | ACT | I have never been involved in fair negotiations. The only time I negotiated a very small pay rise I was then expected to work longer hours - resulting in less pay per hour. Expectations in terms of duties, availability and working hours need to be set out early and agreed to by the employer and potential staff member. If either party does not meet expectations discussions need to be entered into openly. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|--------------------|--------------|--|
| 143 | Kambah | ACT | In my most recent jobs (cleaning) I did have some say when the job went from Full Time to Part-time. The say was about which three days I would do. I started Monday, Wednesday and Thursday. After a month it was changed to M, W and F. |
| 335 | Monash | ACT | We have an effective union which negotiates with our employer. Our EBA is reviewed when it is about to expire. We are given opportunity to have our say. One of my colleagues is the ANF representative on our behalf. |
| 188 | Nicholls | ACT | Unemployment and Underemployment is the biggest issue that needs addressing NOW. |
| 270 | Page | ACT | Once successful in the interview, I was told that there were only part time positions available, even though I had applied and interviewed for a full time position. I was told that if I worked hard, did 'sufficient' overtime, and didn't cause problems, I would be offered a full time position when one became available, possibly within 3 years. My employer regularly breaches the EBA, and union efforts with Fair Work to enforce conditions have been met with contempt by my employer. In short, they have refused to accept the rulings by Fair Work, resulting in employee disquiet and an unwillingness from employees to help out the company 'when it needs it'. As a result, the employer is regularly unable to 'cover runs' when a driver is sick or unable to complete his work due to faults, accidents, etc. |
| 308 | | | Take it or leave it – that's the way it is especially in rural areas where full-time work is very thin on the ground. Workers are not classified fairly on the work they do. Workers are classified and paid based on their relationship to management. This has not changed even with a change of management. Transparent identification of levels of responsibility and accountability would be a start. The union is a toothless tiger when it comes to negotiating with employers in this sector - it is hardly worthwhile paying the fees. |
| 45 | Arrawarra Headland | NSW | The NSW Teachers Federation has been as active as possible to retain our work conditions however an increased workload has not been met with a fair increased salary. |
| 100 | Avoca | NSW | We really have no choice when signing our employment contract, Its either take it or leave it as there are so many nurses out there and we don't stand together and they know this and act accordingly . The union is currently negotiating with my employer over a new enterprise agreement and whilst the union has been very proactive in seeking its members opinions about this, the company has made no effort at all to seek our views on what we want. Its only about what they want. |
| 413 | Balgowlah | NSW | I have had less than \$2 increase in 7 years! The private sector does what it wants and do not follow the public award. There is definitively room for improvement!! Employer are not forthcoming with increases in wages and there is not much room to discuss it. Unions/ or individuals should be able to request a review on a yearly to 2nd yearly basis. |
| 233 | Ballina | NSW | At the moment, my employer has merged and we have been given an informal assurance that our conditions will remain the same, but are hearing that the company may renege on this. |
| 104 | Barden Ridge | NSW | Never have a fair say. I am not sure if my employer and the unions talk at all. |
| 313 | Bateau Bay | NSW | Nothing never even get access to basic facilities like water & toilets |
| 287 | Bellingen | NSW | Zero. The lowest common denominator. Take it or leave it. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 314 | Berry | NSW | My working conditions have significantly worsened since I started at TAFE 23 years ago. I work many more hours than I am paid for, as do the rest of my team, because we are so committed to our students and community. Over successive awards and agreements, our working hours have increased substantially; the demands on our time more onerous, not least due to an incredibly poor new record-keeping system. Negotiations with our employer are poor - we are often overlooked because of the greater "strength in numbers" of school teachers. It would seem clear that there is an agenda to not just increase privatisation of vocational education and training, but to dismantle TAFE. I am not addressing this policy issue here - just to say that the front-line workers are becoming the victims of this process, on a day-to-day basis. |
| 354 | Blaxland | NSW | My wages are guided by an award but as my tasks and skills have changed over time my position hasn't been regraded to reflect the changes. |
| 106 | Bondi | NSW | My union the teachers Federation do a good job of negotiating my pay and conditions but they are made to fight every step of the way to negotiate a fair deal. |
| 50 | Bossley Park | NSW | Since the takeover of the business in 2014, our wages in real term has nosedived, we want to improve productivity, we want to do the overtime and we are prepared for going the distance to make the company successful, however, we lost the overtime, and the morale is extremely low, we are treated not as human beings but numbers which can at the drop of a hat be terminated. Our union tries it's best to negotiate and come to a working agreement that would benefit all parties but it's terribly hard when management rejects all ideas and compromises. |
| 184 | Bowen Mountain | NSW | Before starting, I was able to negotiate wages and conditions that I found acceptable. |
| 14 | Camden South | NSW | Working in a profession that I love isn't enough if I'm not appropriately remunerated for the time that I work, on the days & shifts that I work. Many nurses I know say they will walk away from the profession if penalty rates are removed or reduced. |
| 98 | Campsie | NSW | We are under an EBA and the Australian Services Union negotiates with my employer for pay and conditions. I have no say as an individual. |
| 178 | Campsie | NSW | Asking for a pay rise would get me fired and replaced with someone willing to do it cheaper. As this is the only job I found after 21 months of job searching with no government assistance as I fall through the cracks of the safety net. I know this is the only job that is willing to hire a worker with limited mobility and mental acuity. |
| 206 | Canowindra | NSW | I have no complaints about my wages and conditions except for the lack of security and inequality being temporary brings. |
| 116 | Carey Bay | NSW | I fortunately am a self funded retiree. I worked as a supervisor in heavy industry and gave evidence for my employer in award hearings before the NSW Industrial Court. I was always satisfied that shift-work and week end work should attract significant extra pay. |
| 237 | Casula | NSW | Our department does not care whether your conditions are cut, or wages, or pay. They want to save money somehow, and this is the only way they know how to do that. We do have a union and we are relying on them to fight for us. It's unfair how they can only offer negative outcome to our agreement, and nothing positive for any of us. |

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|-------------|-----------------|--------------|---|
| 55 | Caves Beach | NSW | Bullying from employers must stop. |
| 296 | Cessnock | NSW | We had no choice as to signing a new agreement as Administrators/Transport Drivers, we were given 24 hours to "Take it or leave it". Would be fairer if we had a new supervisor, after all we ended up with a new company. |
| 448 | Chatswood | NSW | If it was not for the unions we would be treated like donkeys. Nurses are seen as punching bags. When we complain about the workplace safety such as assaults and abuse from patients. We have been told " it's part of your job". Now that's from a senior manager. |
| 424 | Clothiers Creek | NSW | As nurses we don't get a say in our pay. |
| 53 | Coffs Harbour | NSW | Employers have 'employer associations', workers need unions to protect themselves against unscrupulous employers. |
| 219 | Como | NSW | i am a member of the TWU a powerful union is the only hope i have of getting a fair wage Gina Rinehart wants me to work for nothing so she can get richer (ha ha ha) |
| 402 | Coonamble | NSW | We don't have any say! I feel like we fight for better pay rates but we take what is offered. |
| 165 | Croudace Bay | NSW | In our workplace we have just completed negotiations with our employer for a new enterprise agreement. I am very happy with the conditions laid out in the agreement. The fairness with which those conditions are applied in the workplace can at time be fairly subjective and based on a 'good' relationship with immediate supervisor. This has the potential for causing deterioration in harmonious working environment. |
| 212 | Diamond Beach | NSW | The union does have regular negotiations with the organisation in relation to all staff pay increase and conditions however, they don't represent the individual on these issues. I don't have a fair say in applying for increased grades. The only way to receive a grade increase is to apply for a higher graded position in the organisation or if you have a University Degree you seem to receive better pay conditions. |
| 317 | Dorrigo | NSW | I was never in a position to bargain over wages and conditions during my working life. I took what was on offer and simply did my job. My experience in work was that employers were usually not truthful about any aspect of my employment, and they would take advantage whenever they could. I simply don't trust them. |
| 241 | Earlwood | NSW | our working conditions have been constantly been reduced, our productivity has constantly been increased. There has been no pay rise since July 2013 and therefore a reduction in our living standards, and staff are worried that again we will suffer as well as our families. As the cost of living goes up we will feel more uncertainty and struggle more. Our conditions are being reduced and we will find it more and more difficult. |
| 343 | East Hills | NSW | I am very fortunate in that my employer does negotiate with my union CEPU NSW Postal & Telecommunications Branch |

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|-------------|-----------------|--------------|--|
| 275 | East Kurrajong | NSW | When I first started working for my last company in 1987, it was a government company with quite adequate conditions. Privatised a few years later, conditions have steadily deteriorated. At first these were traded for wage rises, however as time went by the loss of conditions seemed to be deemed by management a standard part of "bargaining", and we were left with the option of fighting hard to minimise the damage to conditions, with any minimal wage rise presented to us as a "gift" from management. As Union rights have been eroded and wages have failed to keep up with the cost of living, Union membership has dropped off, making it more and more difficult to raise any adequate bargaining power to combat the billions that Corporations make. Many co-workers have told me that they would like to be Union members, however they could not afford membership, even though it could be claimed back from tax: weekly budgets wouldn't allow the fees. At one stage a document was leaked from our company showing that they had an active agenda to force our real-wage down by deliberately keeping wage rises below the cost of living increase, regardless of any "productivity" negotiations. The most frustrating of all is that while intoning to workers that the company didn't have enough money to even keep us in line with CPI while posting profits in the billions, they would then give management percentage pay increases 4 to 5 times higher than ours. Today's companies are driving working conditions towards their ideal conditions, i.e. slavery. Workers wages and very health are sacrificed to give larger payouts to stock market investors. When Australian Workplace Agreements were introduced, I saw many workers offered jobs solely on the basis of accepting an AWA, even though this was illegal at the time. Any of these workers that I became aware of I would advise that they had an option, however one of them specifically stated that they feared for their long-term employment if they brought the illegality of it to light. Conditions and wages are a constant battle, regardless of whether they are written into an agreement. |
| 398 | Eastern Creek | NSW | Yes originally take it or leave it awa contracts. We got very bad treatment. Flexible hours came in under that. We are still in a situation where the boss can change you to any hours he wants 1 weeks' notice, though now we have the place unionized we at least get decent pay rises. My wife works at the same company as a store person they changed her hours 12 to 8 pm previously she was 8 to 4 pm. I have to pick her up at the warehouse no transport at that time in an industrial area, so because of this for 4 years my 7 year old daughter has to come with me and as a result goes to bed 9.30 pm school nights, so someone in America can get better share dividends. Take the shift or leave was the option. It not ideal but we manage. |
| 164 | Enmore | NSW | There is a system by which wages and conditions are being gradually eroded in small increments. since I have started teaching the red tape and administration function in my role has increased steadily with responsibilities added and expectations increased. This has lead to the students suffering as a result of increased behind the scenes work, a higher emphasis on the this administration and less time available for them for preparation of learning experiences. |
| 385 | Erina | NSW | no, very little say at all on anything. No, complaints are never dealt with Patients complain about the lack of staffing all the time. Nothing is done to assist staff to have better ratios or better care for the patients. My hospital discourage any relationship with unions, and discourage staff to be involved with unions. |

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|-------------|-----------------|--------------|--|
| 276 | Erskineville | NSW | Conditions were take it or leave it. Enterprise bargaining every 2 years. Despite huge and growing profits and increasing workloads our pay and conditions only keeping up with inflation. Staff bargaining reps should get a stipend. |
| 319 | Fairfield | NSW | In the last ten years I have gone through four settlements. Not in one settlement the Govt has come to the party within the time framework and provided what staff are entitled to. It has been a deliberate loss for all the staff as lead by the Govt on purpose where they have pocketed the staff money what the staff are legally entitled to. They have always pushed to settle the matter in a hush-hush situation and never have they compensated what staff is entitled to. Frustration at every single time. |
| 310 | Forestville | NSW | The conditions on site were hard won, with many historic battles. These battles have laid the foundation for our current harmony. |
| 430 | Glenbrook | NSW | nurses award is fair , however a 5th ot gets much more money than a nurse with 42 years experience and a nurse practitioner degree, what a joke does experience count for nil? |
| 141 | Glenmore Park | NSW | The unions do play a Big Part in the workplace, as they help the vulnerable with support when it comes to defending them by representing at times when things go off the rails so to speak. |
| 387 | Goulburn | NSW | We have an enterprise bargaining process that seems to work well although the manager constantly tries to evade or avoid her responsibilities in regard to it. We often need to seek the support of the union just to reinforce what should be standard practice. The broader university does not seem to be interested in engaging with staff about wages and conditions and consultation usually consists of human resources or the vice chancellor telling us what will occur rather than asking us for our contributions. I believe consultation should be a two way process in matters such as this. Staff need to be given all the relevant information and plenty of time to consider it. Processes for receiving staff feedback need to be open, transparent and unbiased. Procedural fairness needs to be applied to all workplace relations endeavours. |
| 214 | Guerilla Bay | NSW | When I started, it was pretty much a take it or leave thing but the system was basically fair. In later years, changes, including flextime, were implemented with some resistance from managers. I cannot laud flextime enough. It gave people dignity in the work place instead of having some little Hitler ruling the red line in the sign on book at precisely 8.30 even if there was a queue of people waiting to sign on. The biggest change required to improve productivity is to treat people like human beings and be prepared to negotiate in good faith. This is not the case in the public service where a union is trying to negotiate an enterprise agreement but the enterprise is not in a position to make decisions. Current government parameters exemplify the fact that negotiations are not undertaken in good faith. It is a take it or leave it. (Crash or crash through; you are on the train or under it; scenarios.) |
| 236 | Gunnedah | NSW | In my current situation it is very much 'Take it or leave it'. |
| 152 | GyMEA | NSW | Our wages & conditions are the same for everyone in my job description. Workers who make a mistake are financially punished, otherwise everybody else does the same job with the same amount of responsibility. Those who wish to take on extra responsibility & duties can apply for higher level jobs & go through the recruitment process when these jobs are available if they want to earn more money. |

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|-------------|-----------------|--------------|---|
| 404 | GyMEA | NSW | Pay is the standard NSW state award for nurses and midwives. We rely upon our union to negotiate a fair increase for our workload and responsibility. I believe this is in part why I pay my union fees. |
| 352 | Hamilton | NSW | I have no say over my working conditions and it is very much on a take it or leave it basis. Aged care will only be fair when staffing ratios match the ratios in palliative care. For example, when I have worked in a hospice, I have had responsibility for 10 patients but when I work in an aged care facility I can have three staff and eighty patients. How can you possibly expect me to deliver quality care in an aged care facility with these ridiculous ratios? |
| 260 | Hamilton North | NSW | We have a union (NUW) that negotiates an E.B.A. every 3 years. They tried to strip our conditions and we had to get protected action and strike for a week to get a payrise. My first strike ever and it made me feel the relationship with my manager is forever tarnished and my chances of progressing in the company has ceased. |
| 57 | Hobartville | NSW | I have very little say over my wages and conditions as this is usually 'bargained' in the Industrial Relations Court. Even my current role was 'bargained' by others with no input from myself. |
| 17 | Hornsby | NSW | My union had to negotiate pay and working conditions. Over time, pay parity fell. I have worked in industries where females were paid 3/4 of the pay males, who were doing the same job as females standing next to them, it was a long fight to get equal pay. Nothing much has changed. Female managers earn less than male managers. Equal pay should be made law for managers in the same industry. |
| 326 | Hornsby | NSW | Wages and conditions are stipulated by the public System Nurses and Midwives State Award, and there is essentially no say for individuals, unless there is a breach/repeated breaches, in which case, the Union is usually the best approach to an issue. It would be GREAT to have input in the way my eighty hour working fortnight is arranged - such as the option to work 10days/fortnight in eight hour shifts, 8days/fortnight in 10 hour shifts, or 7days/fortnight in one 8 hour and six 12 hour shifts. |
| 138 | Kandos | NSW | At start full time, now I'm part time yet still working over 38+ hours a week, rarely getting O/T. hardly ever get paid for fuel let alone use of my car! Job is/was take it or leave pretty much. Do not think I have had the tax cut either saying I'm being paid above award... yet I am on the incorrect award. |
| 34 | Kensington | NSW | I have almost no say in the wages I receive, these being negotiated by the union on our behalf every three years. It is frustrating to hear about 15% growth in profits and yet experience the reluctance to increase our salaries by 4%. Profit sharing would be a good idea and bonuses for all employees. |
| 300 | Kiama | NSW | My employer in various states is trying to reduce my hourly rate. Increase my working hours both overtly and covertly. Overtly by demanding longer contact hours on campus and covertly by implementing systems that either don't work, require excessive time to complete basic tasks or constant repetition of the same task by multiple people. The implementation of these systems is commonly concurrent with the implementation of other drastic system changes which increases the level of work & stress involved. The employer consistently attempts to have a system of individualised employment contracting introduced which will force people into isolated negotiations which will profit the loud and aggressive negotiator who may or may not be a credible worker at the expense of those individuals who may be great workers but poor combatants. Restore and protect collective bargaining and the roll of the trade union. |

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|-------------|-----------------|--------------|--|
| 288 | Killara | NSW | adjustments to the MA000100 would make rosters and regular staff shifts more manageable. The 12 hrs between sleepovers is very restrictive so a household with 24hr care (where I work) needs 5-6 staff members where 3-4 support workers would be preferable (fewer changing dynamics). |
| 173 | Kingswood | NSW | Our working conditions were on a take it or leave it basis when we started the job, the unions do have regular negotiations with the bosses about our pay and conditions. No we don't have a fair say, which is totally wrong. To have a support member you can discuss any situation that involves work or working condition, work would be a better place to work and a happier work place. |
| 16 | Kooringal | NSW | I would be happy to not have a pay rise if I could keep all of my current conditions but in saying that, welfare recipients get a CPI increase twice a year, so why can't I? |
| 204 | Lake Heights | NSW | When I started work the agreement was a lot more fair and there seemed to be a lot more negotiation room. I feel that we are not being listened to in regards to this, and having to resort to industrial action to get our voices heard is another sign that we are not being listened to, and we are not happy with the offer from the government. We are pushed to our peak working capacity and beyond as it is, so making it more difficult, not improving the tools we have, and then being at risk of losing our basic pay and rights is like a big kick in the teeth. I would want to make this a more open process where the government actually considers what the employees (the people who keep everything going, and keep the customers served) want and what they believe is fair for the hard work we do. Every time a new agreement or anything comes up, it is a battle for staff to keep their rights and security, and management to cut costs, and find ways to push the existing staff to work harder and harder instead of considering employing more staff. |
| 367 | Lake Illawarra | NSW | Regular negotiations. These negotiations are done in consultation with our union. I am also proud to be a Union Delegate and represent members. |
| 307 | Lavington | NSW | Yes take it or leave it work conditions. Very disappointed with union rep, never comes near us - just says we have to negotiate ourselves. We have no say, we are at bottom of ladder. Our high end managers manipulate our (-inc Manager's) rosters so as to pay us the least amount as possible. Our manager and our staff need more flexibility to manage on our own. Our workplace is stressful, overworked, demands too high for No of staff working at any given time. |
| 13 | Legume | NSW | Non Union people should be on individual contracts with the company and not get the wages and conditions that the Union fights for, corporations make way too much money, cry poor and pay us like slaves. |
| 396 | Leichhardt | NSW | I would leave the industry if any of the penalty rates were removed. Shift work takes a tremendous toll on myself, my partner and my family & friends and some sort of compensation helps to justify working such anti social hours. Shift work also affects my sleeping and eating patterns, placing a significant strain on my physical and emotion wellbeing. |

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|-------------|-----------------|--------------|--|
| 70 | Leura | NSW | We are paid award rates and conditions with a few above award payments. As we are a not for profit organisation there is little flexibility to negotiate and pay above award wages and conditions. A current concern for workers in our sector is competitive tendering which will make it harder for small democratic workplaces such as ours to survive. I am aware that the large charities pay lower rates for the same positions and these organisations are winning most of the tenders and new funding sources form Govt. This is likely to lower wages and conditions in our sector. |
| 285 | Lilyfield | NSW | The boss and their managers had almost complete power in the situation. If my wife wanted to stand up for herself, she would be bullied and fired, and the union and Fair Work Australia did not guarantee to protect her, so she didn't do anything to get her rights, and thus she was underpaid by more than \$5,000. |
| 378 | Lisarow | NSW | It seems decisions are made with no consultation with staff. |
| 370 | Lugarno | NSW | I am employed under an Enterprise Agreement which fixes my wages, conditions and has many processes for when issues arise. I belong to the union for a number of reasons and recognise that they do the re-negotiating of the agreement when it expires. I have input into these processes but there is no reward for outstanding performance. Fortunately my immediate manager does acknowledge my good work, but if I was younger and aspiring to further my career I would find it very frustrating being unable to achieve what I did in private industry. |
| 253 | Macquarie Hills | NSW | The union in my workplace seems quite strong and some of the conditions of my work, which are a major part of why I chose this career and this employer, are doubtless due to the strength of the union. |
| 213 | Maroubra | NSW | I have absolutely no say about my wages or conditions. If you are a union member within my workplace very soon after joining your position is restructured so either you are demoted or made redundant. |
| 371 | Maroubra | NSW | Regular open engagement with the workforce and forums empowering us to make change to how we do business would allow further scope for increased productivity. |
| 22 | Moama | NSW | I am paid penalties as I work from 12 am to 8 am and have worked these sorts of hours for the last 12 years. I believe strongly that if I am getting out of my bed 5 nights a week and having to sleep during the day (social life, health all suffer) I should be paid these rates |
| 443 | Moree | NSW | We have set wages under the Enterprise Agreement. Every couple of years the employees and our union can have input in the bargaining process when the EBA comes up for renewal. The pay difference between public and private facilities is grossly unfair. It is more than \$5.00 per hour more in public. Management have rejected our request for our pay to be in line with employees in the public system. Working in Aged Care is both physically and mentally challenging. |
| 250 | Mortdale | NSW | My Union help set wages. Everybody needs an advocate. I am a low income earner. If I was paid less, then I could not survive. |
| 108 | Moss Vale | NSW | The union negotiate with my employer on my behalf. I have had one pay rise without having to strike, in 30 years. |
| 379 | Mount Annan | NSW | Yes every two years we negotiate a new EBA, which at the moment always needs to be resolved in fair work. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|---|
| 347 | Mount Saint Thomas | NSW | Our company in recent enterprise agreement negotiations put the workforce in a sad frame of mind. We as workers are reasonable people. We understand that in tough times we are not going to get a huge pay rise. But it would also be nice if the company treated us with some respect and didn't try to strip all our conditions away. In such times. I feel that the enterprise bargaining system is flawed at present and companies are abusing the system and not bargaining in good faith. Recent industrial action and lockouts are proof of this. |
| 69 | Narara | NSW | Yes Union has regularly negotiating conditions and pay, |
| 33 | Narellan Vale | NSW | It is very much Catch 22. If workers are not paid a fair wage you can't expect them to be spending money particularly in the run up to Christmas. Blind Freddy can see a reduction in wages will slow the economy and result in industrial action by unions and then up goes the cost of living. |
| 115 | Narromine | NSW | Full time with no penalty rates paid even when working overtime. Job was explained that no one ever fired just will have to do jobs that will make you so uncomfortable that you will resign |
| 353 | Newtown | NSW | take it or leave it and union unable to change situation. one employer demoted us within faculty, so that they could pay us less, even though we were not acting in junior role and had significant responsibilities. As uni able to get away with this they rolled it out across the university. This should be illegal. |
| 205 | North Albury | NSW | My working conditions were excellent 25 years ago but the NSW state government and the Federal government are eroding our conditions with no incentive to be productive. |
| 447 | North Boambee Valley | NSW | We can say all we want but no one listens, we are trying to get a union branch started and that is the biggest effort I have known, because we are aged care we certainly don't get looked after. I haven't seen a union rep for 20 years here except in the public hospital. This is very disappointing when i do support the union and we pay the same fees as the nurses in public hospitals that are getting \$300 a week more in their wages. Aged Care nurses should be on the same wages as everyone else as we have to pay the same registration fees and union fees and have the same cpd points to achieve each year. |
| 9 | North Curl Curl | NSW | As a casual I have no bargaining power. I'm called in with little notice - 1-2 hours - and sometimes cancelled with even less notice for no reason. If I'm not available when called it takes longer for me to get another shift. I know that if I complain about anything I will not get called again. |

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|-------------|-----------------|--------------|--|
| 121 | North Narrabeen | NSW | We are constantly forced to face ever higher hurdles to jump...more productivity with less money. Our Department was not funded for a single wage increase in the Public Sector for 2 decades! Meanwhile all the tax dollars went to "here today, gone tomorrow" private contractor services and our patients can't find and don't use! People can't be counselled and cry more efficiently. Our work takes time. Sometimes the healing can't be accelerated. Meanwhile we have task after extra task put in front of us to meet accountability and reporting requirements. It is way past the straw that broke the camel's back! We are broken! Stop flogging us! Then, just when we start to get on top of the workload, we are faced with perpetual electronic system changes. New purchasing, recruitment, payroll, incident reporting, maintenance/repairs systems, staff management, rostering, emails, mandatory training and several statistics reporting systems to name just a few. Stop unnecessary changes! Each time you restructure, everything changes, from the letter heads to our clinical teams. It is such a waste and not helpful. This is not "progress," it is a constant drain on our actual clinical time, in which we are caring for people. We have to have meetings to put the new changes in place, training staff on new processes and so on. We are just worn down. Pay us fairly...My health is being destroyed through the stress of working in your system. The least you can do is pay us fairly! |
| 126 | North Nowra | NSW | Without a Union we would have no chance to negotiate our wages and conditions, as we are such a large workforce and therefore relatively expensive for government. |
| 160 | Nowra | NSW | We work our butts off to help our clients stay at home instead of in a nursing home, etc which would cost the government a lot of money. You try working in cockroach infested houses, maggots, cleaning dirty toilets, etc Let alone home life as well.... It's draining, tiring, can be emotional, stressful, etc Let alone the strain on our bodies to help the elderly & frail. We deserve better working conditions, more pay, more rights, etc You'll be elderly one day & want someone to help look after you & that's what we do every day!!!! |
| 381 | Nowra Hill | NSW | Did I have any say in my wages and conditions? As a casual teacher, none. And when I worked in pubs, none. With these jobs I've just taken what I can get and haven't felt able to negotiate for fear that the job would be given to someone else. Which it would have been. |
| 415 | Orange | NSW | Thank God for the Nurses Association I have been a member for 37 years and only once in all these years have I called on their help for my working conditions. I was employed under a state nurse aware and I was happy with that . But now the government wants to change that and bring in contracts. . The staff who are on contracts do what is specified and what they have to account for and nothing else. They focus on what they are accountable for their key performance indicators are met no matter what and everything else is left to the rest of us to manage. Person on contracts do not contribute like staff who are not on contracts. |
| 425 | Parramatta | NSW | After fighting for my rights of not being over worked, my manager and I came to an agreement. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------------|--------------|--|
| 274 | Port Macquarie | NSW | Unfortunately we are covered by the Local Government State Award which is negotiated between the Unions and the Employers association and whilst we get an opportunity to present our views and suggestions to the employers association we are 1 of 152 councils covered by the award and our views are sometimes not in the majority. Wages have increased year on year despite the external financial environment and with a combination of wages and allowances we have almost priced ourselves out of the market. It is possible for us to engage staff via a labour hire firm at cheaper rates than employing directly. In addition we have many historical informal enterprise agreements that are far in excess of the award conditions and when we wish to return to award conditions we are unable to do so. |
| 298 | Queen Victoria Building | NSW | none. I either take it or leave it. |
| 190 | Randwick | NSW | We have had several pay rises over the last 5 years. We otherwise are not in a position to ask for personal pay rises. |
| 329 | Raymond Terrace | NSW | We get no say in terms of pay and work conditions and the union has to fight hard for a fair go for us. |
| 433 | Raymond Terrace | NSW | my position was offered as is- take it or leave it. There is no negotiating and to rise to CNS you must prove your worth annually. |
| 365 | Rhodes | NSW | Every working and tax-paying person that contributes to the running of society should be fairly compensated and recognised with a pay rise. It's unfair that those who work in the corporate get annual or periodic pay rise whereas nurses have to fight and justify why they deserve a pay rise. |
| 390 | Romarnie | NSW | we have a workplace agreement, negotiated last year. The Union showed management they needed to negotiate by collecting a large number of staff signatures wanting an agreement reached. Prior to this management offered a pay rise but no changes in conditions |
| 153 | Ryde | NSW | The union negotiated all working conditions, including pay. The union always consults with members during the whole pay claim process. I support this process. |
| 321 | Ryde | NSW | we need more benefits not less. We have traded enough away |
| 129 | Saumerez Ponds | NSW | I am in discussions in consultation with a Union representative. I feel I am in a vulnerable position, even with support. I know that some workplace conditions have been lost in the past, and it is difficult to re- introduce them, once management has achieved a reduction in release time for a position. The process that would make it fairer for me, is that there would be adherence to working conditions that all teaching employees receive. If I compare a casual teaching day with my present temporary 0.4 position, I feel that my casual day's employment follows proper working condition guidelines, whereas my temporary employment is not adhering to proper employment conditions. |
| 175 | Scone | NSW | As a member of a government agency, my wage agreement is not negotiated on an individual bases, but is governed by an award negotiated through the IRC between my employer and my union. |

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|-------------|-----------------|--------------|---|
| 96 | Seven Hills | NSW | In my last role, the union needed to intervene due to threats from management to terminate the nominated representatives of the employees. Unfortunately, management still refused to negotiate anything more than what they offered the first time but some conditions were improved. I have seen some terrible things in different workplaces that should have never happened. Management use hours, promotions and pay as tools to pit workers against workers. THIS MUST STOP! These should not be tools to cause disharmony and inequality in the workplace. |
| 191 | Somerton | NSW | we were told sign the EA or no job we were told we would get to vote on it but that never happened now we are waiting on a pay rise and hearing nothing from management our union is only small numbers so we have limited say and if we don't toe the line our overtime slowly gets less to you complain and they come up with some excuse why. |
| 434 | Springfield | NSW | I believe the nurses association is my representative at this level and pay is set at what is negotiated for nurses. I have in the past not been that interested in the process but now feel I need to stand up and make myself heard and not be so passive. |
| 435 | Springfield | NSW | Completely unfair. Because I am a senior I am classed as being too expensive though I can do the majority of the work in half the time. |
| 198 | Springwood | NSW | My conditions are good and have been above award. With the change from the SACS award to the Schads award this will be scaled back over the years to reflect the increase in wages after the equal pay campaign. |
| 408 | St Clair | NSW | My working conditions probably were offered to me on a 'take it or leave it basis" after 8 years, I really do not recall. There are no negotiations full stop in regard to pay and other conditions. We have no say. How unfair is that. Discussions about any process would make the workplace fairer for me. |
| 185 | St Marys | NSW | The changes I like to see is less senior management roles, less favouritism by senior management in awarding positions to their friends. It is important that we maintain our flexible working hours in state government so we can juggle work and family commitments. The PSA is doing a good job ensuring that our working conditions still stands. |
| 372 | Stuart Town | NSW | We need penalty rates to compensate staff especially nurses for working hours outside the norm, like nights and weekends. even if we raised rates of pay to equalise yearly take home pay, without penalty rates staff would not want to work the after hours shifts. we would see a big increase in sick leave and difficulty filling casual shifts. this would not be productive at all |
| 80 | Sydney | NSW | Working conditions are different depending on the school |
| 419 | Sydney | NSW | I have witnessed a culture of the NSW Nurses award is there, but we don't need to follow it until the staff speak up about it! "The award can be stretched and bent". |
| 340 | Tabulam | NSW | The unions of who I have been a part of over my working life have advocated to improve our conditions, when I first started nursing I lived in quarters, had to be in by 10 pm, received little in wages, now I am independent and am able to negotiate employment hours. |

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|-------------|-----------------|--------------|--|
| 130 | Tallong | NSW | We have less and less say over our working conditions. Every time that our pay is up for negotiation they offer us less and less (not enough pay to keep up with inflation) and try to take away conditions. Our union does a good job trying to negotiate for a fairer deal but our conditions have deteriorated as workloads have increased. We are drowning in paperwork, there is massive pressure to be accountable for the outcomes of the students but the conditions in the classroom make it extremely difficult to ensure that all students can progress equally. |
| 222 | Tolland | NSW | we are in a union and they support us well and we still have regular negotiations with our managers which don't always have fair outcomes. Bosses should abide by awards and not manipulate rosters to avoid paying award conditions. |
| 342 | Toorooka | NSW | The Union does a wonderful job of negotiating wages and conditions on our behalf. However, as previously mentioned permanent positions for nurses with NSW Health are conditional of agreeing to a rotating roster which includes morning, afternoon and night shifts, weekends and public holidays. This means for someone like me there is no chance of a permanent position. This means I get no pay when I am ill, no paid holidays and no long service pay no matter how long I work in the same hospital. The argument is of course that my casual loading compensates for this but when I work on weekends I am only paid the weekend penalty rate, the same pay as the full time staff get, and yet their hours are counted towards their other entitlements. I am, because of my geographical location in the Macleay Valley, also subjected to periodic flooding which means I am unable to get to work at all. This has been the case for ten days so far this year. (1/3/15). When the big floods were on in Brisbane several years ago I was isolated for 3 weeks solid. I was here on the farm on my own, unable to get to work, and there were no compensation payments or holiday pay to fall back on. There is no Centrelink payment for this type of situation unless you are on Newstart. |
| 227 | Urunga | NSW | I work under an award that is over 10 years old and hasn't been reviewed in 5 years. Currently there is no will from either the union or the agency to review the award despite the majority of employees supporting a review. Why? Because each party is fearful of losing ground in the negotiations. The union is operating in a Coalition government environment (NSW & Federal) that is not conducive to negotiating successful work place agreements and the agency is scared of having to fall into line with standard arrangements with WHS, Fatigue management, recording work hours and paying for said work hours. The union attempts to have negotiations with the agency but the agency just plays games, what irritates me is the the amount of public money that is wasted on avoiding having discussions and genuinely attempting to resolve issues, it really is maladministration and continues to stifle the workplace. No I don't feel I have a fair say, any opinions, ideas or thoughts from employees are ignored and often ridiculed. Currently there is Joint Consultative Committee, the CEO of the agency does not attend so issues are steered away from the CEO's attention when they should be their priority. I would make it a requirement that the CEO attends the JCC. |
| 332 | Vacy | NSW | When I began work at my current location we only worked Mon-Fri. day work, with limited overtime available. But in the mid '80's the majority of maintenance were placed on 7 day rostered shift work (but since then all new starters are placed straight onto shift work). |

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|-------------|-----------------|--------------|---|
| 337 | Vauluse | NSW | Yes, employment in on a take it or leave it basis. We only have negotiations between the union and employers for EB and sometimes when there is an OH&S issue. Most employees don't belong to the union and feel intimidated. It would all be fairer if the employee was able to make an assessment of the employer which was anonymous and taken seriously. Also, they should apply for their jobs as we do theirs and it should take into account these assessments just as our students assessments of us are taken into account. Bonuses for all or bonuses for none would also stop this bottom line attitude. |
| 333 | Verona | NSW | I am a union delegate, and yes we have 4 x yearly union meetings with the management and the ASU, other than that, we only meet when the system fails. As addition to that Management tell the ASU what they want to hear. |
| 264 | Wagga Wagga | NSW | Fairness is defined as "a burden on all Australians and cannot exempt the few or the one" on the above can be taken to a court for a ruling, at a monies' cost to the employer and unproductive to the business. |
| 295 | Wallsend | NSW | At the moment we need to stick together and need collective bargaining value in numbers to be the Baird government as they are only for themselves. |
| 325 | Warrawong | NSW | We are under the federal SCHADS award and our board has been very supportive in our fight for equity pay claim that has been happening for the last 10 years with us and our union ASU. |
| 187 | Waterfall | NSW | I was informed that we worked under an EBA and still do so. If the TWU had not been involved with the current EBA, we would have been still on 1% pay rise per year. We are now on 3% pay rise per year at present. We also do not get listen too. Without the TWU, we would never be listened too, period. |
| 146 | Wattamondara | NSW | I was injured and worked in a federal department and the help I had was none they wouldn't buy a suitable chair, they only made it look good on paper |
| 436 | Wattle Grove | NSW | My old NUM was the absolute best! She hired me on the basis that I was a student and took it into account when rostering. By far the best NUM, other successive NUMS have not been as accommodating, but that happens in this environment. |
| 112 | Wentworth Falls | NSW | Paid overtime doesn't exist nor does time-in-lieu. Pay is negotiated separately and unevenly. It's not based on merit or performance just some luck of when you joined. Some people work over weekends at sites without pay. |
| 401 | Wentworthville | NSW | Pretty much none. Once I worked for a retail company and asked for a pay rise. I was put under 3 months in depth scrutiny and then awarded a 50 cent and hour pay rise. no one else who worked there was game to try it. John Howard was prime minister at the time. |
| 323 | Whalan | NSW | No idea, but seems few cents pay rise every few years. |
| 239 | Wingham | NSW | I anyone were to join a union they would find their hours cut. It is a take it or leave it situation. The line manager had advised I would be getting a contract for regular work, but then senior management said they were not doing that any more. I have had no complaints about my work and have been told regularly that my work is valued as part of the team, but when you work 3 hours in a fortnight, you don't really feel like a part of the team. |
| 249 | Wollongong | NSW | Union negotiations. Award rates. Voting privileges. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 301 | Wollongong | NSW | When I commenced in this organisation, there was a fair and equitable bargaining process when negotiating workplace agreements. The employees were generally pleased with the outcome and were always willing to consider the offers made. The current process is vastly different with no genuine attempts being made by the employer to negotiate a fair agreement and any "offers" have been nothing short of insulting. If the employer were to display a more consultative approach and put forward REAL offers for consideration the process would appear to be a lot more genuine. |
| 172 | Woodburn | NSW | A part-time casual employee often feels the threat of fewer hours or being excluded from work opportunities. It is always a case of do what you are asked or you may not be offered work next time around. I've seen it happen to others, union or no union. |
| 411 | Woodburn | NSW | Wages limited by government legislation, even our super increases have been taken out of our minimum pay increase. No financial recognition of good performance, extra training/education or innovation or improving skills. No compensation for burgeoning workload. Only way to get pay increase in line with inflation or work value is to give away hard won conditions. |
| 60 | Woy Woy | NSW | I say yes, there is a fair go.. but hey!! if not for the UNIONS, no way!! employers want to exploit...WHY? I say its greed and self interest..just like kings of the past.. they got dealt with by the people!!! and not as nice and civilised as today either !! learn from history !! |
| 19 | Bayview | NT | None. Set structured wage system, I have no complaints and feel well looked after financially |
| 39 | Casuarina | NT | Involvement via union support and voting as required, on NTPS EBA every 3 years. Equal opportunity for both sides (employer, + employees via union) to put their case ahead of a vote would make things fairer. At last EBA vote, the union was at a distinct disadvantage as they were unable to access the same information channels as the OCPPE - so had limited access to putting their case. As a result the vote was unfair. |
| 201 | Herbert | NT | being able to go up levels making our career more satisfying (recruit to positions vacant) |
| 202 | Nhulunbuy | NT | As a public servant my wages and conditions are supposed to be negotiated in an Enterprise Bargaining Agreement. The last one expired in June 2014 and we are having our ninth meeting in a few days with no hope of signing off on a new agreement in the foreseeable future. It appears to me that tardiness is beneficial to my employer because it means that any wage increases are delayed. In my opinion new Enterprise Bargaining Agreements should be backdated to the date of expiry of the old one. |
| 336 | Tiwi | NT | Don't have any say in regards to wages and conditions |
| 412 | Acacia Ridge | QLD | The job I am in cover themselves give you only 20 hours per fortnight but do a virtue plan. Mine is 53 hours nowhere enough. |
| 377 | Albany Creek | QLD | Set wages rate, union unable to negotiate with government as offer is take it or leave it. There seems to be no consultation, much change but no listening to risk complaints. |

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|-------------|-----------------|--------------|--|
| 328 | Allingham | QLD | I was employed under a union agreed EBA at the end the union renegotiated the next 4 yr EBA which the company stalled for 8 months on. There were serious WPHS issues raised during this process (safe drinking water onboard the vessels, shift time at the start and end of shift) without the union all this would have been swept under the rug. which is a shame from a company which has painted on its vessels Safety First. |
| 193 | Annerley | QLD | We have a non militant work force who have accepted worse deals than the previous EBA with a yes vote of over 80% for the first offer that management make to staff - without any further negotiation occurring and the union does very little to help achieve a different outcome. |
| 186 | Ashgrove | QLD | The only voice that seems to be heard by employers and governments is one that needs to be loud, and the only one effective enough to expedite favourable conditions for workers, is a union. The government has systematically been trying to erode the power and especially the legitimacy of unions, making potential members feel like they are joining some kind of militant or trouble-making organisation (I know I delayed joining one because I thought my fellow workers and especially management would frown upon this). Whereas they are in fact the only group that is advocating on behalf of workers like myself in tangible and real ways. I mounted a Comcare case against my employer that, were it not for the efforts of my union delegate, may have gone against me. Their involvement was instrumental in compiling crucial evidence for my case. If not unions who else is there to speak for me on my behalf - not my employer (they seek to diminish my salary and conditions), not the current government (similar intention)? In an utopian world I should not need to have to speak with such force - we should all seek equity and fairness. |
| 318 | Ashgrove | QLD | The pay and conditions I work under are set by our current EBA agreements. |
| 18 | Ashmore | QLD | When applying for a job you ask the wages etc- the owner tells you. If you are lucky enough to be the chosen one-- then you agreed to the terms on the day of interview. |
| 8 | Balmoral Ridge | QLD | I wish for a positive and fair government who can see the value in fair work conditions that support all Australians. All the best benefits I have at work today were union provided. I would like to see wage rises and more jobs, extra support for single parents for after school care are important to me. |
| 43 | Biggenden | QLD | My wages and conditions have always been fair until I became an employee in transit. |
| 395 | Boondall | QLD | I get paid as per my award. |
| 181 | Brackenridge | QLD | wages are set, any issues are more likely to have action with union involvement, EB's are negotiated and signed off by the state government and at present current eb negotiations has been delayed by the previous government in qld....only with union support do nurses feel supported in relation to wages and conditions....as a nurse I am required to commit to 24k/ 7 shifts, there is some minimal negotiation at a management level. having a more permanent staff would help these negotiations in relation to conditions. |

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|-------------|-----------------|--------------|---|
| 113 | Bray Park | QLD | I just took what was offered. I was trying to recover from a workplace injury and my manager treated me like a whinging hypochondriac. E.g. I had to type for four hours without a break, after receiving 2 cortisone injections in my elbow. My workcover case manager didn't support me either. I believe that because of this I took 3 times longer to recover. I joined a union after this as I didn't want to be bullied again. |
| 383 | Brighton | QLD | Our Union is actively involved in the negotiation of Enterprise Bargaining Agreements but we are seeing more workers being employed as fixed term contractors on lesser conditions and whose employment terms sit outside of these agreements. |
| 25 | Brisbane | QLD | The only good jobs to be on are union jobs, all the rest are a take it or leave it basis, and because we are just a number to all these companies they don't try and look after the guys, they just undercut other companies to get the work and expect experienced and qualified guys to work on a lower paid job classification and still use their experience and skills. |
| 420 | Brisbane | QLD | No we don't have a fair go , if it wasn't for the union we would never get a pay rise. |
| 356 | Browns Plains | QLD | The pay does not justify the sacrifices the real workers do, but the management is getting richer. |
| 445 | Bundaberg | QLD | Union involvement in the workplace has been severely restricted and conditions including pay have been stripped. In combination with managerial prerogative (see above) workers feel especially vulnerable, are subject to unfair perceptions and, as a result, unfair & inequitable decisions including opportunities for advancement and promotion. |
| 397 | Burleigh | QLD | From commencement date until August 2014, Our Employer, ourselves and our Unions, have negotiated for the conditions that currently have. For the last Six months, we were All told from our Employer, that our " entitlements " will not stand any further and there is "Nothing you can do about it" , which is Highly offensive and a form of Bullying. Management need to be reprimanded for the stress they have put Families through in recent times. |
| 427 | Burpengary | QLD | No negotiations took place at Enterprise Bargaining level but the managers who conducted the negotiations knew they had no say. Negotiations in the Arbitration era were between individuals who had the authority to speak. Enterprise Bargaining has been a disaster. Those who had a say never took part in negotiation and just acted a final arbiters of the negotiated settlement. AN Arbitration Commissioner could summon those with authority. Industrial Court Judges could jail recalcitrant employers and union officials as MR Justice Kerr showed in the Larrie O'Shea case. |
| 61 | Capalaba | QLD | My working conditions were hard one by striking for a better deal. Now I find they can be traded away by my employer threatening to reduce staff numbers and offering barely CPI wage increases, and unrealistic incentives that can never be attained whilst paying the upper level of Management hidden wage increases and bonuses. Make it condition to tell the public of what senior wage increases are and link them to the wage increases they set for their employees. As for me negotiating a wage raise via my Union I demand the right to strike at short notice and withhold my labour without prosecution. |
| 84 | Carina | QLD | I am represented [and also represent as both delegate and section councillor] by the CPSU in EBA negotiations. this process would be fairer if the government would negotiate with the APS as a whole: this would create huge savings in both time and productivity |

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|-------------|-------------------|--------------|--|
| 272 | Carina Heights | QLD | Absolutely none what so ever. The changes are presented to us - and it's either take it or hit the highway. |
| 125 | Carrara | QLD | Fortunately we have an eba in place which is negotiated by an employee team assisted by our union. The union gathers feedback from all members prior to the eba negotiations. |
| 230 | Carrara | QLD | It should be fair. I believe our pay is. There is however a major pay increase between the APS4 and APS 6 level, which I think should be higher for the APS5 levels. (not just 5 steps until you reach the top of the APS5) |
| 277 | Carrara | QLD | My current position is casual but the remuneration at present is fair as the company pays penalty rates. Take penalty rates away and the job wouldn't be worth it. |
| 220 | Coombabah | QLD | I was expected to answer work calls at all times after hours, with a basic wage of \$25hr ... not paid for any after hours work. If I didn't answer my personal mobile after hours when my boss called he was really angry ... then he would play childish games and not talk to me for even as long as two weeks. He would flat out tell staff I don't pay overtime, and he didn't but expected you to do it. These are just a couple of the things he did, there are a lot more ... he knew it would be difficult to leave and find a job quickly on the Gold Coast. |
| 194 | Cornubia | QLD | My working conditions were offered to me on a 'take it or leave it' basis. My union does not have a fair say. Reintroduction of compulsory unionism would improve certainty for everyone and that would enhance stability. |
| 339 | Cornuiba | QLD | Being a dual tradesperson, my pay rate is the same no matter what the task is. I work with single tradespersons that cannot preform the tasks I can, and we are on the same wage. The company I work for only has a pay scale for advanced tradesperson, The criteria for this is two years post trade, and then it up to the discretion of the manager at the time if that worker is "worthy" of such a pay scale (67c). It comes down to the manager and the relationship you have with them, if you bring safety concerns to them, your seen as a problem maker, and this directly effects your ability to earn money as you will not considered for overtime or the advanced tradesperson benefit. |
| 54 | Crows Nest | QLD | I have no say over my wages or conditions. I am a casual worker like most of the workplace and can be dismissed immediately by my employer with no recourse. The trend in Australia is towards casual positions, leaving workers with very little job security. |
| 384 | Currmbin Valley | QLD | I am the union negotiator for our organisation in SE Qld. Employees are presented with an EA that is the terms and conditions under which they are employed.. The company does not meet with my team or employees to discuss the EA or redress EA issues during the life of the agreement. |
| 11 | Daisy Hill | QLD | I was told my hourly rate of \$35. For that hour of contact time teaching I have to do hours of preparation, marking, paperwork and report writing. Also, I get held back after work to talk to parents who are our customers. None of that is paid. I don't get sick pay, holiday pay, etc. |
| 4 | Eight Mile Plains | QLD | The CPSU supports its members for a fair pay deal, currently the pay offers and reduction in entitlements has been an absolute insult to me and other staff. |

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|-------------|-----------------|--------------|--|
| 46 | Eumundi | QLD | Despite being a technical agency, this organisation values its technical staff lowly, whereas bureaucracy is seen as valuable. The government has drawn up a technical reward system but it is based on a bureaucratic model rather than technical achievements. I am internationally recognised as an expert in my field but within the organisation rewarded very poorly because the salary system has been designed to recognise bureaucracy not technical competence. |
| 145 | Gracemere | QLD | I work on a flat rate it doesn't matter if I work day shift or night shift, 20hrs or 100hrs a week, I get no accommodation or allowances for accommodation I got to provide my own accommodation which is out of pocket expense. |
| 47 | Helensvale | QLD | To provide for my family and to work I had no choice but to work in such a industry with no job security. Unions a now powerless to defend workers and try to stop such attacks on rights. Thanks to previous proper gander and attacks by Government and Business. What chance or rights has the Australian worker got or end with when they are attacked by government and business. |
| 266 | Herston | QLD | We have robust, constructive and appropriate workplace relationships where staff and their representatives are regularly consulted on workplace change. Under our Award staff representatives (including elected union delegates) have a formal role on consultative committees, workplace health and safety, appointments review committee and classification review committee. Staff representatives also have a formal role in grievance and dispute resolution. Staff unions are involved in negotiations to set terms and conditions and all Award/EBA staff get to vote on agreements before they are certified. |
| 154 | Highgate Hill | QLD | Regular negotiations. These negotiations are done in consultation with our Union. I am also proud to be a Union Delegate and represent members. |
| 280 | Highgate Hill | QLD | I'd love to see the EBA I normally work under be simplified and modernised, so both employers and employees have a better understanding of the minimum conditions set out in the document. |
| 26 | Holland Park | QLD | I have no say over my wages. I take out what the business can afford - usually about \$80 per week. |
| 149 | Holloways Beach | QLD | Unions have negotiated fair pay conditions for nurses. Without unions our pay and work conditions would be far worse, and i would not have studied nursing as a result !!! |
| 423 | Inala | QLD | Government keeping out of union affairs. |
| 228 | Indooroopilly | QLD | Let's face it, employers need to treat their workers fairly. What can be fairer than a standard rate of pay and penalty rates when extra hours or unsociable hours are required to get the job done. Many workers have unsociable hours as par for the course (doctors, nurses, police, ambos, garbos and firies etc). Their rates of pay include penalty rates as standard. They have commitments for their salaries. They might not have elected to those professions without those pay rates. Introducing foreign workers who would work for less undermines our system - see above. |
| 359 | Ingham | QLD | My working condition were on a "take it or leave it " basis when I started this job which I find very rewarding work to do. Our union has strived to have regular negotiations with our Boss about pay and conditions and have been told by the Boss they will not negotiate. We workers should be paid the SACCs award like all other Disability Workers in QLD. |

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|-------------|-----------------|--------------|--|
| 247 | Kalynda Chase | QLD | We are under an EBA which is negotiated every couple of years between our unions and council. The unions usually inform employees once these negotiations are under way, to advise the progress. It would be nice if union members were consulted prior to these negotiations commencing to advise what is going to be in the log of claims. |
| 27 | Kawana | QLD | Fair pay for fair productive work. Sometimes the top positions are too greedy |
| 410 | Kelso | QLD | Employment statistics reveal that the companies that hire on a "take it or leave it " basis always have a high turn over of workers , have difficulties in getting good staff and refuse to train staff for their business. They also have a higher claim rate on workers compensation because of their reluctance to provide for safe work conditions and the appropriate personal protective equipment because the management believes that safety is the responsibility of the workers and management has no "duty of care" to anyone except the bottom line of the business The rise of enterprise bargaining agreements saw an increase in constructive consultation with management which revealed in statistics and increase in productivity, profitability, reduced industrial action, a reduction in safety issue that resulted in many companies involved with enterprise bargaining agreements, reaching a zero harm status This consultation and communication process has shown statistically that companies that involve such processes are better placed to meet changes in the environment in which they operate There is still management (a number of foreign employed managers on exorbitant salaries from virtual slave condition countries) who believe that workers should have " no say" in agreements made and who are to blame for comp[any loss of business and profits and who promote a "take it or leave it" attitude to answers to problems that if a consultative and communication approach was used would have prevented such a result for the business (In point--Qantas, Telstra, and other big name foreign controlled businesses who continually berate worker wages and conditions) Changes to the employment and management policies have to be made to meet the challenges of the problems of tomorrow as the old ideas that "the boss knows best of what is good for the workers and the business" is of a era long past. Flexibility is a term that is now the catch cry of modern management but in the real world, it is just an excuse for poor management ability. Generally when a call for flexibility is made, it is because managers have been ignorant of what is happening and have not actively sought solutions until it is too late to act. Workers will adapt and promote change when the effects will affect their job security and incomes and it needs a government policy that allows this change to be effected quickly and easily without penalty of the very people who have to make the change work This country has an amazing ability to make changes and adapt to challenges but it has to be recognized by the commission that no changes are possible unless the whole community is involved so that all can accept responsibility for the decisions and work as a "TEAM" Currently ,this country is being subjected to a barrage of statements from foreign companies and own treasury ,that the wage rate is too high, the conditions are too generous and the workers have it too good. While this appears to be so, it has to be remembered that these statements are from people who resist social health , education, safety and standards in their own countries and are endeavouring to lower this countries standards to theirs sole for a profit result. |

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| 418 | Kelso | QLD | The DECA was already in place when I joined Defence. I also became a member of the CPSU on my commencement. I believe the DECA as it is now is a fair document and it is worrying to consider what it may be reduced to when entitlements that have been fought for in previous negotiations are removed to put into legislation or removed to fund other arrangements |
| 262 | Keperra | QLD | I feel that I have no say whatsoever about pay or conditions. I took this job after a protracted term of unemployment and felt thankful to have a job at all. I don't know what could make the process fairer. |
| 299 | Kirwan | QLD | I have been working in this Dept. in one position or another for over 26 years, during which I have been through a few negotiations for conditions and pay. What I can tell you from my experiences is, I work a lot harder these days and feel I am pushed to the brink almost every day. However I don't feel I am getting rewarded for my loyalty and work ethics. I attend all possible meetings that I can on work and pay conditions and I wish I could say that I feel my voice is getting heard, but when I see the what is being offered (pay rise and change in conditions) in the past 4 years, I can only think that I am putting too much blood, sweat and tears into my job for no reward or recognition. |
| 394 | Leichhardt | QLD | We have an EBA. I did pay union fees however due to total lack of concern for my predicament I was ignored. Therefore when the government decided to take away payments to unions from pays I elected to not sign up. Every problem I have had I have fought on my own accord. Did the research and fought my own battles and have succeed every time. |
| 200 | Malanda | QLD | we are offered no say in our conditions. We are told if we don't like it there's plenty of others who'll do the work and there are. If you complain about things at work they drop your hours back and they can do that because we're part-time. |
| 215 | Maryborough | QLD | It has become a 'take it or leave it' environment. This is the bottom line in negotiations. The reason given is always economics yet big business are increasingly making huge profits and the worker is expected to give away their conditions and essentially work for less. This is a win lose situation. Unions are necessary to counter these issues. The more Unions are weakened the more wages and conditions deteriorate. |
| 169 | Mcdowall | QLD | I honestly don't believe anyone now feels they have any control over their situation We now pay the price of too many years of stripping rights from employees and now as a society wearing those costs in social breakdown |
| 373 | Mcdowall | QLD | The hospital I am employed by is very inflexible. New management changed the length of shifts, the flexibility of hours and decline to employ part-time workers on most occasions. They will not offer the same rates of pay or conditions as the public system. |
| 21 | Moranbah | QLD | My union is not involved in the negotiations for my wages. I have no say in the wages paid to me. They are set and negotiated with the employer, usually on a take it or leave it basis. The only say I have in it is if I want the work or not. Some weeks I work for a quarter of what I do on another week depending where the work is available. |
| 218 | Mt Gravatt East | QLD | there is no review in place for wage rises and she works a 40 hour week 4 days in the week one tea break a day and one lunch break a day, and when a public holiday falls she is told to take it as her day off. has never been payed holiday loading, she is a full time employee and when the dentist has to go away she is not payed for that time he is gone. |

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| 189 | Mudgeeraba | QLD | We are paid to the award. |
| 442 | North Bundaberg | QLD | Our union regularly negotiates with our bosses. |
| 388 | North Cairns | QLD | The nature of our business is that we are spread all over the country and the world, it is hard for us to maintain communications with our industry colleagues. The Union is our only common ground but it is continuously frustrated by legislation to limit its power and stifle its voice. Marine officers are not trying to stop the shipping quite the opposite we are trying to increase the amount of involvement Australians have in our industry. Australian Marine Officers are of a very high standard and we need to have them operating our ships with our cargos through our barrier reef and waterways. |
| 234 | Oakenden | QLD | Upon starting with my employer in Sept 2009 we were at the time offered individual contracts, so you either excepted what was offered or you didn't. I became a CFMEU delegate on site and had been involved in the 2010 EBA negotiations as an employee representative. I was also involved in the 2014 EBA negotiations when I was Retrenched. I feel that the right to arbitration through Fair Work Australia in the Agreement should be a mandatory clause. Without this clause it is very hard to have a case herd in fairness unless all parties agree to Arbitration. |
| 58 | Oxley | QLD | Although the university has a union, I am not involved with them at all. The union does negotiate the EA with the university Chancellor, but this is a very long and drawn out process. I feel the terms and conditions of the position were certainly presented to me on a 'take it or leave it' basis as the contract was not negotiable and also I was in a semi-desperate position in taking the job as I had been trying to secure a full-time permanent position with the university for nearly 3 years, which my employers knew. |
| 268 | Portsmith | QLD | We actually don't get any say. There are words and noise made about "consultation" but that is just a sop and really is just smoke and mirrors. Considering the latest pay offer, pushed by someone on over \$600k a year who accepted a 27% pay rise over 3 years, it smacks of hypocrisy, patronisation and just plain distain for the workforce. |
| 292 | Redland Bay | QLD | We are negotiating our new Eba and the conditions and wages they want to pay are far below what we are currently getting. So you think this is fair and productive? NO Also would the politicians like their salaries and conditions eroded, I don't think so!! We all have commitments, if we are getting less we will not be able to spend and keep the economy going. We will in the end need government support, and I don't think that is what they want. Eroding wages erodes living standards. |
| 405 | Redland Bay | QLD | No say, thankfully we have a union. |
| 441 | Rochedale South | QLD | Management in my opinion should look upon all workers as an asset rather than as a liability. A cost to the business, yes, but a potential positive advertisement for the organisation. As mentioned previously constant dialogue, listening with action taken is important for the continued well being of an organisation. My grandson is not in a union so it is up to him to discuss wages, benefits and services with his managers. He has discussed recently his continued promotion and has received a positive response. |

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| 330 | Sadliers Crossing | QLD | The QTU has been very effective advocate for teachers in Queensland since I started in this profession. Recent legislation, passed in Qld under the Newman government, strips all sorts of hard-fought conditions from our industrial awards and makes them policies under the discretion of the minister. I hope that the new Paluszczuk government will replace that legislation before our next EB period begins. |
| 389 | Sandgate | QLD | I don't believe Aussie workers should have conditions any less than those offered to politicians. I hate wage indexation as it is, everyone knows pollie pay percentage indexation gives them a much higher increase whether they do a good job or not. Most sane Aussie bosses would rather collectively bargain - it is so much less work. As a pensioner, there IS no negotiation. The gov't gives what it feels we deserve. Yet all pensioners are also taxpayers, sponged off by greedy politicians. And this gov't has the nerve to call US bludgers! |
| 103 | Springwood | QLD | As a temp or contractor, I don't believe there is anything fair regarding the setting of terms and conditions in the workplace these days. Everything is on a "take it or leave it" basis. Last week in a workplace, I heard the owner saying that staff who had been employed to work out of the Brisbane office should not expect that situation to remain and that unless they agreed to work on a fly-in / fly-out roster working on site for 3 weeks then returning home for 1 week, then they could be let go and the company would employ others who were prepared to fly-in and fly-out. In other words he was changing the whole basis of employment. With unemployment so high and it being so difficult to find alternative employment, people are being placed in a no-win situation. |
| 263 | Stafford | QLD | I get zero say at all. |
| 163 | Stretton | QLD | In my industry, which is Architecture, I feel as though when you are starting out and in the early years of your career, you have very few rights and little input into your conditions and pay negotiation. This needs to be addressed and fixed immediately, or I fear the interest and commitment to this profession will increasingly decline in generations, if not in a few years to come. |
| 76 | Sunnybank Hills | QLD | Most casual jobs such as the one offered to me were simply "take or leave". There's absolutely no chance of negotiation however my boss is amazing in the fact that she pays above award wages whereas 45% of workers in Hospitality are paid just the award wage. So I was just extremely lucky that my boss values higher wages. |
| 351 | Sunshine Beach | QLD | The hospitality industry is a law unto itself long hours, split shifts, no breaks really hard work in often poor conditions, heat, sharps, spills, dangerous old equipment, accidents often come out of sheer exhaustion |
| 369 | Tarragindi | QLD | We are employed on Award plus EBA conditions with negotiations through our Union reps. This has, overall, been a positive experience and resulted in generally good employment conditions. Recent changes to industrial relations laws and rules in the State system have seriously threatened this situation and, unless changed will result in considerably less ability for employees to influence results. This may revert soon to the previous situation but I and many others are concerned that Federal laws and rules may jeopardise the situation again if the needs of employees are not given sufficient weight. |

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| 400 | Tewantin | QLD | Our union tries extremely hard to keep its members informed, but the government has restricted access between the workers and the union, making it very difficult to contribute regular thoughts and ideas on working conditions and pay. |
| 156 | Tin Can Bay | QLD | Generally (when employed) I work on a union negotiated agreement, this benefits all employees, union members or not. For this reason I am a financial union member. This is best as it maintains a fair system for all. |
| 417 | Townsville | QLD | More committees with nurses that work on the floor would be better practice. They offer a view that is often more patient centred. |
| 252 | Urangan | QLD | Wages and Conditions were good in about 50% of all Companies,,, The other 50% did not give what was first offered. They were Take it or leave it...On many occasions we did not find out until after the 3 month period or first Pay. |
| 88 | Wakerley | QLD | In a time when our unemployment rate is at its highest . I am perplexed as to why people like Hancock prospecting and Fortescue metals are hell bent on introducing foreign workforces at a reduced wages and conditions. To only benefit their bottom line. |
| 348 | Warwick | QLD | Management do act in a way that they are a rule to themselves when it come to the federal labour laws and OHS laws. There been a long history of low union membership at my workplace and Manager have taken advantage of it. They have been active in anti union campaign towards the National Union of Workers at work. This year we have enterprise negotiations and the company doing everything to control it. We need better protection by the Unions at work. |
| 256 | Withcott | QLD | The award in which we work under is set by the government, the unions along with members have to negotiate every 3 years with government officials on our behalf for our wages and every enterprise bargain agreement is always beaten down by the government, they are forever trying to strip back what has been fought for, for years. Prime example is what the Abbott govt. is trying to do to penalty rates. This is the only incentive for workers to do these terrible hours. I just hope one day Tony Abbott is in hospital and it's a weekend and no one wants to look after him on a weekend, if he tries to touch penalty rates. Most people working these hours are the lowliest paid people, meanwhile fat cats still sit in the offices of Qld health, don't work weekends and still get around 4 or 5 times the wage of a lowly paid person on penalty rates on a weekend working after hours. Union presence was stripped away from Queensland hospitals under the Newman government, that's why he's gone, Tony's next I hope!!Hopefully the conditions we had before the Newman government came into being will be restored. |
| 36 | Wollongabba | QLD | Even in a relatively well-unionised workforce of the public service, I and my colleagues feel vulnerable. Any changes that can affect our job security, career progress, working conditions and pay can and do happen without us having a right to information or consultation. |
| 248 | Wolvi | QLD | None at all - the CWA and award that this company has was passed with no staff involvement to my knowledge |
| 357 | Wyreema | QLD | Normally the sda union negotiate working conditions on a 3 year agreement |

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| 361 | Yeerongpilly | QLD | I had to move from my role in a job at which I was highly competent and qualified, and about which I felt passionate, due to a refusal of hospital management to accommodate some health issues and allow me to cease doing the 10.30pm to 7.15am shift, even though I offered to take over hard to fill Friday and Saturday evening shifts on a permanent basis. I was not allowed to negotiate at all. Nor was I permitted to transfer to another job within the same hospital. I was forced to either do night shift or resign, in spite of my well-demonstrated competence and loyalty to my employer. |
| 49 | Enfield | SA | the company and the union negotiate a national eba. we are happy with the result. |
| 38 | Hawthorn | SA | My job offers little by way of negotiation. I have been denied days off to support the deaths of loved ones. I have been told that working with the union would see me have no career progression. Our employer refuses to support staff in negotiations and always takes the least amount possible approach |
| 315 | Huntfield Heights | SA | Take it or leave it upon starting. Things improved over the years as employer saw value in workers being onsite. Eba negotiations only |
| 414 | Macclesfield | SA | Wages are set by our EBA, negotiated through our union. |
| 273 | Modbury Heights | SA | Recent conditions have changed from 2-shift (early/late) to 3-shift (24 hour roster). For a 6 day roster, where we previously spent 3 days on late shift (50%) we now spend 4 days: 2 evening, 2 night (66% total). There has been NO change in pay or conditions, in spite of the increased incidence of fatigue. All protests have been met with "You agreed to shift when you signed your original contract". The change in shift format is ignored by management. |
| 209 | Morphett Vale | SA | We have been through a major EBA negotiation and have come out the other side, a lot wiser than better off. Bosses and government need to listen to the workers and their families.... |
| 364 | Morphett Vale | SA | No working conditions offered. My union do not have regular meetings at all with management. We had negotiations for an enterprise bargain agreement but we called the union to help with this and it got cancelled. Management said there would be more meetings so we knew how the process was going but there were no more meetings. |
| 166 | Newton | SA | In working with agencies - none whatsoever. We are offered work on a take it or leave it basis. Translation is a bit different, some agencies ask us to quote, but once again, unless we give them low quotes, we generally don't get work. There are insufficient members in the union locally to do anything. The union is new in SA. |
| 30 | Oakden | SA | I believe that most Australian employers are quite prepared to pay workers as much as they deserve. It is the overseas multinationals that lose sight of the value of the worker and pay their CEOs often in the millions! What for? Just think of the hard work and loyalty that would be displayed by the workers if those excessive remunerations were shared with the workers! |
| 254 | Parkside | SA | The ANMF bargains for us |
| 449 | Port Pirie | SA | Our union is in constant negotiations for pay increases and improvement in conditions in the form of an Enterprise Agreement. One is due soon |

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| 83 | Sailsbury Park | SA | Take it or leave it , we don't have a fair say , about anything. If the workers were able to be part of the EBA negotiations not just this is what we have vote yes or no. By the way this is the best we could get don't lose it . National office is trying but some state officials' have opposed members participation , for whatever reason. |
| 267 | West Richmond | SA | The majority of counsellors in schools in SA are paid at Coordinator level, and despite the 2012 Enterprise Agreement which says all counsellors should be at Band 2 Coordinator rate, a few schools are not complying with this Agreement. |
| 324 | Crabtree | TAS | The government is promoting continuing education but why bother when the industry won't pay you for it. I did cert 3 in aged care then cert 4. I can only get paid at cert 3 level because that's the basic requirement. |
| 107 | Goodwood | TAS | our union is trying to negotiate our 1.5 six monthly pay rise but the company keeps knocking it back and will not accept any of our other conditions .to be fair think it should be an outside body that makes the decisions |
| 259 | Howrah | TAS | The last group of people I saw being employed were on the basis of enterprise bargaining, and the bargaining was all on the side of the employer. The conditions were unworkable from a young persons point of view. It was on the basis of 20hr per week minimum but the company could call you in for anything up to 36 hours. Can you imagine trying to pay a mortgage on a 20hr pay. And they couldn't get another job to fill up the shortfall because they "could" be called on to work in addition to the 20 hours. If you see that as fair, well, there's no point me saying any more. Cause it means I'm dealing with a half wit. |
| 362 | Kingston | TAS | Each time wages and conditions for nurses are re-negotiated by the ANF there is a struggle to maintain prior conditions and staff allocation ratios. The government is always trying to erode hard won past gains. |
| 312 | Launceston | TAS | In my work environment as both an employee and a manager (employee) there were always opportunities for employees to be offered wage increases (incentives) to either stay either with us or to reflect their value to the business. Every employee appreciates what their true value is to the business if the business costings and situation are always known to them and if their potential to the business is shown to them. If you place the employees family and their personal welfare first, then you have the best situation available to you for increasing productivity and a powerful dedicated commitment from them. People need to know that they are truly valued rather than being taken advantage of and treated like they are simply a commodity. Unions have never been an enemy to either me or the business as my employees have always been able to come directly to management and to be listened to, without fear of being ill treated, that their concerns and interests would be responded to with the utmost respect. Unions have always been treated with respect and the workers have always had the right to present their opinions about union issues relating to them. From my own past I learnt that the union was an important resource for finding out much information and also for receiving necessary support when necessary. Going to war with either the unions or the employee is a sign of complete business ineptitude. Management should be able to have their heads around every aspect of running and maintaining a business rather than trying to find scapegoats for incompetence. |

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| 7 | Lindisfarne | TAS | We get no real say in our wages and have not received a pay rise in love me with Inflation for over 5 years |
| 258 | Pelverata | TAS | I am in a union and as far as I know we all get the award rate plus penalties. |
| 311 | | TAS | Negotiations occur collectively in negotiating and renegotiating the relevant Awards and Agreements. People have a fair say via Union representation |
| 179 | Primrose Sands | TAS | we have agreements but these are getting more unfair as the years progress , taking away hard earned conditions. unachievable goals so the pay increase and/or bonus is unreachable |
| 132 | Trevallyn | TAS | I feel our workplace was tricked into affecting new nurses to accept unpaid meal breaks by running a vote on EBA when a lot of staff had already left for Christmas break and it was so hectic a lot of staff forgot to vote. So now we enter the year with some staff who do not have the same conditions as the rest of us. I feel this is unfair. So many staff do unpaid overtime to support colleagues or just to finish their work and know they have completed all their task. |
| 42 | Warrane | TAS | I have no say over my working conditions. Prior to the amalgamation there was empathy, compassion and understanding, this is now gone, replaced by statistics, cuts and more cuts - to wages, conditions etc., everything |
| 102 | | VIC | Our union do a good job in negotiating our working conditions for our EBA, however, they have a very low membership basis. Accordingly management can get away with some atrocious conditions, like making some staff members work 18 hour shifts to save a dollar. |
| 232 | Albert Park | VIC | Negotiations on wage thru the union but more and more I work with colleagues on contract and they can be 2 or 3 different contracts making it difficult to negotiate. All to be working under same agreement, management uses contracts to divide their employees |
| 316 | Ararat | VIC | EBA negotiated every three years, with a union rep. Sometimes rolling over our conditions, but have had one pay rise reduced significantly because we refused to give up a condition of our work hours. |
| 304 | Bairnsdale | VIC | Basically it was a take it or leave it proposition. The union in our organisation is very low profile and I feel that it having the union negotiate our pay and conditions is not encouraged. I would prefer to see a more active union movement here and for staff to feel empowered. It would be great if HR would demonstrate their acceptance and acknowledgment of the right of staff to engage with their respective unions if they so wish and for open and honest dialogue to occur. Currently we feel as if it is a 'divide and conquer' mindset when it comes to negotiating our pay. |
| 56 | Ballarat | VIC | Another issue that impacts on many of the academics at my university is the unfair expectations put on them by management. Management expect the academics to work under a crushing workload. Many do not leave the campus until past 7pm week nights and have to work long hours on weekends marking papers. I know this from my own personal experience working as a lecturer for 5 years. |
| 59 | Balwyn North | VIC | The job I was offered and accepted was not the job I was finished up doing. My conditions of service are bound by an agreement that I am not able to vary. I have no input into my pay & conditions other than when Agreement negotiations take place for the whole Dept. |

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| 208 | Bayswater North | VIC | Wages are determined entirely by senior management. Incremental pay rises are set across the board based on store performance. If the store performs poorly, general pay rises are reduced. Individual pay rises are based on promotion, which is offered only to those selected, and on positive annual performance appraisals. My last annual performance appraisal was four years ago. My last individual pay rise was twenty five cents an hour, after gaining "expert" status. It was not passed on to me until after I learned I was eligible for it, and it was not back dated to when I was promoted from "grade 2" to "grade 3" The pay rise procedure would be much fairer if the performance appraisals were performed each year, and were based on actual performance as opposed to management "expectation". Store performance should remain a part of the annual pay rise, but it should be made more open so that employees actually know what performance areas actually affect store performance. In short, communication down from management to employees needs to be made more transparent and effective and employees given realistic opportunities to avail themselves of the programs that are available |
| 20 | Box Hill North | VIC | I am fed up with the threats to our career pathways and actual redundancies, for cheaper labour. I do not agree that registered nurses should be replaced with enrolled nurses. I would hate to have any illness in the current work place climate. This is not a fair go or respect shown to all professions in Australia. |
| 170 | Box Hill North | VIC | After over 3 years, the non- teaching staff finally negotiated a new EBA. We still receive lower pay than other Librarians in other sectors but it is better than what it was. The Union worked long and hard with my employer and then with the State Government. |
| 291 | Box Hill South | VIC | Working condition are never offered. You get what you are given. It is a job in a world where jobs are becoming more scarce. I once tried to join a union only to be looked down by colleagues to which I did not join so I would not be subjected to workplace bullying. Also joining a union is expensive. I have never been able to negotiate with a boss or have a "fair" say. Employers need to be more accountable of workers rights especially female employers that get under looked, under paid and promoted last. |
| 284 | Brunswick | VIC | On salary levels and increases, I was happy as I was the best performer in my team. Others had to fight harder to ensure that their pay was able to meet their needs. Fortunately we did not have to work shifts as public transport was poor after standard hours or on weekends. |
| 110 | Burwood | VIC | Member of union, union negotiates on our behalf. |
| 192 | Camberwell | VIC | I currently work in Local Government where my conditions are excellent. However I am reminded every day of the politics of self interest rampant in the Australian management culture. The waste and misappropriation of resources is scandalous. |
| 338 | Carnegie | VIC | Working conditions are tightly regimented throughout the different levels in the organisation. No flexibility is available for existing arrangements. The management, association representatives and workforce representatives work through an Enterprise Agreement each year which is put to a vote. There are numerous opportunities for input into the process which is very fair however there is no scope for flexibility as the organisational structure does not allow for it. |
| 148 | Castlemaine | VIC | My working conditions were explained on a take it or leave it basis when I started this position. I have very little say about working conditions. However, because I am a casual, I can choose to decline taking up extra shifts if I don't want to. |

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|-------------|-----------------|--------------|--|
| 245 | Clifton Springs | VIC | Employees do not have a say in our working conditions, and I am unaware of any union negotiations with my employer. Conditions and wages for community agency employees are so inadequate that it is difficult to retain employees for long. It is also very difficult to accrue long service leave as it is necessary to change jobs so frequently due to contracts ending. |
| 327 | Coburg | VIC | There is no negotiation with the pay rate I am currently on. It is set. It is above minimum wage, which makes me feel loyal to the place and willing to put in extra when necessary. I feel I work at a fair place, however if the weekend rate was the same as the during the week rate, I would feel less happy about working weekends. |
| 101 | Coburg North | VIC | We do an EBA every second year in which we fight for better rights at work, by being part of the union I feel that I have a better chance of having more rights at work, even though I am employed only on a casual basis and I may only be offered 10 hours work a week which they still cannot guarantee me. |
| 386 | Coolaroo | VIC | In my current work role I feel I have reasonable wages and conditions but this is because of our union. Without my union I would be seriously concerned with my ability to maintain and enhance my wages, conditions and address any general workplace issues. I believe that it is a fundamental right to be able to be a part of a union and have a union to act on my behalf. I believe unions have the ability to enhance productivity by supporting their members and ensuring adequate conditions and remuneration. I am concerned that there appears to be an attempt to undermine unions and therefore undermine workers and productivity and would hope the productivity commission recognises the importance and value of unions to workers. |
| 62 | Croydon | VIC | No say. |
| 360 | Croydon | VIC | My working conditions were not negotiable when I began, as far as I knew. I have since negotiated hours, as needed, when family circumstances changed. I would like to have the power to influence my pay level but I doubt this is negotiable. |
| 128 | Elwood | VIC | I receive low wages and are one of the lucky ones where I work hrs that give me wages that are almost enough. Others at work do two jobs to get by, some work 13 day fortnights. |
| 246 | Elwood | VIC | The AEU is trying its best, but the prevailing regulation means that local agreements are toothless. In my 7 years of teaching, my classes have grown by up to 10 more kids in each class - hours and hours more work every week if I'm doing my job well and reading drafts and taking care in marking papers. Our agreement states that principals will "aim" for class sizes under 25. Bad faith on the part of the last Victorian government has further eroded our conditions in our last negotiation. |
| 251 | Elwood | VIC | Luckily the AEU does a wonderful job of negotiating with the government regarding our pay and conditions. We do not agree with performance pay, as it is unfair to measure a teacher's success based on the academic achievements of their students. Children come from a variety of backgrounds, some from fractious or dysfunctional homes, and basing teachers' salaries on the school results of these children is grossly unfair and illogical. The fact we have to pay for our own computer, a necessary piece of equipment in our profession, from our own salary beggars belief. I cannot think of any other profession where an employee must pay for a vital piece of equipment. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
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| 409 | Epsom | VIC | The union has been instrumental to my working and pay conditions. In the past negotiations on my behalf between the Union and my boss have entitled me to have better pay conditions |
| 221 | Fairfield | VIC | I was offered my job as is - the pay was on an award scale and I was told that there is no room in the award for increased pay beyond that of an AO4 role. I tried to negotiate a reclassification of my job in order to get a raise (which took eight months) when my duties changed only to be told that it was still an AO4 role. I then tried to ask for 48/52 or a reduction of my time fraction to .9 in order to support my work related study and was refused this both times. My award has not had an annual increase since December 2012. I do not have a fair say and we - either myself or my union - do not have capacity to change my current working conditions. |
| 77 | Ferntree Gully | VIC | Our site is the second lowest paid site in all of Australia. Trying to negotiate wages during EBA negotiations is like trying to pull teeth. We are about to put forward a case to the company as we have skill levels and some of our workers are being disadvantaged in the sense that they are required to do duties of a higher skill for a lesser wage. Workers are being asked to take on 2-3 duties as a way to save cost for the company. I feel that the company needs to listen to its workers, communicate with its workers and each other. wages need to move with the cost of living. |
| 105 | Footscray | VIC | I have no say over terms and conditions, in a personal sense. The agreement I am under enables me to ensure the employer considers external obligations such as study. |
| 158 | Frankston North | VIC | I'm with the union and they have regular negotiations with my employer about pay and other conditions and make sure the staff have a fair say. |
| 216 | Frankston South | VIC | In theory, there are opportunities to negotiate some aspects of our own work setting. However, there is often a limited capacity of our school administration to be able to be fair or responsive due to finite and typically quite inadequate resourcing. |
| 217 | Frankston South | VIC | We have very little if any say over our pay and working conditions, it is very much a 'take it or leave it' Unions should be actively involved in the bargaining process. |
| 114 | Gladstone Park | VIC | I did not have any say in regard to working condition, pay, safety, shift work, it was" take it or leave it" Our Union will have negotiations with Department through EBA every 3 years. |
| 94 | Glen Iris | VIC | Jobs are always take it or leave it basis. |
| 93 | Gowanbrae | VIC | I work under an EBA but the company would rather pay millions of dollars to a legal firm to find continuous loop-holes then to pay their hard-working employees a decent pay-rise. The company profit keeps going up EVERY YEAR via double-digit growth and every time they announce huge PROFITS, it's like a FUNERAL and the DOOM and the sky is going to fall in SOB STORY starts.. whilst they keep giving their boards and other so-called executives, bonuses of extreme proportions! |
| 334 | Great Western | VIC | I have been involved in EA discussion for many years with some being quite hardline as far as the company has been concerned. While on other occasions there has been a compromise from both sides. |
| 133 | Greensborough | VIC | We don't get any say even the eba is useless. |

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| 438 | Grovedale | VIC | I get no say in my pay conditions. It is not ever discussed and the environment of the not for profit organisation is that if you don't want the job we will give it to someone else. There is no recognition of additional hours I work. Time in lieu accumulation is discouraged. It seems okay it is ok if you work additional hours but not to accumulate because it is not affordable. The contractors are able to work long hours and are paid in full for their work. Their hourly rate is 5 times my hourly rate. Employees are not allowed to work overtime for pay. So pressures to work long hours with no payment have become common place. My role is getting changed frequently under the emphasis that I am addressing needs as they arise. This is destabilising and impacts on my health and wellbeing. Work that I could be doing is outsourced to contractors and I don't get a choice. Workers conditions are on the decline as employers seems to have license to do what they like. The employer has the financial means to be able to manipulate circumstances to force their employees into position of disadvantage and force them to leave the organisation with less than what they are entitled to. |
| 269 | Heidelberg West | VIC | My working conditions were offered to me on a 'take it or leave it' basis. I had to take it because I need to eat. My work is very physically demanding. All of the old guys that are still around have ruined their backs. I work from 6:40am - 3:10 pm for 5 days a week for a measly \$750. I was told by the recruitment firm I'd have a good chance of being made permanent if I lasted for 14 weeks. I've lasted over twice that time but am still a casual. I've never taken a sick day. |
| 244 | Hillside | VIC | we have a eba but they do not adhere to it |
| 140 | Ivanhoe | VIC | My wages and conditions are set out in an agency agreement. There is not much room to move given that the bargaining framework is set before negotiations can begin. It is really what can be traded off for a wage increase, and even then for a long time public sector wages have not met cost of living increases. I think there is a big problem with inexperienced employees or those who don't understand the process and what rights they are being asked to give up potentially ending up with a huge gap between what they end up with compared to others in similar occupations. It then makes it very difficult to progress. What employees are told they have to accept is totally different to senior managers who are perceived to get looked after, and the ones who struggle are the ones who are constantly asked to sacrifice to improve the budget bottom line. The current round of enterprise bargaining is a disaster. Federal public servants mostly haven't had a wage rise for about two years due to the difficult bargaining situation, and there is nothing that can be done to help those whose real wages are going backwards compared with cost of living expenses. |
| 428 | Keilorpark | VIC | Highly involved with EBA negotiating better wages and conditions with the AMIEU. |
| 35 | Langwarrin | VIC | My working conditions were offered on a take it or leave it basis when I started. I was happy to get the job. I am part of a union and their regular negotiations gets me pay increases and good conditions. Apart from the union I get no say. I wish the union wasn't so bent towards the ALP. It would make it fairer to me if I could get the rich and big business taxed much more. My conditions are excellent which is probably not sustainable unless you tax the rich and big business much more. It would be fairer if big business would not post a huge profit one week and then sack workers the following week. That might need legislation. I realise I might be banging my head against a brick wall because Liberal governments do not tax big business much. |

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| 265 | Lara | VIC | My working conditions are based on the contracting industry award, but only when it suits management. I have not had a pay rise in the last 2 years. |
| 117 | Leopold | VIC | I had to be placed on an EBA at the time, but they often tried to have me come across to a workplace contract with an ADO (agreed day off) instead of a set RDO. I stayed on the EBA because I never trusted them. They were so disjointed, that I would get a letter saying I had too many RDO hours up, but I wasn't allowed to lock in an RDO day to use them. I even asked for a Friday, as the others had Mondays. |
| 44 | Lovely Banks | VIC | I was told I had control of the kitchen, when the supervisor started claiming my ideas for his, or didn't like suggestions, control was taken away. |
| 81 | Lynbrook | VIC | At commencement of my employment with this large employer on a green-fields site, I, as well as others realized that many of the benefits and conditions submitted at our recruitment were non-existent. Many workers left over the following twelve months after starting and those that remained were compelled to collectively bargain for the conditions and pay via union membership and enterprise negotiations. These were never ever conducted on a fair and just basis and always resulted in some form of industrial action to settle negotiations. |
| 67 | Maddingley | VIC | None |
| 68 | Melbourne | VIC | We all worked overtime and it was well known that if we left on time everyday that it would be noticed and asked why this was the case. The way that we were expected to work extra days for warehouse sales etc but the day in lieu compensation was never applied correctly. |
| 320 | Melbourne | VIC | The public service frequently employs staff with more capability than that offered by position, where the only opportunity for career progression is into management positions where non-management skills are neither recognised nor utilised. There needs to be greater recognition of skilled employees with better opportunities to reward them financially without requiring them to manage staff. |
| 309 | Melton West | VIC | We got negotiate on EBA and in many clauses we did not have choice even though committee disagreed with most of the EBA they punished casual workers threw cutting back on there hours even though some casuals has been working in same jobs for over 8 years. They did not proceed to full time however on average they worked over 40 hours per week. |

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|-------------|-----------------|--------------|--|
| 226 | Mernda | VIC | Our working conditions and wages are a disgrace. Our 'current' EBA expired in 2007! We have gotten a 1% increase several years ago and a recent 2% increase. That is it...for the last 7 years. We are 17% behind the average wages of Scientists in other pathology services. We have attempted to negotiate a new EBA many times over the last 7 years. The CEO makes a show of coming to the meetings with the same offer (small pay increase for losing our current benefits) They have been told over and over that they can't do that, both by the union and the FWC. 7 years later, they are still offering the same thing. The last 'negotiation' consisted of one meeting in which we submitted our offer and were told they would not agree with our offer and we had nothing further to discuss! End of negotiations. We have worked with the FWC for so long, we are on a first name basis with the whole Commission. They are as frustrated as we are BUT since they have NO power to actually make a ruling on anything, we are still where we were 7 years ago. The FWC needs more power to make binding rulings. We deserve, not only a new EBA but back pay for the whole time this employer has been jerking us around. Even if we eventually get a new EBA...imagine the money they have saved by not even keeping our wages increasing to keep up with the cost of living. The current rules only work for reasonable employers. |
| 426 | Moe | VIC | Our union have been negotiating with my employer for a couple of years now since our EBA expired. Our employer has not listened to the needs of staff. Twice the employers EBA offer has been voted down by staff (union and non-union members) due to inferior pay and conditions. Our employer continues to offer reduced conditions, rather than listen to staff who work in a very high stress field (mental health) and wish to have our current conditions retained. Our union worked very hard to gain the conditions won in the last EBA. The process would be made fairer if our employer actually listened to staff. |
| 393 | Montrose | VIC | At the time of my last employment it was definitely a 'take it or leave it' situation. The Union did their best, but with open voting and bosses watching no one could say anything for fear of being sacked. They worked people into the ground, speeding up the machines and pitting worker against worker, because they could. I hope things have improved and that work choices never comes back in any shape or form. |
| 306 | Moonee Ponds | VIC | Conditions as per award rates. |
| 207 | Mordialloc | VIC | I rely entirely on my union to argue for my pay and conditions. As a low level employee I have absolutely no effective way of negotiating with my employer on anything approaching a level playing field. They would make an offer and I would only have the choice of accepting it or leaving my position- where is the equity in this? Only by dint of numbers can employees at my level have realistic negotiation. This is why unions are an essential component of the workplace. |
| 399 | Mount Evelyn | VIC | Our union has fought hard for the gains we have made, nationally and state based. We are paid under award conditions, but unfortunately recently lost our above award payments, and this will inevitably reflect in an inability to attract and retain good staff. |

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|-------------|-----------------|--------------|--|
| 71 | Murrumbeena | VIC | In reality the employment relationships are unequal. Employers have access to lawyers and accountants who are expert in commercial and contract law. Much is said about unions however, the business community also has its own unions known as 'Lobby groups.' Business unions, though they would not use this term have considerable more resources and access to high level politicians, legal action and funding. Include in this group, the Australian Chamber of Commerce and Industry, the Australian Industry Group, the Minerals Council of Australia. Strong union participation and rights are essential to ensure employee protections and they need access. In my company it is impossible to negotiate for additional income. Negotiations are undertaken with the company by the union as EBA's expire. Individual contract arrangements can be unfair as there are disadvantages. Some may have the confidence to negotiate and better knowledge than others. Some hard workers may undersell themselves as they have not the ability to represent themselves. This can lead to unfairness and inconsistency in the economy. |
| 74 | Newport | VIC | On several occasions when I enquired about the hourly rate for some casual work with this hire firm I was told by the manager that she did not know how much it was going to be. I originally enquired via email (no response) and then in a brief training session I asked about the pay and was told she had no idea. This casual job is a very much take it or leave it proposition and I have observed that there is a code of silence around discussing working conditions, pay etc. I believe workers are concerned that if they talk frankly with fellow casual workers they may be informed to management and lose any further casual work. We are casual workers and find it difficult to join a union as we do not know when further casual work may be offered. Also it is hard for unions to take on casuals as our pay is so low, it would not be a viable proposition for them. It is hard to say what changes could happen for casual in this hire firm, as we are so powerless and we all know if we speak up we may not be hired again. We usually only get together for training and it would be hard to collectively to make our situation improve. It is a trust and safety issue for all. |
| 355 | Northcote | VIC | There is a Single Enterprise Agreement in operation, negotiated by the Union (ASU) and management. Negotiations are regular, open and constructive. No problems or improvements to suggest, but the current benign state of affairs is down to the Union having maintained vigilance. In my experience, this is very necessary in community-based, non-profit organisations. Good working conditions are not due to magnanimous management. |
| 440 | Pakenham | VIC | Fairness is not something I link to my current work place. Since I've been at a few different hospitals I have different experiences to call upon. The best manager was one who was flexible. They allowed staff to have paid days for education needs. If there was a crisis with family they organized leave to be taken. When there was conflict among the staff to the point that someone wanted to resign they rang around and helped negotiate another place for them to work. This is what an excellent manager is. My current management refuses everything. One recent example was a nurse who wanted extra time off without pay to have an extended honeymoon, she was told NO and if you want the time then resign. Another example is that management reduced our ratio of 1:4 at night time to 1:6. When we questioned this and said it be dangerous to the patients, we were told. If you don't agree we'll make it 1:8. How's that for fair negotiation? |

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|-------------|-----------------|--------------|---|
| 223 | Preston | VIC | I started as a day worker and was successful in getting a shift role approx 5 years later. I wanted to learn more skills, improve my product knowledge & service delivery and get more exposure to all of our clients the business serviced. This also came with a higher salary due to the penalty rates as we work all days, including xmas day/Easter, all public holidays & 24hour - so including graveyard shifts on these days. The GFC was making it difficult to meet my mortgage repayments so this was a great opportunity for me and I love having time off during the day to achieve tasks/appointments/errands as my workplace is not flexible with these arrangements. As a new mngt team has been put in place, the attitude is very much "if you don't like it leave" and "you get paid much more than the day workers so don't complain" which actually isn't true with the incentives being paid out as cash bonuses for some consultants in areas where the program is biased. This is a very medieval attitude & a more progressive & pro-active view and openness towards your workers would assist the business substantially. Our Union is constantly raising issues from our complaints with mngt due to their total disregard of our working conditions and agreements. I think there is much discrimination and bullying towards my specific area because we are willing to stand up for our working rights and speak out. Mngt should be conducting themselves in a fair and respectful manner as we are & expected to know the agreements with your workforce and be willing to discuss things in good faith. |
| 32 | Seaford | VIC | We must sign a 12 month contract.... take it or leave it is how it works. Union cannot help, all to hard for them, because we have no award. |
| 52 | Seaford | VIC | For 7 years I have been raising issues regarding the time and the intellectual demands due to the complexity and nature of teaching effectively online. In 7 years not one concern I have raised has been meaningfully dealt with, nor one concession granted. This is despite my participating on workload committees/panels at both Faculty and University level over 6 of these years all involving many additional hours of preparation of documents etc. I have experienced many broken promises and commitments in regard to workload change over this period. |
| 303 | Seaford | VIC | None |
| 229 | Shelbourne | VIC | We negotiate an EBA through our union with the entire hospital group (within the state). The public sector EBA is always first to be negotiated so we get offered what the public sector is offered (nothing more) and because private sector bargaining is much more fragmented we get less in terms of patient to nurse ratios (no ratios), conflict resolution (not detailed enough), disciplinary hearings (not detailed enough). In all our secondary conditions are less favourable than the public sector EBA |
| 290 | Skye | VIC | Our wages are set each year according to our performance, however, during our EBA they took away our right to double time and a half on public holidays, replacing it with time and a half and a day off in lieu. We don't want to lose our time and a half for weekends and holidays also as most of us do overtime to make ends meet. If you take our penalty rates from us you will add to the class of the working poor. |

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|-------------|----------------------|--------------|--|
| 302 | South Yarra | VIC | The pay is unfair in that as a better teacher you get the same pay as a an underperforming one. Some feed back should come from students and these should impact on some teachers improving themselves. The Union is run by mainly Primary Teachers and the y do not have to achieve to the same level in their studies or tested/examined etc. I feel the correction and reports for Secondary is much more onerous than that of the Primary Sector as is the preparation. I teach 5 Senior VCE classes of 25 students(in each) and that is a huge workload! |
| 29 | Sping Gully | VIC | Issues currently causing great distress is the government insistence that in the any new APS agreement a lot of terms and conditions previously present in an agreement form are being pushed into policy. Policy can be changed, given new interpretation, and removed with out fair consultation . I fear this will degrade the my rights and conditions and my workplace will be more aggressive in ignoring and destroying workplace conditions. |
| 51 | Springvale South | VIC | Need fair say |
| 180 | St Kilda West | VIC | When I started work in 1955, there was a 'jobs for life' climate with heavy emphasis on company loyalty, particularly in the finance sector. Promotion was less dependent on ability than on one's length of service, gender, sexuality, marital status and/or family/religious background. With promotions came financial privileges that were not available to customers or lower ranked employees. People 'on the fringes of society' languished on the bottom rung for decades. The best of them stayed sane by pursuing creative hobbies and seized every opportunity to improve the range and quality of their work skills by pursuing company sponsored and/or company approved courses and by chivvying management to move them from department to department over the medium to long term, typically in ten year stints but often longer in practice. |
| 119 | Sunbury | VIC | My employer (the federal government) will not negotiate effectively with the union or us. They have set unrealistic goals for us yet, the politicians don't abide by their rules. The negotiation are not fair. |
| 147 | Sunbury | VIC | None even if I work under an EBA. Although I do prefer to work under an EBA as they set a fairer bench mark for most employees I think they also bring certainty to companies. But as a female in a non traditional role the biggest contributor to me being paid the same or closely to my male colleges is if we are working under an EBA. And while I still tend to be underpaid it does tend to be a fairer system than salary where I have lost as much as \$20,000.00 a year as well as other important conditions. |
| 235 | Tarneit | VIC | No. Management is always having upper hand. They behave ridiculously |
| 331 | Upper Ferntree Gully | VIC | We have an EBA and negotiations occur every 3 years. As in many industries we are at a point where we are unable to give up anymore conditions to receive a reasonable pay rise to maintain our living standards. |
| 279 | Vermont | VIC | In theory we have an Enterprise Bargaining Agreement and supposedly a consultation process. In practice most disputes are lost when taken to the "Bosses Court", i.e. Fair Work Commission, and consultation is HR collecting feedback only for management to ignore it and enforce changes. |
| 282 | Vermont South | VIC | I don't have an option not to work public holidays which means I miss valuable family time. My salary is within the pay-band for the type of work I do and there is an option to meet stretch targets to generate bonuses. These are performance based. |

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| 150 | Wantirna South | VIC | My Union and I have had many talks and discussions with the management but it has fallen on deaf ears. Even though the roster is already stress fatigued and difficult to work with, management still do company swaps which further frustrates our conditions . My management seem to feel that staff who have got the energy to respond and make useful suggestions back to management are a risk to their own positions and therefore we have now become victims to further harassment and opportunity for fining any issues to be taken to task with their HR and set up for future dismissal. Unfortunate but the fact remains that giving the power of reducing/removing penalty rates gives the employer the upper hand to do what they will with staff. |
| 97 | Warneet | VIC | If there is a union for our industry, it is useless. We work more than normal hours for minimum wage. We have no choice but to work these hours. Salary employees need to work weekends and public holidays to 'absorb wages'. If casuals don't work hours rostered, they won't have any hours next week. That's the way it always has been and unless something is done, always will be. |
| 31 | Warrenheip | VIC | My wages are set by Govt Dept, I am member of AEU and have some input into the agreements reached. |
| 374 | Warsonia | VIC | currently my workplace is negotiating a new MBA. The AEU has regular negotiations about pay and conditions. The suggestion that productivity can be increased in education by teachers taking more students in classes or undertaking more face to face teaching is shortsighted as both activities reduce teacher effectiveness. |
| 281 | Waurm Ponds | VIC | I was fortunate in that I was on unionised sites and benefited greatly as a result of union bargaining skills. The sites I worked on allowed input to claims put to Management during such negotiations. A very different position my Daughter had to endure, she worked in the hospitality industry, as did many of her friends, with most not even on the official books and getting no penalty rates or benefits, designated in law. If any challenge to what was happening, should be raised individuals never received a call for work again, and those left reminded of such. The real concern I have for the young apart from the lack of rights is a lack of safety training and incident reporting. I believe that the normal spread of hours currently is fair and those hours over should attract penalties to reward individuals who sacrifice their family, volunteer work etc, to assist their employer achieve whatever extra work targets they demand. Nothing in our society has changed that would justify reducing the substantial sums, of extra money paid as penalty rates. If our society had in fact changed so much, we would be looking at all sections and levels of society operating 24 hours of the day each and every day of the year and I do not see that happening. I personally believe it is an ideological issue that has conservative Governments attacking any benefit working people have achieved previously and should be left alone. |
| 10 | West Footscray | VIC | It was a take it or leave it as it was set in the award back then and the EBA now. Better communications from our union would improve this as we would be able to have a say. As it is our department almost never hears from the union, and I am not even sure who my rep is? |
| 111 | West Preston | VIC | I am retired but when I worked I received good wages due to strong and militant union protection |

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| 123 | Whorouly | VIC | We are serviced by the cfmeu Forestry division and whilst we are well represented by the union I always fear for the temps and casuals being manipulated and cast asunder when it's convenient. You don't build healthy communities by hanging doubt about job security over people's heads. |
| 322 | Williams Landing | VIC | Enterprise bargaining has worked well in the past, but in more recent times has been excruciatingly slow and bypassed in the last round with a direct appeal to all staff when management team were unprepared to negotiate on some issues. |
| 344 | Wodonga | VIC | most EBA negotiations are forced through as companies put fear campaigns into workers so they feel there's only one choice take poor deals or be made redundant this will destroy Australia as it is know our parents and their parents would be ashamed. |
| 289 | Woodend | VIC | I definitely don't have a fair say. The workplace culture is still set up as though one parent is at home full time and asking for flexible arrangements is made really awkward. When you do get them, you can forget career progression. |
| 350 | Yarraville | VIC | There will always be a point where seniority and 'power' will have the upper hand, and there is plenty of evidence that this is not always the way to better outcomes. Group representation through unions or other organised bodies should be encouraged in all cases. |
| 283 | Aubin Grove | WA | The rate was set but I am in my union and happy with the negotiations they make on our behalf |
| 24 | Baldivis | WA | trying to discuss things with the management about issues gets ignored asking for an extra person to assist with the night crew doesn't go anywhere. |
| 82 | Bassendean | WA | United Voice negotiates on behalf of its members each time our agreement is up for renewal, each time the government of the day argue they can't afford any reasonable increase though won't recognize the cost of living increases they put on all of us and so the negotiations are drawn out and insulting especially when hearing of big pay rises to politicians. |
| 224 | Bertram | WA | When an employer sees I am on a single elbow crutch for a workers' compensation accident, I am immediately discriminated out of the recruitment process. |
| 437 | Bibra Lake | WA | Conditions are set and ANF is the union. |
| 345 | Bulgarra | WA | Offshore companies have been using overseas Masters and Mates using 247 visa personnel instead of local people. HR people come and go and the companies attitude is long term employees have no rights. |
| 240 | Floreat | WA | All PCBU's set their own favourable conditions to maximise their own or their shareholders profits. A decent minimum wage is all that stops a great percentage of workers from exploitation. Recent mumblings to reduce or axe the minimum wage are a cynical move by business groups to save profits without having to transition in line with changing market conditions. |
| 349 | Forrestfield | WA | I get no say over my wages and conditions. It is very much a "take it or leave it" basis. I am continually asked and expected to do things that breach fundamental safety standards. A collective bargaining process would improve my situation, but my fellow workmates feel too intimidated to join a union. |

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|-------------|-----------------|--------------|---|
| 257 | Leschenault | WA | I had been seeking 25 hours per week but was offered the fifteen and a half and it was suggested I take it as if I did not someone else would. I was informed that I could do additional hours when they were available and that permanent part-timers were given preference for these hours over casuals. The union collectively negotiates working conditions and pay rises and do their very best for us and I am satisfied with their efforts. |
| 155 | Maida Vale | WA | I am on a Fair Work contract, I really don't understand how it can be called "fair" at all! I cannot negotiate, my performance is often judged by persons that have no idea of what I do and don't know me from a bar of soap! By they, I am referring to Human Resources department. The underlying agenda of all Flexibility Agreement (FA) performance reviews in the company I work for appears to be to erode the real value of people's income. I have suggested to management that performance reviews need to be 360 deg, that is managers should have their performance graded by those that report to them, but they won't have any of that. In my contract, and its the same for most others, is a clause that reads "you shall work any extra hours necessary without payment in order for you to fulfil your employment obligations." I call this the "slavery clause" |
| 37 | Morley | WA | My latter years were as a GM in a company with an employee EBA in place. This was negotiated on a regular basis and having been on both sides of the ledger I can conclude that with both sides having respect this type of agreement can be mutually beneficial. Both employee and employer can move forward with productivity being the main game. If employees understand that a company is healthy as a result of their efforts rewards should flow to both parties. In addition the work place environment for health and safety takes a prominent position. |
| 243 | Nannup | WA | Being a Registered Nurse we have a union that negotiates for us with the government. Therefore I have little say over my wages or terms of employment except through my union. My union regularly contacts me and ask me for my opinion and feedback and we are also free to contact the union should we have any concerns or queries. I do however, have concerns for employees that are not, or do not have a strong union to look after their interests. |
| 294 | Perth | WA | I had an excellent relationship with the Owner but an irrational relationship with the regional manager. I was treated very well because in my estimate, I made money directly and allowed invoices to be sent for payment, very direct and obvious. My colleague on the other hand was and is treated like despicably on both a personal and professional level. |
| 182 | Rockingham | WA | in this instant my union signed and eba agreement. I'm concerned the government want to introduce individual agreements that are inferior. |
| 65 | Samson | WA | Regular enterprise bargaining negotiations. I have a say through union and staff representation. |
| 446 | Scarborough | WA | Last job offer take it or leave it very fair conditions I think not locked in for three years |
| 23 | South Perth | WA | Currently it is a fair salary with a yearly increment, but the executive managers are looking for ways to reduce costs, including paying people at a level below or saying that they can't afford to keep the position running. |

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|-------------|-----------------|--------------|--|
| 255 | South Perth | WA | I have no choice regarding my employment conditions. I was offered employment on a take it or no job basis. I have not even been advised of key features of the EBA and despite being required to be given a weeks notice of any change to my roster, I have very really had that much notice in my years in the industry. |
| 450 | Spearwood | WA | While working for this company i had to fight for wage increases. I have not had a pay increase for the past five years, Even though new members of staff received more and had other enticements such as a car. Every time I asked for a raise I was fobbed off, even though I knew the new members of staff were being paid more, and told they could not afford it. Conditions were take it or leave it. you are just a number and they will get someone to work for less if they want. Most people on the floor were being paid only 16.00 an hour, under stressful conditions. One person was placed in a position which they knew he was unable to complete in their time limits and sacked, even though this was not his original job or job description. |
| 127 | Sunset Beach | WA | I feel that my workplace is generally a really good one. I like working there and my current bosses are always supportive and open to new ideas, so I'm very lucky. |
| 375 | Waggrakine | WA | Terms and conditions in new enterprise agreements are usually set to suit government policy of the day. They do not always reflect the value of the work and, more importantly, they often entail a loss of conditions for meagre pay rises. |
| 90 | Warnbro | WA | When I applied for my last job, I was offered a flat rate with no penalties whatsoever. I was informed that I was being offered the job on the basis that I accepted the pay rate or no job. This is a tactic used by companies who will try and get the best possible candidate and pay them below the industry standard wage. |
| 118 | Warnbro | WA | I have zero say over my wages. I have actually recently found out that I am receiving the same pay rate as someone who is a permanent staff member, which is disheartening when agency nurses are supposed to get that little bit extra. |
| 225 | Waroonna | WA | Work under an Eba which we have to fight for conditions. Wording in Eba is scrutinised by lawyers and we end up with a loss in conditions. Big business make great profit share it with workers so everyone profits. |
| 6 | Yangebup | WA | I do not get any say over my wage increases. |
| 136 | Yangebup | WA | My working conditions were offered on a reasonably fair basis. I feel the current balance between employer and employee outcomes are reasonably fair and appropriate. I would not support any weakening of the rights and abilities of employees to negotiate wages and conditions. |

Resolving problems

The question posed:

Tell the Productivity Commission about a time when you felt that management made a decision that was unfair to you or someone you know. What were you or them able to do about it?

For example: What was the issue? Did you seek advice? From who? Did you have the knowledge, confidence and power to challenge the employer's decision? What was the outcome?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 278 | Ainslie | ACT | The government are making decisions that are unfair to the tax payers of Australia. I have recently seen computer projects that would have saved money in the long term cancelled just to make this financial year's spending look better. |
| 41 | Banks | ACT | I was on bereavement leave and was receiving text messages and phone call to do sick leave, after I question this process I was told I was on the list to be rang to cover sick leave. one call was when I was at a funeral the email I received was very distressing as this was the time my sister died. The union were appalled and my name was removed from the on call list and now after 3 years I am been told I have to go back on even though I am not happy with this, so I am resigning as soon as my home is built. we are treated as numbers. I also had a face book message that told me clients are not comfortable when I was grieving during this period. |
| 305 | Calwell | ACT | Recently I had a work conflict in regards to workplace bullying over a long period of time with my manager, her attitude towards staff and her treatment of myself. I had sought resolution through the complaints resolution system with the end result being that I was moved from my finance position and put into a Logistics area where I had very limited knowledge and no experience. This situation caused me to seek medical assistance for stress. Senior management took no action when I brought to their attention the current situation and my grievances. They only acted after it was brought to their attention by my manager. I have no faith at all in the processes within Defence in regards to protecting their workers from harassment or bullying when it relates to senior managers. |
| 231 | Garran | ACT | At one point last year I did attempt to complain about how recruitment was conducted above my level and I was told very rudely that it was not my place to complain about recruitment processes, that executive management could use many different recruitment methods - including an informal 'tap on the shoulder' if they wished. Executive management did not apparently have to stick to formal recruitment methods and certainly did not have to demonstrate transparency. After that I have not felt like complaining about recruitment again even though I can see the devastating affect it has on the organisation as people without the knowledge or skills take up these positions because they happen to know the right people. And the organisation then wonders why there are problems with bullying. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 341 | Holder | ACT | I have been under investigation multiple times during my career in corrective services, mostly complaints from Detainees all of which have been proven false and dismissed so much so that at one stage I rated a mention in the ombudsman's and the official visitors reports to government that there had been a concerted effort by a group of detainees to discredit a number of officers. Other complaints have come in from staff and have all been dealt with and either upon initial investigation or upon appeal they have been proven groundless and dismissed. Unfortunately there is little to no support for officers when they are under investigation, time drags on, nothing seems to happen, We ask the right questions from all the right people and get no answers that assist, the stress builds as the time goes on, No information is passed back to those under investigation. People are too scared of recrimination from above or other sources to actually do their job. In most cases if things were dealt with as per the guidelines in the Certified agreement and the Public Sector Management ACT, most investigations would not last more than a week or two and be dealt with in a rapid transparent and effective manner. I have no confidence in my Senior management to be able to handle investigations in a manner that does not cause undue stress on anybody placed in that situation. I am surprised that more people have not gone off on stress claims many have just left the job. |
| 73 | Isabella Plains | ACT | I have had problems getting resolution on a contract position that was to be advertised as a permanent position. I was repeatedly put on a 2 month contract while they would not tell me when it would be advertised. Once when I was promised another 2 months, the contract had not come by COB of the last contracted day. I have multiple times asked for an ETA and being unable to get a response I advised I would return to work when the new contract came through. At 5pm on my last contracted day my direct manager bullied me into coming in without a contract in place - this workplace is known for bullying and excessive expectations. During the discussions with my manager I was told that my full-time plus hours position would be combined with a part-time position. I replied at several meetings that this would not be possible, as I was already working up to 50 hours a week including early starts and late finishes, and I knew created the non-modified position description. I chose not to apply for the position when it was advertised, as I knew about the unrealistic expectations. The position has now been filled by three people - none of whom met expectations, one of whom received official complaints for following management instructions that did not fit the reality of the job. |
| 335 | Monash | ACT | The management have some difficulty resolving complaints made by clients against staff. I have been able to support a colleagues by attending interviews with them. Our collegial support networks are effective. |
| 188 | Nicholls | ACT | The people elected into Government need to GOVERN for the people and NOT their business mates they are paid to do a job - FOR GOODNESS SAKE AND FOR THE SAKE OF FUTURE GENERATIONS...START DOING IT !!!!! |
| 270 | Page | ACT | I am fortunate that I have a union presence in my workplace. This means that when there is a grievance, there is support to pursue it. Unfortunately, my employer seems to feel that the Fair Work rulings put in place to enforce the terms of our EBA are not needed to be followed, resulting in lengthy and costly appeals and attempts to enforce existing conditions. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 308 | | | Workplace bullying and harassment by the Acting CEO at the time and the Board Chair over numerous incidents reported by numerous staff about the ongoing pattern of bullying and harassment by the Acting CEO at the time and the Chair of the Board of governance. Sought advice from the ASU re: threats of disciplinary action and the Chair removing from the premises, the incident reports. Nothing happened. Went to grievance against both 2 months ago - not yet dealt with and I doubt will ever be. Meanwhile I work every day under threat of further bullying and harassment and disciplinary action/dismissal. |
| 100 | Avoca | NSW | One of the issues that was very evident to me when I arrived here with my current employer about 2 years ago was that they were very stubborn about paying people higher grade duties e.g. nurse educator even though they were fulfilling that role. That was very disappointing because this company likes to pride itself on being an industry leader when in actual fact it's just a tight arse private company squeezing what it can out of its most valuable resource. Its staff. |
| 413 | Balgowlah | NSW | Around 4 years ago the union tried to assist the employees of the medium size private hospital where I work...they tried mediation for months.. with no success...our owner has a mind to do only what is good for him regardless of the current wages.. we are today far behind and stay to work there only due to family commitment in the area and a management that remains family friendly. Many employees were coerced to sign a new contract with minimum improvement compare to the previous one after the manager call them personally (they now have their leave loading incorporated in their weekly wages - meaning that weekend staff , when on holidays are paid without penalties.. but still need to face their rents, bills...)and were strongly advised to sign. Not a really fair way.. but very effective...more a 1900 tactic but still used!!! |
| 287 | Bellingen | NSW | Nothing. Your viewpoint was not considered. It was about the tone in a letter to a govt body. The tone was a collaborative tone and they wanted to use a controlling tone. This was considered by the male manager as more appropriate. I think this enlightened me to the pervasive negativity and power playing in workplaces, gender relationships and workplace practice and communications. I have no voice other than taking a power playing agenda. Collaboration and cooperation are distinctly discouraged. |
| 354 | Blaxland | NSW | At my place of work I had the availability of on site parking for private vehicles. This was limited in number but was a feature and a considerable benefit at the time I was employed. Over time as the Council fleet and staff numbers grew parking became of a problem, not near enough. This was identified and parking was no longer advertised or provided to any staff after a set date at that time. The existing car park was divided in two. Controlled by the issue of permits this would reduce the shortage by natural depletion. As the management changed (therefore new manager no parking spot reserved) the policy was watered down to allow Council vehicles independent of start date parking. This generated a shortage for Council fleet as it grew. These higher graded staff with cars lobbied management and an email was sent to "All staff" a couple of weeks from Christmas that the on site parking permits for non Council vehicles would cancelled mid term and only fleet vehicle would be permitted effective January. This was done without a proper parking survey, without consolation with affected staff. The matter was raised as a grievance with though the unions and a delay with proper processes are currently underway. This would not be possible with reduced union help as the individual has no say. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 106 | Bondi | NSW | Management generally make fair decisions in my particular school but I know this is not true throughout the system. |
| 50 | Bossley Park | NSW | I was sacked because I was diagnosed with an illness that apparently was sending me blind, upon receiving the devastating news of this illness I was contacted by the hospital and having just returned from leave the phone rang and in a panicking mode answered it whilst pulling into the terminus, was dismissed after 20 years of loyal services. Turned out I was misdiagnosed, the union, the hospital the specialist and the doctors sent letters testifying to my condition but was totally rejected by upper management, however my manager didn't want me terminated. |
| 184 | Bowen Mountain | NSW | I feel it is unfair that I have lost my job, through no fault of my own. If my employer had taken bothered to seek the advice of its employees, this situation may well have been avoided. |
| 14 | Camden South | NSW | I have always turned to my union because they provide high quality, reliable & confidential advice that is always in my best interest. On many occasions, the HR department or my immediate manager wouldn't know what I was entitled to, but my union did. Without that, I would have been severely disadvantaged. The union has been the only supporter of my profession through good times and bad, always working to improve the lived of nurses & midwives. |
| 98 | Campsie | NSW | My position description and job role was significantly changed about 2 years ago, along with several colleagues but we were not offered redundancy. We have just accepted it |
| 178 | Campsie | NSW | In my previous job where I sustained my back injury I was very poorly treated. Due to the fact that I made a workers compensation claim and was the only female in a male dominated industry. Raising any issue was brushed aside as I was perceived to be the whinging woman. Sexism, cronyism, favouritism and homophobia where rewarded with pay rises and promotions for the offenders. Being threatened with rape and death threats means you don't bring up issues that are important. |
| 206 | Canowindra | NSW | I always seek advice from my manager first if there is a problem at work. If there is a breakdown in communication or unresolved problem I seek advice from my union. |
| 116 | Carey Bay | NSW | When for demand reasons the management decided to reduce the temperature of a coke oven battery, to slow production, the company attempted to reduce the bonus which was a set amount if the battery achieved the target production. I argued with management that the Court would not allow that and the Court didn't. If shops and hotels don't want to pay penalties for weekend work they should close at weekends or charge a premium on sales in that period. |
| 271 | Carss Park | NSW | I find it really difficult to get new ideas implemented. The manager has his own ideas about what our strategy should be. We are so busy dealing with day-to-day business that it's hard to take a step back and do some R&D or try and change things. One of the greatest impediments to change is the number of approvals we have to get before we can start something new. By the time all the managers have had their say & "tweaked" the submission our cow has turned into a duck. |
| 237 | Casula | NSW | At the moment we are being forced to move on a different level, and there has been no consultation, it's happening whether we like it or not. And the outcome will eventually be that the department will change our work etc. We have no choice. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 296 | Cessnock | NSW | We have a Union Rep who we meet with from the TWU he is more helpful than our Boss is. |
| 448 | Chatswood | NSW | My father was diagnosed with prostate cancer 3 years ago. I asked for time off work to care for him. A senior manager said " no". That will stay with me for the rest of my life. |
| 439 | Clarence | NSW | The bosses will often just stop giving a casual employee work, severely limit their hours or roster them onto undesirable shifts if they feel the employee has challenged them or done something 'wrong'. We are unable to do anything about this as it is a small business (less than 20 employees) and so making any comment about it could bring you into disfavour. |
| 219 | Como | NSW | our roster is very damaging to our health |
| 165 | Croudace Bay | NSW | There have not been many times when I personally have been dissatisfied by my employers response to my situation and need for work flexibility. One occasion was when I wished to take a day of bereavement leave to attend the funeral of my sister's twin boys (9 years old) who both died within a week of one another after many years of health struggles. I was told that I would not be able to take bereavement leave for this because they were not my direct family members, so I had to use annual leave. Although this situation has changed slightly under the new enterprise agreement, it still seems very harsh to me. |
| 317 | Dorrigo | NSW | My working life experience was less than fulfilling as I was never taken into my employer's confidence regarding prospects for myself or the company. Employers don't like sharing their information, and consequently an environment of mistrust develops. |
| 66 | Dulwich Hill | NSW | Through the Union we, as workers, have access to advocacy. This is also true for clients through the various advocacy services but not widely known by clients. Appealing to remedial outside help is fraught with insecurity - especially for a client. The issue here is not job security but personal security of a vulnerable population. The prospect of privatisation again increases the sense of vulnerability and gives indication of the need for raising awareness of support services for clients. |
| 241 | Earlwood | NSW | The issue that I have personally experienced is the increased level of bullying and harassment within the work place. Managers are do not want to address these issues. I have suffered over a long time with workplace bullying and harassment and after several years of this type of abuse. Luckily I was a union member and they were the people who were able to help me after my manager failed to resolve this. I had to take action to have this stopped and our department's internal section "disclosures" decided that there was bullying and harassment involved but my supervisor was not disciplined but I was moved to another area. This was another form of harassment. |
| 343 | East Hills | NSW | My employee would never pay more than they are legally required to pay. Any problems are always handled by my union. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 275 | East Kurrajong | NSW | I have seen many many unfair decisions make it to reality in my working career. One of the most demoralising to me was when a highly productive dispatch centre in Sydney was closed and "centralised" to less productive centres around the country because the lease on their building was up. Numerous protests by the workers and their Unions had no effect on the outcome. I watched many decent and efficient workers walked out of the company, and as an analyst I despaired seeing the effect it had on the productivity of the company afterwards. After my own mental health had deteriorated and one of my breakdowns had been officially listed as work-related, I was offered the chance to apply for compensation. However, apart from a mental-state that was not conducive to the process, I had recently seen one of my co-workers go through the compensation process and was dismayed at the detrimental effect it had on his well-being. The process treated the worker as if they were a criminal and subjected them to what amounted to interrogations. I feared that I would not survive the same process, and declined compensation options on several occasions. On the last such occasion, I approached the Union for advice, and although the Union offered to accompany me in any meetings they felt there was little they could do to counteract the adversarial nature of the process. Having now been without income for 19 months and watching my life-savings dwindle, I still feel that the process would have been too much for me to bear. |
| 398 | Eastern Creek | NSW | Only now we are unionized we can get a better outcome in disputes. Still a lot of stress and if you cause 'trouble' by saying something you will get treated less favourably, even bullied by supervisors who have gone to fair work for this and still work there. |
| 385 | Erina | NSW | no; they are not interested in the private hospital in helping any staff. When I have spoken to the staff i.e. NUM (I have been there ten years); nothing was done, nothing was changed, nothing was discussed, and the same thing is happening ten years later. |
| 276 | Erskineville | NSW | Management made a promise to me that some higher duties I was on was permanent but renegeed on it. Also bullied me until I had to see a counsellor. When I wrote a 9 page explanation to them they dropped it without apologising. |
| 319 | Fairfield | NSW | There has been an issue always with your Annual Leave and Overtime available to staff. Management needs to cater for this as staff would like to have time off when they need it as their life is governed by lot of external factors and not take time off when it is given to them. The outcome of this situation have always been "Operational Needs". |
| 310 | Forestville | NSW | The company wants to get rid of the employees in the stores. The union is negotiating for their jobs. Our store is different to any other store and a failure in the store could lead to a costly time out. There is still no outcome. |
| 430 | Glenbrook | NSW | Nothing as HR totally support management and the employee has no say at all! Manager of service has no interest in staff and is never at work the whole service feel unhappy. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 297 | Glenfield | NSW | I had a heart attack (double bypass) in January 2014. Up until today the Librarian in charge hasn't bothered to come and see me, to ask how I am. I feel I have been let down by my employer. Forced to get a doctors cert. every time I have a sick day. Forced to drive and wait hours just so the doctor can give me a piece of paper to say I am sick. I think having a double bypass should be enough to say I may not feel well enough to come to work. THEY DON'T CARE. I met with my manager and she more or less could not have given a damn. My sick leave was used up each year, and was told by my Doctor the attack has been coming for a few years. Made no difference to my boss. We are all treated like a number. They generalise with everyone and everything, but we are all different with different lives and illnesses. |
| 387 | Goulburn | NSW | During the last enterprise bargaining process in 2013 the head of school (the manager) went to the bargaining committee with a request to make the whole school teaching only instead of teaching/research as is the case with the rest of the university (she wanted a vocational training centre rather than a university school). She also sought to remove a requirement for new academics to carry a lower teaching load in the first year to allow them time to learn the role. This would mean they would have different work conditions than other academics in the university. At the bargaining committee this manager falsely claimed that she had consulted with the employees in the school who would be affected and she said, wrongly, they were in agreement. The first the staff knew of it in fact was when the HR manager came to the school to consult on a draft EBA that the university said they were going to put to a vote of all the university staff despite the union being unhappy with the content of it. The bargaining process was dragging on and the university wanted to bring the bargaining process to a close. When we objected to the proposed changes to the school and the lack of consultation with us, we were told the union represented us in the EB process so the obligation for consultation with staff was met. As it happened, the union consulted with only one or two people by telephone because the school is isolated and does not have a union delegate on site. Despite this, these two people were at least able to work with the union to have the proposal changed to be a limit of 75% of the school teaching only rather than all of it and a clause which would allow those with current teaching/research status to maintain their working conditions unchanged. The employer consulted with the entire university on a wages platform whilst ignoring all the other proposed changes including those to our school. They then put the proposed EBA to a vote of the entire university which voted in favour of it and in the process voted to adversely change the working conditions of the academic staff in our school. The staff in our school had no power at any point during this process. There were also no checks and balances on the head of school to ensure proper consultation with all staff had occurred and no accountability later when it was clear that she hadn't consulted and had in fact misrepresented the views of the majority of staff. The staff were unable to do anything about it. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 214 | Guerilla Bay | NSW | I had few problems with management because I could and did stand up for myself. However, as a union delegate I represented many people who were not so fortunate, especially women and people from non-English speaking backgrounds. Mostly these disputes were resolved satisfactorily with cooperation from the HR Section. Most of these problems arose with managers who were bullies. Their egos and power were more important to them than the job at hand. Not surprisingly, the same managers popped up time and time again. I remember one in particular who asked, "Why do I get all the stupid staff?" and later "why can't I get people to work in my section". This same person could not understand why they were not promoted. Personalities and management skills matter. |
| 236 | Gunnedah | NSW | In June last year when my employer decided to close their venture , without considering other avenues. We worked closely with the CMFEU on alternative strategies to no avail. We even offered lower rates of pay and alternative working hour structures, this was, in my opinion, extremely unfair. |
| 152 | GyMEA | NSW | The amount of employees who work for our organisation, who I personally know, that have been reinstated due to winning an unfair dismissal case shows the contempt management treats their staff with. There have been others who have been unable to afford legal advice or representation who have just had to find alternative employment. |
| 404 | GyMEA | NSW | Recently I have been allocated very heavy workloads in comparison to other staff members, however I am confident to approach my manager and discuss this with her.... We had a conversation about it and the situation has been resolved and was not deliberate. (I had never thought it was). |
| 352 | Hamilton | NSW | Management needs to stop saying yes we can do . . . without asking for appropriate funding. |
| 260 | Hamilton North | NSW | Changing my hours and my next step as i speak is going down the "disputes procedure" to try and stop this from happening until my wife finishes her studies and become employed. My union is currently supportive of my situation. |
| 57 | Hobartville | NSW | Management restructured our positions so as to facilitate the 'culling' the award employees. I sought advice from my union but they are a toothless tiger in these situations and were unable to influence the decision. Although I demanded to meet with those deciding my fate I was not given any opportunity to make my concerns known. What happened to 'open communication and discussion?' |
| 17 | Hornsby | NSW | A casual colleague was laid off in order for a younger worker on lower pay. There was nothing anyone could do. |
| 326 | Hornsby | NSW | Award conditions for rostering were frequently breached, and it was up to me to try to rectify the issues - which, as a new grad, usually meant that my concerns were ignored. I gave up requesting anything for rosters, trying to rectify roster issues, as I knew I would be ignored. This results in an even poorer work-life balance and general dissatisfaction in the workplace. |
| 138 | Kandos | NSW | Hah resolving issues yeah right. Boss forgets to easy or on purpose. |
| 34 | Kensington | NSW | Management make a lot of decisions that have an enormous impact on the work load of those of us who have to implement these decisions. I think a lot more thought could go into making decisions and the change management procedures that need to be employed to see them through. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 300 | Kiama | NSW | Implementation of Smart and Skilled a funding system that promotes anything but a smart and skilled population. Implementation of SALM, a new student record management system without due diligence that has resulted in multiple system failures and hardship for both students and staff across NSW. There appears to be nothing staff and or students can do about this situation. |
| 288 | Killara | NSW | I have requested a PCAT and a BIS for one of my clients and this has not been forthcoming. I feel this puts me at a disadvantage. I have also requested training that has not materialized. |
| 16 | Koorinal | NSW | I have had allocated tasks, that I had excelled at, removed and they were given to someone less experienced - no explanation, no recourse to have this changed back. |
| 204 | Lake Heights | NSW | I required a moving day from work, which under the agreement at that time, was an entitlement. I was advised that I couldn't have this day off regardless of the fact that I needed it to move house. I escalated this higher, and ended up being screamed at in a room with just me, my TL, and a senior manager, no support, and I did contact the union, however they were unable to assist me. This decision was questioned for over one week before it was approved for me to have that day off, however I had to work all of the required hours in the day back into the 4 days I would be working that week. This meant I Had to spread my full 5 day week over 4 days and work extra hours for only flex, and this was the best deal I could get. I was also addressed in a rude and unprofessional manner by senior management and I felt as though I was simply a 'pleb' fighting for something that was my entitlement. I have had many instances in this workplace of bullying, harassment, and unfair decisions, but there is nowhere to go, and no one who will listen. The outcome was I was made to feel as though I had done something terrible and wrong and as though I was being punished. |
| 367 | Lake Illawarra | NSW | Union always there to assist with problems at work. |
| 307 | Lavington | NSW | When we did our stock take in evening after normal shop ours, our manager was not payed! She was forced to take the extra hours off on another day and have a part timer fill in for her. So she was at work from 8am till 8.30pm -but only being paid as a normal day. We have the knowledge but no power to challenge. we just have to do it. |
| 13 | Legume | NSW | I have always been in a Union and they have always kept management honest, others get unfairly harassed and let the company stand over them. |
| 285 | Lilyfield | NSW | We sought advice from the relevant union and Fair Work Australia. However, the system is not reliable or helpful enough for most mistreated workers to seek arbitration. Most workers, like my wife, prefer not to take the risk of losing their job or being bullied at work for seeking arbitration. |
| 378 | Lisarow | NSW | M 1 has been turned into a geriatric ward with no consultation with staff. Nothing can be done. |
| 370 | Lugarno | NSW | We had job creep. Compliance officers were expected to do a fixed number of cases per year in a standard time frame. Over time additional work processes were added but the case numbers never were adjusted to include the additional work. Complaints to the team leader were not passed up to management. Eventually the team got assistance from the union who help negotiate a reasonable adjustment to the case load. I have left that team but understand the same issue may be arising, but since the recent redundancies team members do not seem to be inclined to approach management for another adjustment. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|--------------------|--------------|---|
| 213 | Maroubra | NSW | Several fellow employees with serious ongoing medical issues have been and are currently being bullied. With management consistently provoking illness and questioning legitimacy of Doctors diagnosis and continuing to do so after sending employees to a doctor hired by the employer who agreed strongly with initial diagnosis. Union advise has been given, to minimal outcome as the employer literally refuses that any meeting be documented in any way. As we currently stand, it looks as though workcover will be making an investigation into procedures and bullying within the workplace, which will undoubtedly result in mass restructuring anyway |
| 22 | Moama | NSW | Management in my situation is useless. Our managers are always thrown in the deep end and never trained properly. People walk all over them and they don't get great back up from Senior Managers. |
| 443 | Moree | NSW | A couple of years ago management decided to reduce the number of care staff in the high care facility without consultation. When I tried to challenge the decision I received a letter with false accusations towards myself. I was aware that my job was on the line. My union was unable to attend the meeting with management. I suffered anxiety and hypertension as a result. Fortunately the CEO stepped in and offered outside mediation which was successful. |
| 108 | Moss Vale | NSW | The union is my only voice and my only protection. Whenever complaints are made my employer investigates themselves and usually finds in their own favour. They know how the legal system works and use any loophole to their advantage and have greater financial resources than any employee when using the legal system. |
| 124 | Moss Vale | NSW | In my last job I was working with students with disabilities. I believe that my work was effective in helping many of these young people to reach their potential and to become more useful and competent members of society. Over the years, funding has been cut from these areas so that many young people are no longer helped through school difficulties. When I started my job, children with attentional issues, language difficulties, lower IQ were helped but funding was gradually withdrawn until only quite severely troubled / disabled children had a helper in the classroom. When I lost my job, nine of us had to apply for only three remaining jobs - and none of the higher paid and more experienced workers were kept on. |
| 379 | Mount Annan | NSW | We have just had our electrical licence allowance removed which we've had for years, this is effectively a pay cut. |
| 347 | Mount Saint Thomas | NSW | I consider myself a very experienced and hard worker, but I am willing to speak out on issues. My company does not like people who ask questions. Even on safety. It worries me the direction this is heading in. The ability to be able to speak out and be heard, particularly on safety issues is very important for a coal miner. |
| 69 | Narara | NSW | I had that happen to me that I was treated very unfairly and I couldn't do absolutely nothing about it. I did had meeting but didn't got anywhere with it. What happened? Well I lost my passion I lost trust in company and I learn that if I work hard and go beyond my work load and more it is no satisfaction just big disappointment so now I am doing what I need to do to get pay and I go home. Because in my company I learn it is not what you know but who you know. |
| 115 | Narromine | NSW | Worked in Tasmania was fired saying contract expired and then replaced by 457 visa holder. |
| 353 | Newtown | NSW | More hours allocated to friends of head-went to union to seek help. Outcome lost all work following year. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|--|
| 205 | North Albury | NSW | I have only this week contacted my union because of the lack of students at my place of work - decreased teaching hours and decreased class hours. Management want quality education , but how can we give that when the class hours are always being reduces. The cost of courses under the Smart and Skills have increased. NSW government does not want the 'masses' educated. Very sad indeed. |
| 447 | North Boambee Valley | NSW | Changing the roster, reducing RN hrs by 140 hrs a fortnight, not enough discussion, staff kept in the dark over a number of issues plus I don't feel we had enough support from the union either. |
| 9 | North Curl Curl | NSW | A policy with the large grocery chain where I work seems to be to have shifts just short enough so that workers are not eligible for a break. Also if they can keep you below the magic number of hours each month they can avoid superannuation contribs. |
| 121 | North Narrabeen | NSW | Every time we undergo Accreditation, we are completely swamped with unrealistic expectations. I am up till midnight in my own time putting evidence together. We are a small Team but still have to submit all the same evidence of a tea with dozens or hundreds of staff. Our Mandatory Training requirements are ridiculous(!) and mostly not relevant to our workplace. Each year the list of courses we must complete grows longer. This is out of control! |
| 126 | North Nowra | NSW | Without the Union my first job in Australia would have been a disaster, as management try to underpay me and had to pay me back a couple of thousands of Dollars, which is a lot of money for us. |
| 160 | Nowra | NSW | I rang the union because they were trying to get me to return to work or resign whilst on maternity leave.. Because the boss's brother was after my contract.... They were also trying to get me to quit my other job. I was bullied & harassed by a service co. In which I also rang our union for advice. Thankfully I'm in the union & the union told me my rights!!!! |
| 381 | Nowra Hill | NSW | When I worked at a pub in Wollongong, if you weren't well enough or had some other legitimate reason you couldn't work, you'd be given less shifts the following few weeks. Only permanent staff (and there weren't many) felt like they had any say. This was true of my friend who worked in a restaurant/take away business too. When he tried to talk to his boss about it they pretty much said he could take it or go. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
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| 415 | Orange | NSW | <p>I work in staff health a RN got injured on night duty. The Risk Management Unit asked the staff in ICU to trial a new bariatric bed to see if the bed would be suitable to purchase. The RN looked at the bed and in her opinion the bed was not safe and told the Risk Consultant that . The consultant said we are not allowed to just reject a bed (product) without trialling it and documenting the problems of the bed. So a the bed was brought into the unit to be trialled . A heavy patient was placed on the bed and the RN was nursing that patient that night on a one to one basis in ICU. The patient was obese and very sick he was disorientated, confused and restless and he rolled to the side of the bed and was about to fall the nurse by herself had to 'catch' him and hold him to the bed before help came. She felt her back "go" she had a severe back injury to her lower spine. She was off work for months, depression set in because of the pain and fear she would not be able to work as a nurse again. She had constant pain and spasms. Back surgery was unsuccessful. She was advised she would have to resign her position. Her sick leave had been used up her sickness benefits used up and she even though they had worked out a return to work program for her it was too much and she could not cope physically. On the home front her family were threatening to go to the papers and tell what had happened to her but the nurse was worried sick about how that would affect her already tenuous situation. She was already being accused of malingering, of being lazy and not wanting to get back to work, of exaggerating her symptoms. Her situation was tragic. No one would listen she was being pushed out of nursing and her livelihood slowly and surely pushed aside. Her distress was amplified because as a senior RN regularly in charge of ICU she was not listened to when she said the trial bed was not safe. The Risk Management Unit that should have been looking after her welfare did the opposite and because of the trial of the bed she was injured. So in desperation her GP sent her to a second Orthopaedic specialist in Sydney she went against the advice of the doctors the hospital had sent her to and had a second lot of surgery to prevent the pinched nerves causing her to be incontinent of both bowel and bladder. The second surgery was successful. This nurse is now well, in much less pain and back working full time as a nurse in dialysis. Using her very skills again and trying to reclaim her life. But this was as a result of her going against the advice of the medical staff and the advice of the Risk Consultant and rehab coordinator. Basically she felt was no had listened to before she was injured and after she was injured. No one really cared for this nurse she was absolutely on her own when the first treatment and surgery didn't work she was basically put out to dry. It was only because of her sheer desperate state, her families distress that after three years she had had enough and went outside the system to get help. The hospital were willing to let her resign in a dreadful state unable to work and if you could see her now a year after the second surgery she is a normal human being regaining her life after a night mare experience for her. We her colleagues journeyed though this nightmare with her feeling powerless to help. We watched the disrespect with which she was treated and disbelieved when she didn't get better when she should have . She had had the surgery she should have gotten better but because she didn't; they blamed her not the fact that there was more work that could be done surgically to get her better. She was maligned and treated shamefully it was pitiful to behold the way they treated her and how glorious for us to see her now. Yeh!</p> |
| 425 | Parramatta | NSW | <p>Letting a worker go because she wasn't able to do night shift due to changed family circumstances. Her mother was ill and she was the only child to care for her mum.</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------------|--------------|--|
| 274 | Port Macquarie | NSW | There was a situation where the General Manager of the time was bullying me and a number of other staff. We made a formal complaint to the state government appointed administrator and this matter was dealt with efficiently and quickly. |
| 298 | Queen Victoria Building | NSW | Maybe a bit of a safety concern, but I'm not quite sure if it really is. It probably needs authoritative investigation. I'm not sure if it was relevant but I was informed and asked if I would undertake a "Trades Assistant" position in a particular trade where I was already skilled and licensed in and flatly refused it because I was going to get paid in lower pay. I flatly refused to take on the job because from experience, the lower rank gets the blame if things go wrong and I don't think making someone's life easier is well worth it's pay. |
| 190 | Randwick | NSW | Management is fair and they are good listeners, but I think they struggle with disciplinary measures. I have had cause to complain about a few co-workers over the last 4 years, but nothing seems to be done to change the behaviours or attitudes of the co-workers I and others have raised concerns about. |
| 329 | Raymond Terrace | NSW | Our managers are fair most of the time but I have never been in a situation that needed someone to stand up for me or help resolve a problem |
| 433 | Raymond Terrace | NSW | I'm not sure that any decisions would be changed on the basis of my word- but they would listen and are approachable. |
| 365 | Rhodes | NSW | Privatising the cancer services Eg. RPAH to Lifehouse and not consulting the employees concerned is irresponsible and inconsiderate. |
| 321 | Ryde | NSW | It is not an equal playing field. bosses and their lawyers have way more power than workers |
| 129 | Saumerez Ponds | NSW | I have recently been asked to take on additional duties without proper consultation or negotiations being worked through before implementation. I would be prepared to continue discussions with my employer, but it takes a lot of courage to be identified as the person (in a job- sharing arrangement) as the one who will challenge workplace issues. As a temporary employee, in an imposed job- sharing arrangement, there is the possibility of competition between employees looking for future retention in a position. |
| 175 | Scone | NSW | Regularly, to access any wage increase to keep teacher salaries in line with CPI increases, we have trade off an element of our working conditions. This inevitably increases the work load and compromises the quality of teaching and learning being delivered to our young people. |
| 191 | Somerton | NSW | We have an operations manager who is really good at bullying we just had a couple of people complain to their HR. Several of us rang HR to put in our complaints and all we got was a text message that she would ring when free still waiting to hear from her 4 weeks after she closed the case and said he had nothing to answer too so much for a fair go. |
| 434 | Springfield | NSW | I myself have not had an issue. I do know of others who have left the industry due to a lack of care. If I did have a problem my first course of action if management was unhelpful would be to seek advice from the nurses association to guide and assist me. And this is my advice to others. I think there is a lot of unfairness in the workplace. If your face doesn't fit life can be very difficult. |

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|-------------|-----------------|--------------|--|
| 435 | Springfield | NSW | They suck. It involves chasing them up on everything that I need doing and it can takes weeks or months |
| 198 | Springwood | NSW | One situation saw my manager not responding to a problem with one staff member but our board then dealt with the situation and all was resolved. However, it did take the threat of all other staff resigning if something was not done. |
| 408 | St Clair | NSW | I once had a discussion with the CEO and the union about take home pay. The information provided by the union showed me that I had no cause to take out a take home pay order. More than my CEO was able to do. |
| 185 | St Marys | NSW | I have experienced that I have been over looked for a higher position due to favouritism from Management to employ their favourite. I have seen this many times with others, and it's still going on. |
| 80 | Sydney | NSW | I was working at one school for 15 years before I went on leave...5 minutes I went on leave I was asked to leave the school and there would be no work for me at the school. |
| 419 | Sydney | NSW | The Facility Deputy Director has told me that the department that I manage does not have Nurse to Patient award ratio's in the current award- This fact is true and leaves the staff to potential unmanageable workloads and potential patient safety risk. I have witnessed in the public Hospital I work- a culture of skimming the staff to such an extent that Nurses are responsible for mostly everything, with a majority of a junior workforce (Skill and knowledge dilution). When I have worked as After Hours Nurse Manager for the Hospital, I am often shocked with the minimal staff employed on the wards for the workload and the minimal qualifications and experience which are providing care to the patients. I no longer work in the After Hours role. I did speak up about my concern regarding the skill dilution of the staff and the potential patient safety risk. I believe Hospital administrators work on a risk mitigation scheme- where they gamble with risk to patient safety and hope that nothing happens. When it does- then it is the Nurses fault. |
| 340 | Tabulam | NSW | At a time when I was unwell for several days plotter deemed the time of work excessive, Approved by a doctor and unable to work. Advised I was letting team and customers down. Nurse only take time off in my experience when really sick. Thinking about others is their duty. |
| 130 | Tallong | NSW | Management have pressured a colleague of mine to take on an extracurricular activity at the school. She voiced her preference not to be involved on a number of occasions as it is something that will be done on weekends and lunch times. She will not be given time in lieu or overtime for doing this and she already gives up a lot of her own time for another extracurricular activity. There has been ongoing pressure from management but she has stuck to her guns so far and is well aware that they cannot demand that she do it. Unfortunately it has been stressful for her dealing with this issue. |
| 222 | Tolland | NSW | Two employees were on call on a public holiday and therefore should have been entitled to have an extra day added to their leave. our manager worked the public holiday so that 2 people would not get an extra day added to their leave. the union got involved and it went to the commission. the commission has said we are already getting paid well and it is unresolved. |

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|-------------|-----------------|--------------|--|
| 342 | Toorooka | NSW | About 18 months ago NSW Health decided to endorse a policy of not giving casual employees a full 8 hour shift when they are replacing a permanent staff member. Instead we start an hour later or finish an hour earlier, depending on the shift so they only have to pay us for 7 hours. This has effectively taken away a day's pay on average a fortnight. It has also had adverse effects for patients as there is sometimes a period at the change of shift when they have no nurse directly assigned to care for them. We casuals are still expected to perform all the same regular duties that permanent staff have to do on the same shift. in other words we do 8 hours of work in 7 hours. There is no recourse; it is not our hospital's decision. |
| 227 | Urunga | NSW | I'm currently involved in a policy review working group. The group has been providing constructive comments on improvements to the policy which will lead to process efficiencies, clearer timelines and reduced organisational risk. The policy officer chairing the working group has not listened to any of the comments and produced a poor quality document that creates a convoluted process wasting employees times. When questioned why this was the case they advised that their executive director didn't like what was put forward by the working group. This is a common occurrence in the agency I work for, senior management are micro managers and do not like changing processes away from their opinion. This creates a depressed work force as everyone thinks why try to improve if my ideas are only going to be ignored or put down. Again this happens because high level managers are not trained appropriately and do not possess the skills that are required. |
| 332 | Vacy | NSW | From time to time the management and the staff don't agree on management decisions. As part of our Enterprise Agreement we have a dispute resolution process. This seems to work well. But if we can't resolve the problem locally, then we need the assistance of the Industrial Commission. Either party may not like the decision, but the decision is made and we just get on with things. |
| 337 | Vauluse | NSW | Not enough desks or computers for staff. the union responded appropriately and management complied in theory. The whole problem happened by stealth and the casual nature of staff has been taken advantage of. People are not confident enough or have enough energy to take this on. They are extremely busy trying to fulfil their work tasks. |
| 333 | Verona | NSW | Currently myself and another delegate are in negotiation regarding shift allocation. |
| 264 | Wagga Wagga | NSW | all unreasonable actions by my employer, I have sought legal advice and asked for them to act on my behalf, it's easy to be a manager and be unreasonable with money that's not yours, that's why government departments are unproductive. |
| 295 | Wallsend | NSW | Just last week my boss boiled me for something I didn't do but as the problem was coming above her she didn't even check the facts just out to save her our arse as she has been in the job for over 30 years completely out of touch just looking for her retirement /health in NSW is totally out of control too fucking big. |
| 325 | Warrawong | NSW | Fair pay in community sector equal to the private sector. ASU was instrumental with members in an going campaign for the last several years. Julia Gillard promised equal pay to be funded. but some funding has not increased to cover wages increases that will be implemented over an eight year period. |
| 187 | Waterfall | NSW | There are too many situations like this and it has been a consent struggle to get fairer outcomes and without the TWU, it would have been worst. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 146 | Wattamondara | NSW | I had no say in the workers compensation and I knew if I couldn't do what they want I was the first to go without notice which happen anyway they sacked me found an excuse I was gone. |
| 436 | Wattle Grove | NSW | I had an issue with a senior RN on the ward, and I had brought them up with my old NUM who was very empathetic and completely solved the problem. I loved the old working conditions... |
| 112 | Wentworth Falls | NSW | I found out someone I do the same job as gets paid \$15k more than me. I am in charge of him I set his tasks and help him all the time, I couldn't convince. |
| 401 | Wentworthville | NSW | I was terminated from my job because I was an injured worker and no longer able to do the job I was hired for. Hence I am now a full time carer, 55 and face an uncertain future. I also had to fight this company for my long service and holiday pay through the NSW industrial relations. I can't explain in this short questionnaire how much this has affected my life. Injured workers should be supported to keep their jobs or be retrained for something else but instead are just getting thrown onto the scrap heap and sent to Centrelink. |
| 323 | Whalan | NSW | Saturday 10/102014 just for one nightshift I was told go different site, the man was there as supervisor called me at 1640 to make sure I am going there, but my shift started 1800 to 0600, it was a conspiracy and plot against me, he told me do not take tea or coffee because belong to others, then told me do not use the cup do not use dishwasher, then sent me for patrol, it was 23:30 I finished my third patrol and heading to office for dinner he shout at me that why scan your card for this place or that place just excuse to make me belittle, I told him you are not allowed shout on me, he suddenly said to me you mother F.....finished and touched his chain to my nose and again and again said the same thing, I was very angry I told him before you finish me I will finish you too, then he went out rang to all managers and after few minutes the security who was doing my job in my workplace call him to ask for some customer to do the job, this man as supervisor has no knowledge to solve his problem, then he back to me and begging for help, that time I was cool I helped that security in my workplace, then after 20 minutes from control room 2 security came and told me go home, from that time I am suspended with pay from my job. The false allegation against me in his report that I wanted kill him and add another man into the list as victim as well, the other man stated 1/5 years ago I wanted to kill him too. This 2 men 15 and 35 years younger than me and taller and stronger than me. From 2015 company stop pay me, in spite of I asked them I have mortgaged \$270.000 and my wife cannot work and I have a 8 years old son and a 32 years that mentally is not stable due to wave of bomb, but, company ignored me. |
| 239 | Wingham | NSW | After working five days a week for the previous six months, I was told I would get a contract. Then I was told that senior management did not do that anymore. I then went on a roster for about 12 hours a week. This year I was told there will not be much work for casuals. There is no way to discuss this. The decision is final. I just have to hope that they may need me more often. So I wait by the phone five days a week in-case they call me at 8.00am to start work at 9.00am that day. I have also been told that I need to take every shift offered or may not have more offered. This habit results in 0 to 3 hours a fortnight so far. |
| 249 | Wollongong | NSW | Closing fire stations. Workers comp ripped up. Industrial and strike action taken. Satisfactory outcome. |

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|-------------|-----------------|--------------|---|
| 301 | Wollongong | NSW | There are decisions made in my workplace that do not meet the requirements of the "current" 2011 - 2014 workplace agreement. Those decisions generally affect employee's requests for part time hours, regular hours and purchased leave. When those decisions are made by the delegate the staff affected are encouraged to seek a review of action. |
| 172 | Woodburn | NSW | Recently I took casual employment with the administration team to help with the implementation of new Tafe student enrolment process. After 3 days in the job we were told stop what you are doing there is a new system being implemented as of today. (this was 2 weeks before semester started). The new system had not been tested and was changing every day, sometimes by the hour as bugs were fixed or new fields were added to the user interface. Not only that but data for students was disappearing within hours of being processed. This cause a lot of unnecessary stress to staff trying to process students and embarrassment when they had to call them back to collect information that had already been gathered. One of my colleagues broke out in hives and was seen in tears trying to cope with the situation. We were told just get on with it, there is a deadline to meet or Tafe will not receive government funding. It is totally unfair to expect people to work on a system that is still being developed with little or no training on how to perform the task. The outcome, lots of stressed and unhappy people as well as angry customers. |
| 411 | Woodburn | NSW | Systemic bullying is common place, officers are surprised if ever treated with civility or respect. Unfair rostering, favouritism and intimidation are universal and expected. |
| 19 | Bayview | NT | a few occasions to myself and nothing overall. I lodged a grievance against my superior on one occasion for bullying and that seemed to solve that particular issue. |
| 39 | Casuarina | NT | A client's parent sent an untrue e-mail about me, questioning my professional integrity, and sent it to all involved in the child's care, including the Health Minister! I felt I was not supported by Management in this instance, they did not move to "stick up for me" and protect my reputation. I was not permitted to have a right of reply or contact the client to correct the assertions - the e-mail was left to stand. As a result I felt my professional reputation was compromised. I did not feel confident to challenge this, and despite my attempts to find recourse, I was made to feel like it was my problem, management didn't understand or acknowledge my concerns at all. To this day I feel extremely let down. |
| 336 | Tiwi | NT | When this happened to me HR came and had a chat with me and my manager but no change in to my career situation |
| 377 | Albany Creek | QLD | Noted that hospital board now consulting and listening after legal challenge, able to now work together. |
| 193 | Annerley | QLD | there is no one to talk to about staff reductions - we are continually told to make do and neglect the residents because without enough staff it's impossible to deliver the level of care that they need. |
| 18 | Ashmore | QLD | If you're not happy with the rules- you leave. |
| 8 | Balmoral Ridge | QLD | When I have a problem I talk to my union. They always know the way forward and they also work collaboratively with my employer when able which is the best outcome for all. |
| 12 | Bargara | QLD | No power to challenge, used to have an abundance of confidence but it seems to have been knocked out of my wife since relocating to Australia.. such a shame to lose her passion and vitality. |

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|-------------|-----------------|--------------|---|
| 181 | Brackenridge | QLD | making decisions about rosters: only making rosters two weeks in advance and only making it available to staff two weeks at a time. with the support of the union rules were clarified to management and they eventually rectified that issue. manipulation of annual leave, that was viewed by staff to be a form of punishment...union representation was sought also on this issue. |
| 113 | Bray Park | QLD | Every job I have worked in has had managers that broke the law in some way. Most often was discrimination, ignoring the disability act and blatant breaches of WHS legislation. Although I have nearly always had the knowledge that they were doing wrong, I never believed that I would get a good outcome. In this country, it's might over right. E.g. When I got chronic asthma from working at a previous place of employment, several managers told me that the employer can afford the best lawyers, so I should just leave. |
| 383 | Brighton | QLD | As a Union Delegate I support employees who are in conflict with management. Unfortunately the outcome is rarely positive and the role of the Union is then to ensure that fair negotiations are achieved. |
| 25 | Brisbane | QLD | Being asked to do things that we don't consider safe or reasonable, its only because we have workers' rights that we have the confidence to stand up and not do the job, with individual agreements we would more likely be sacked and replaced. We want to go home to our family the same way we came to work with money to pay all of our bills on time! |
| 420 | Brisbane | QLD | BEEN ON CALL, I had a medical issue, they did not listen I sent them a medical cert so they had to listen or sack me. |
| 356 | Browns Plains | QLD | Worker's Union always back me up so it is fine for now. |
| 445 | Bundaberg | QLD | I discovered that a fellow employee had accessed confidential medical information that was to be provided to myself. She has done this on two previous occasions resulting in an investigation and subsequent disciplinary action. I was advised to "... either put it in writing or let it go". I put it in writing and received a phone call from my supervisor subtly suggesting that I should not have done so ... a mediation would be better. I pointed out that the Code of Conduct required that I report the behaviour & that the reporting should result in an investigation not a mediation. The next call was from the HR Manager who also suggested a mediation was the better outcome (not investigation) and that it I should decide the course of action. I contacted Ethical Standards (giving only my first name & no other details) who proceeded to identify me then contact my HR Manager to advise the details of the call "should I be the one to decide the course of action or should it be Ethical Standards?". HR Manager contacted me (very upset) asking why I'd contacted ES ... I explained and then did email to all parties setting out my position. Investigation was initiated, I was asked by the investigator whether I'd participate in mediation. I explained if an outcome from investigation then I'd prefer facilitated discussion. No outcome of the investigation has been advised to me to this date (since June 2014). |
| 397 | Burleigh | QLD | Once again, Management need to be scrutinised for the way the they have put families under duress, whilst "they" receive a substantial wage increase (17%) with some Executives. |

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|-------------|-----------------|--------------|---|
| 427 | Burpengary | QLD | Generally my managers were fair. I recall a number of disputes with management where the final decision was based on personalities. Even though Government policy was to convert casual employees to Permanent there was resistance from Senior Management in Department I worked in, It is time to get Industrial disputes out of work place and back into Arbitration Commission or Boards of Reference convened under the Arbitration Act. |
| 61 | Capalaba | QLD | Management does not recognises that they get unpaid time but know it exists, they exploit the ongoing free time but offer no recompense, ie phone calls after hours, starting early or finishing late. In the Public sector make it compulsory to acknowledge actual time worked and not use this Commission as an excuse to remove Historic work practices that will still go on as we try to cope with our work loads. |
| 84 | Carina | QLD | as a union delegate I am regularly called upon to represent members who have faced unfair decisions. I have experienced a huge culture of 'corporate bullying with the public service. |
| 272 | Carina Heights | QLD | I was bullied by a project manager, raised it with his manager and was told it was me who was the problem. Not long after he bullied another 3 ladies who also raised their concerns and left the project - and are still suffering as a result of his abuse. Tell me where there is anything fair in this behaviour? |
| 125 | Carrara | QLD | As a casual in 2008 I complained about the drivers seat in a truck which was sagging and causing back pain. I was told by a manager he would stand me down for 2 weeks. I backed off. |
| 277 | Carrara | QLD | In a previous job I complained about being told to drive a defective coach on a school charter. The company then began to start a campaign against me by starving me out of a job. (By not offering me any further work) because I complained about safety. |
| 220 | Coombabah | QLD | nothing was fair, we the staff were treated like we owed our boss our life. He would not listen when I said I didn't want to take after hours calls from him on my personal mobile, he said his staff in Sudney have no problem with it, that I am a trouble maker, that I need to do as he demands etc |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 194 | Cornubia | QLD | I reported that I was bullied and sought to take action according to the company's policy because I was physically affected to the point that my Dr and the company Dr both directed that I was not to be exposed to the people who bullied me. There was an 'internal investigation' which like every other one I have ever heard of, found 'no cause' for the complaint though my direct manager supported my complaint. I was then put on a 'support program' essentially designed to manage my sense of grievance and outrage so that I did not pursue compensation. I did not seek compensation since I did not want to put my wellbeing at risk considering the damage that I had already endured. Despite medical opinion that I should never be exposed to the bullies again, nothing has been done to remove me from their sphere of influence. They have damaged others at work who have not complained. The negative effects of such individuals in an organisation in terms of its productivity and on workers in terms of their productivity cannot be over-estimated. In my view all accusations of bullying of workers or of managers for that matter, should be referred to a properly resourced industrial relations board whose deliberations should be supported by experts in micro-expressions. This would quickly who was and was not being bullied and then provide a basis for valid decision making. If the penalties were civil and expressed in financial terms, where those finances were paid to the board, there would be no financial incentive to bring an accusation and yet real consequences for being found to have engage in bullying. Most workers just want to do a good job, work in reasonable conditions and take home pay that will allow them and their families to live in dignity and peace. The only thing managers need to do is to make sure that happens and in return they get a productive workforce. I did not have the power to challenge the employer's decision in a way that did not impact upon me and my wellbeing and so I did not. For me the outcome is ongoing fear of dismissal while I look around for another job and seek to get out of this toxic environment before it does me more damage. |
| 339 | Cornuiba | QLD | I place my name on the list provided for overtime. I have being included once this year. I brought my concerns to the manager who provided the reply "your skill set was not required" I asked how that was as I'm employed as a dual tradesperson, and trade assistants are getting on the jobs. The reply then was "you mustn't have put your name on the list". my question then was how can a worker who started on Tuesday that week get his name on a board when he wasn't here. There was no reply. |
| 54 | Crows Nest | QLD | My oil and gas employer was unsafe at work. My colleague was injured. He was threatened with the sack unless he kept quiet. |
| 384 | Currmbin Valley | QLD | As an employee with a graduate degree and Masters in Employment Relations as well as 10 years as a union delegate and our team negotiator I am confident I can address IR issues /workplace issues as they arise. There are too many issues to set out in this address ,when I see breaches of the EA or contractual legal anomalies I address these through the union or directly with the company. On all occasions when I have challenged the company on a legal issue they have been required to make changes. Sometimes this involved taking actions in the IR commission Qld. |
| 11 | Daisy Hill | QLD | It's beyond the point. I am completely at their mercy and don't have a say in anything. I may not get any more hours per week either because the more they spread out the jobs the less dependent they are on individual teachers. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------|--------------|--|
| 4 | Eight Mile Plains | QLD | A team coach has had several formal complaints about her but continues to bully staff without intervention. |
| 46 | Eumundi | QLD | I was previously employed at one level higher than my current one but due to "business re-engineering" my position was removed but I am still doing the same job. I do not have any confidence in appeal processes as I have seen them in action with people dumped where they try to rock the boat with alternate advice. |
| 157 | Forest Lake | QLD | I was working on full time permanent basis with my previous employer and after 18 months of my work with them my position was redundant. I believe that that recruitment process was neither fair nor transparent. I made official complaint against manager ,I wrote that I was also aware that other staff members have made complaints about manager in the past. In regards to outcome, manager still working there and bullying people. |
| 145 | Gracemere | QLD | If you have a issue with a supervisor may be safety relative or a genuine reason I have seen people that stand up mainly labour hire personnel and because they have be outspoken they get told in coming weeks that there is no work. |
| 47 | Helensvale | QLD | I have asked the current company I work for and have been working for. For three years if they could consider even just making me permanent part time or permanent full time. They have on both occasions refused to saying they are not required to do so they won't. |
| 266 | Herston | QLD | There have been many occasions in my experience where serious injustices or poor management decisions have led to staff/union representative involvement in resolving workplace issues. In the vast majority of cases we have been able to achieve positive outcomes to the benefit of all parties involved in the dispute. I believe that both management and employees value the role of employee representation in delivering a happy, harmonious and productive workplace. |
| 154 | Highgate Hill | QLD | Union always there to assist with problems at work. |
| 280 | Highgate Hill | QLD | "Chinese Whispers" and lack of communication hinder any attempt to resolve a dispute. |
| 26 | Holland Park | QLD | I employ myself. I always make bad decisions. |
| 149 | Holloways Beach | QLD | I worked in a private hospital. They are apparently more "productive" Well they only thing I found was more "productive" was that managers bullied staff into unfair and dangerous work conditions. I do not want to be a private patient in a private hospital. they are dangerous places and managers only see the " productivity" and cut corners to safe money. Patients received poor care as a result of this. |
| 423 | Inala | QLD | Union always fixed up the problems that management wouldn't listen to. |
| 228 | Indooroopilly | QLD | Fortunately I did not have worries with unfair decisions for either me or anyone I know. However, had such a position arisen, I have always been a union member and the union is the first place to go. Unions are essential for all workplace situations - safety, fairness, pay. Unions are there for all - united. |
| 359 | Ingham | QLD | The workers asked to be up-graded to the SACCs award and were knocked backed by the Bosses of the Service Provider I work for, we were told they could not afford to pay us this SACCs Award |

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| 247 | Kalynda Chase | QLD | Another employee was being bullied by the supervisor, this employee was forced to resign to take a secondment in another department. The employee went to the divisional advisor and manager who both backed the supervisor even though several other employees confirmed the bullying. The supervisor is continuing her actions with other employees, who feel they cannot follow the normal process of complaint due to what happened previously. |
| 27 | Kawana | QLD | It's not worth the hassle going through hierarchy systems as you are swept aside. |
| 410 | Kelso | QLD | Currently in this country there is a company who employed a chief executive officer who has a history of worker organization hatred. This company embarked on a company restructure that resulted in a loss of some 7.000 jobs and now runs on a "hire labour " basis at reduced rates and conditions The term "flexibility " is always the foremost argument in any discussion with worker organizations but it is totally ignored when discussions are being held on enterprise bargaining agreements. The company has been reprimanded several times by the courts of this country and the legal definition of " consultation" was handed to them , yet they still believe that to consult is to tell and be obeyed. "Consultation" was held with staff and workers at the Townsville site and submissions were asked for, but the original decision to close the site went ahead The issue as stated by the company was to centralize the business operations but the site chosen was not central to the operations and will cost extra in servicing and equipment repairs. The company used existing industrial laws to prevent worker opposition to the change, refused to consult and communicate on the pretext of "business confidence" and employed hire labour organizations to circumvent the "permanent" worker status under the guise of "flexibility" |
| 418 | Kelso | QLD | I personally have not had that issue however I have heard of a situation in our Business Centre where the management were being unrealistic in asking for provider numbers on doctor's certificates. The union was contacted and this practise has been ceased. |
| 262 | Keperra | QLD | At a few occasions I felt my hours were unfairly reduced, so I spoke to the people responsible and they increased my hours for the following weeks. I understand that I am a valued employee, so they do try to meet my requirements, but I sometimes feel I need to fight for what I want. |
| 299 | Kirwan | QLD | Just over a year ago, in my previous position within the Dept. a decision had been made by senior management to relocate my position (and 3 others around the country) without negotiation. Also without the involvement of my supervisor. Basically they met with us one day and told us that the decision had been made and that we have three months to decide whether to relocate or go excess. I am talking about moving my family from Townsville to Canberra. When I questioned the reason why, as I have been working in the position for around seven years in the same location, they weren't able to provide a justifiable reason. I was told that the decision had been made and there was no going back. When we questioned why we weren't involved in negotiations, they suggested that they were done. We had to go to the union to have our right to be heard and eventually they conceded that negotiations were not conducted. However it was quite evident that they were not willing to hear anything we had to say, so I had to move on. To this day I have an issue in giving a lot of trust into senior leadership. |

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|-------------|-----------------|--------------|--|
| 394 | Leichhardt | QLD | Requested a transfer to Ipswich back in 2010 from Toowoomba. Husband was offered a position in Ipswich. I spoke with my area manager regarding the likely hood of receiving a transfer. He was able to offer me a Transfer secondment for 3 months as an acting team leader. This was till I went on maternity leave. And was assured that they would free up a position which I was told was mine after my maternity leave 2011. I call every Monday whilst I was on Maternity leave to find out if the transfer had come through. I was basically told that it was presumptuous of me to assume that I would be able to get a transfer. I was fuming as I explained that the reason we moved was because I would get the transfer I was told the transfer was mine. Hubby would have not taken the role and we still would live in Toowoomba. I spoke with the Union and was given a rep. Who took holidays for a month was given a relief rep who basically didn't know what she was doing and there was no communication. So I took matters in my own hands. Wrote letters to heads of departments. Was even offered a position in Brisbane. However after me jumping up and down they were able to do a swap staff member for staff member and I got my transfer. ON MY OWN! 2nd occurrence. Maternity leave again. 2014. 2nd child with the department. All I wanted was advice. I had give my employer a Doctor letter as requested (Confinement date) stating that I was fit enough to work past 36wks and was able to work till I was 38wks. My Team Leader then requested when I was 36wks that she wanted letters from my Dr, weekly stating I was able to work. This caused issues with rostering and my life (appointments, childcare etc) This then caused my undue stress because my shifts were never the same, I was placed in various houses and different shifts. After receiving no help from the union. I researched the policies and procedures manual and spoke with HR. After speaking with HR I ask that she contact my Team Leader and explain the policies and that what I have supplied is sufficient enough and that I do not require weekly letters. After this my Team Leader wasn't very please and for my last 2 weeks took me out of my regular house I work in where my shifts were relatively light and mostly nights. Only to put me somewhere I've never worked before, not 12hr shifts so this put my family out as we had issues with childcare and etc. |
| 200 | Malanda | QLD | All the time. And if you ever mention the union your hours are cut back. |
| 215 | Maryborough | QLD | An employee has been working for 12 years and given a lot of their time unpaid. This employee is being denied a voluntary redundancy yet others who are less deserving have received one. Presently there does not seem to be a solution. |
| 169 | Mcdowall | QLD | I have so many examples and mostly incompetent management who do not know how to deal with issues and the employee is vulnerable and is not able to stand up for themselves. The outcome is never in the employees favour. |
| 373 | Mcdowall | QLD | I requested to drop one shift a fortnight. This was declined unless I dropped from being employed as a Clinical Nurse to that of a Registered Nurse. This would significantly alter both my regular pay rate and my long service leave. I declined this offer and am working the same hours as a Clinical Nurse but have moved my retirement plans forward. |
| 21 | Moranbah | QLD | I have never challenged a decision by an employer. There is no point. The industry is small and a bad reputation in the industry equals no further work. |

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| 218 | Mt Gravatt East | QLD | She has bought these to their attention but the practice manager just said she has asked another practice manager she knows and that they are right end of story. |
| 189 | Mudgeeraba | QLD | Hours cut at the drop of a hat. One week you could be getting 37 hours the next 15. Nothing you can do about it. |
| 442 | North Bundaberg | QLD | We are very lucky that our management is very easy to approach. |
| 388 | North Cairns | QLD | How do we resolve the difficulties in the marine industry? Get our seafarers to work there is far too much reliance on foreign workers the 457 visa and now senators want to use foreign seamen on 988 visas. We have the skills and they will be lost if we let others do our jobs. |
| 234 | Oakenden | QLD | The Retrenchments in mine and others opinions were unfair and unjust. Loyal Permanent Employees are supposed to be looked after and that Contract Employees are for supplementally labour hire in a time of need only. Therefore should be laid off first. For those that were financial union members we have taken this case further, those not financial or non union Employees have no avenue to take unless they engage the services of a solicitor. This process is very expensive and in a time of Unemployment for those people this is usually not an option. This is an ongoing case. |
| 58 | Oxley | QLD | Our management has consistently ignored concerns and issues that have come up with one particular staff member. This person was brought in on an IT project a year after the project had commenced (prior to that there was no one really managing or working solely on this project); they were a Level 4 (average basic level) IT staff member and were put onto higher duties in this secondment for 6 months. They were not equipped with the skills and knowledge necessary for this project, but were brought in because they were 'known' by management and were the easiest choice at the time. Despite showing an obvious lack of expertise for the role, because this person was already 'involved' in the process, it was easier to stick with this person. Eventually, a management position (Level 7) was created for this project which also entailed duties from a previously existing (and since disestablished) role (Business Services Manager), for general operations and business services matters on top of the IT project in question. This role was clearly written specifically for this staff member in mind. It did not reflect the duties of the previous position accurately (the former staff member was effectively made redundant and this was done as they wanted to fire this staff member due to reasons such as older age, lack of efficiency, etc. but could not do so easily without major hurdles thanks to the EA with the university, so instead they made the position redundant ('disestablished' is the term used) and then recreated the same role under a new name) and yet was the exact same position - I believe the position description and duties were targeted at this staff member in question. |

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| 58 | Oxley | QLD | <p>This staff member essentially had exactly the same IT project job, but was now getting paid 3 pay grades higher to do it while he shirked off other responsibilities in his newly created position to his new crew of staff and upwards also to the Deputy Director that hired him. By the way, the entire time this is going on, the IT project is a complete disaster costing the Institute over \$4 million to date (and the tender initially was between two companies and the company that we chose was then later bought out by the other company). The new power from this position quickly went to the staff member's head. Before they were even given this full-time permanent position, this male staff member had literally amassed a harem of 20-ish very good looking young women (and only women) on his project 'staff' for various data entry and IT tech roles that they had no previous relevant experience in. I ended up being good friends with many of these young women, because they were placed at spare desks in the same office I was working in and I got to see all of the interactions that were had. To cut a long story short, this IT project staff member come Business Services Manager (a male in his mid-40s) has acted very inappropriately in various conversations with women, including his support staff - he would hire them and two weeks later fire them; he would talk about sexual matters in front of and to them; he would ask them to do a task they were not paid enough to do or were not trained to do and then wonder why they couldn't do it; he would one moment tell the team to work on one task and then an hour later come back to see them and yell at them for doing the very task he had just asked them to do, and then tell them to do something else; he did initially hire some young men too, but then promptly fired them in place of attractive young women (oh and the paperwork for their positions turned out not to exist or was improperly done; and all of the people hired to work on his team were not hired through a thorough independent advertising of the jobs - all of these people were friends, daughters or family members of staff already working in the same organisation); he also has made staff members cry by yelling at them in unjustifiable situations; he fired people via text message; he went for bike rides on the weekends with one of his young female staff members and then showed up at her house one night unannounced on 'work business' when he was not invited over and she had not provided her address to him (ergo, he got her address through HR records and improperly used them); he punched a student on campus in front of another staff member from our organisation because there was a student protest near the entrance of a car park and he could not get his car past the crowd and the student who was punched had kicked the tyre of this staff member's car (so, you know, get out and punch them of course); he could never answer questions about his own position and the IT project he was working on and yet would yell at other staff members (not his employees) if they were not on top of his requests for the project, etc. etc. etc. This list could go on and on. As a result of all of the atrocious behaviour and misconduct of this staff member, about 5 women who had to work directly with this staff member made complaints to the university's central HR unit (as per the correct process) and rightly documented their exchanges and interactions with this staff member. By the time this had happened, every one of the staff (bar one) who had complained about the Business Services Manager had been fired and the rest of the staff in the institute who work with this staff member all knew he was incompetent, under-skilled, under-trained and under-equipped for the role, and that he was inappropriate in his interactions with his own staff and others. The HR complaint ended up going nowhere.</p> |

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| 58 | Oxley | QLD | This staff member was never reprimanded, the complainants were all told the matter was resolved even though they felt it was not resolved and the upper management of the institute managed to sweep the complaints and issues under the rug quietly and this staff member is still in his full-time permanent \$90,000 per annum job. Oh, and 4 years on the IT project is nowhere near complete and the Deputy Director who hired his under-skilled friend for this role has never been reprimanded either and is now acting Director of the institute. I think this story reflects how much fairness and transparency there is in the organisation I work for and how much management doesn't listen to its staff. |
| 268 | Portsmith | QLD | we have no power to change any decision made by head shed even when those decisions are clearly not in the best interests of Defence but to suit an ideology |
| 292 | Redland Bay | QLD | I am a full timer when a timetable change/reduction occurred the company went below the NES standards of 38 hours in a regular shift week. Complaints were made through consultative meetings but to no avail. This effected the income of many customer service officers. Eventually after much pressure and continually reminding them of their obligation and bringing it to the attention of the IR Person a EA meetings, the 38 hour week was reinstated. We are at the mercy of multi national companies winning contracts and tenders at low prices then punishing their workers for their mistakes. |
| 405 | Redland Bay | QLD | I asked for a half day of compassionate leave to take my 85 yr old mother to hospital where she was to undergo an operation. I was told No. I tried to do the right thing by not phoning in and taking the day off. My accumulation of sick leave is in months as I do not make a practice of taking days off. My Mother died shortly after the operation. The rejection of my request was incorrect and was done because sites are judged on the number of staff Absent. This is still ongoing. A work colleague has a medical problem and was told to attend on flex leave. She sees a specialist and obtains a medical certificate. Why not offer a payout for accumulated sick leave even if it was 50% of the leave when it reached a certain level, like a bonus. |
| 441 | Rochedale South | QLD | When I was employed in the Hospitality Industry and as an elected union delegate for the cleaners I was approached by management as to the changing of work hours for all the cleaners. The changes were very unfair but the manager concerned was willing to negotiate for more equitably times which at this time were adopted. Again it is constant dialogue and negotiation which is most important in an organisation. |
| 330 | Sadliers Crossing | QLD | Our management is also in the same union as teachers. There are processes in place to deal with complaints and local consultative committees to consider changes to work practices. |
| 389 | Sandgate | QLD | I was told I was incompetent. They'd been trying to get me out on that for 15 years (I'M incompetent??) I had BRAIN surgery, & the day I returned to work I was told I had acted improperly. I later confirmed that it was my boss, not me, who'd done the wrong thing by me. My boss also told me I had no recourse to challenge that ruling. My boss lied. I left with 50% of the super I should have had. |

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|-------------|-----------------|--------------|--|
| 103 | Springwood | QLD | I worked as a temporary contractor for a local Council for 3 years in an AO3 position at a time when they were supposed to offer you full time employment after 1 year in the role. At the end of 3 years they started taking work and responsibilities off me and then assessed the position as AO1. When I objected I was subjected to ongoing bullying and ostracism. I had discussions with the manager and understandably was very upset. The council had a vested interest in protecting the permanent employee who had done the bullying. My contract was immediately cancelled and I was offered counselling! |
| 163 | Stretton | QLD | I feel that in some workplaces employees do not feel that they even have a right to bring up any smaller problems that are affecting their productivity and quality of work, for fear of marginalization, judgment and or being dismissed. |
| 76 | Sunnybank Hills | QLD | There has been issues in the past and unfortunately at the time I did not have the knowledge required to fight it plus my boss didn't view my opinion as valuable. |
| 351 | Sunshine Beach | QLD | I was once sacked after questioning the honesty of a manager I was docked in my final wages and the board was told I had walked out as the conversation took place in her office and I had no witness. I was forced into resignation after clearly stating I didn't have enough staff to manage on a holiday weekend the manager didn't bring in contract staff and we failed to quickly complete service and the board asked for my resignation, the manager placed the blame on me. When working at a chain restaurant I was continuously asked to resign so the manager could hire a multi skilled worker who could cook and barista she didn't last 2 months after I left. |
| 400 | Tewantin | QLD | Employees for years were able to access IRE Leave, but this is now nonexistent. This makes it very difficult for members to attend important work related meetings. |
| 156 | Tin Can Bay | QLD | I feel that since reaching the age of 50 it has been increasingly hard to find employment, age discrimination is rampant in the construction industry. Known union members are mandatorily first to go, this is discrimination! |
| 252 | Urangan | QLD | Mostly after accidents or Major incidents, workers were required to write out a complete statement of the incident, Then they would be called back in to change parts of or the complete statement...2 electrocutions were done in this way...My personal case was Covered up entirely, This supervisor went on to become a Manager as he had an incident free worksite. |
| 88 | Wakerley | QLD | These times are only evident in an LNP elected government when all they talk about is you must work harder. We must remove certain conditions to be competitive. Let's ramp up our IR and HR departments in preparation for the onslaught of sackings for minor offences that given any other time would of been dealt with differently. |
| 348 | Warwick | QLD | There is little representation or warnings to employees by management. Often Management do counselling 10 minutes before the workers lunch, they try to get the employee to sign any document before they have proper time to review it or get advice. In our current EA the employee can take in a support person in but they can't respond to for them, they are try to stop representation of the worker. |

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| 256 | Withcott | QLD | We have recently had new people have interviews for some permanent positions. A panel chose a newly graduated person over a person with experience because that person did better in the interview than the other. The person chosen is absolutely hopeless and dangerous to work with compared to the other person with the experience, that person missed out because they didn't do as well in the interview. There needs to be a better process, maybe actually see that person in action before they give the person the permanent position. I have contacted the union as I'm a delegate. I have encouraged the person involved to go through the appeal process as that person was good enough to work there before and is still working there but was not given the permanent position. This makes it impossible for any job security and also impossible for them to buy a house as the bank will only give you a lone if you have job security. We will lose this person as they will go elsewhere to find permanent work, we will be short staffed still and have to train this useless person as well!!!! |
| 36 | Wollongabba | QLD | In my time in this agency I have seen examples of waste and inefficiency that have nothing to do with the workers but entirely caused by management struggling to implement the requirements of the government and the minister. |
| 248 | Wolvi | QLD | Nothing - casual employees have no rights |
| 361 | Yeerongpilly | QLD | At no time was I able to take this issue to a level higher than my immediate manager, and I did not have knowledge or support to assist me to engage in a grievance process. The same thing had happened to many others that I knew before, and many that I have talked to since. |
| 49 | Enfield | SA | there is some Saturday work available for forklift operators. The boss kept picking the same people for overtime. One person who thought this was not fair approached the boss with the union rep and asked for a roster to be implemented. the boss was not happy he didn't implement a roster but did allocate the work more fairly after. |
| 38 | Hawthorn | SA | I raised a dispute with my organisation, my dog had to be taken to the vet, there are special leave provisions in our agreement to allow for this to be paid time. I escalated this and was declined. I took it to their manager and was declined again. To take it further would mean approaching the APSC and mean a 9+ month delay to hear my grievance. Support from the Union couldn't do anything as it is the merit of the decision under review. Our Union is so reasonable and understanding. It is our employer so unwilling to be reasonable and to be overt and transparent. |
| 315 | Huntfield Heights | SA | Former employee threatening other workers with violence including knives. Employer kept sweeping it under the table until I had enough & went with union rep to management & we told them to take action. He was dismissed. Pity it had gone on for more than a year & many warnings etc til I pushed the issue. |
| 273 | Modbury Heights | SA | Some co-workers have tried getting advice from lawyers, or talking to the Fair Work Ombudsman. To date, I have heard of no resolution to our issues on either front. |

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| 166 | Newton | SA | I have had an agency call me and ask me to ring the non-English speaking client to organise a home visit from a medical service. I then rang back and was issued job numbers. It is then up to the agency to relay the information to the medical service and once a job number is issued, the job is considered booked. On showing up to the job, the client was waiting but the doctor did not turn up. When I rang the agency the booking officer admitted that it was their fault, they forgot to call the medical service and told me that unless the person who did this could be identified, she, the owner of the agency, would not pay. The result was that no one did own up and the agency owner accused me of going to a job without being booked. She refused to pay. It was a false accusation. This came after a series of incidents where it had become apparent that the agency was, at every turn, taking advantage of us by refusing to pay when they should have, cajoling me into take jobs which did not fit into my schedule after repeated refusals on my part and then blaming me when, as I had predicted, I was very late for the job, despite being warned that this would happen. When the boss is engaging in this sort of activity, who can you complain to? Eventually I had enough of this behaviour and resigned. This meant a considerable loss in income. Problem resolution with government institutions is an even bigger issue. Not all agencies will listen to both sides, some automatically assume the interpreter to be in the wrong and penalise them. Government institutions also make demands which contravene our rules, and unless we comply, they simply ban us from working in their institution. I complained against a demand that contravened the professional code of ethics once at a hospital (it was convenient for the hospital to lump the nurses work on us. I They rang the agency and threatened that unless I changed my attitude, they would not have me again. I believe that is blackmail, but what can one do? I turned to the professional body, a letter of complaint was written, but the hospital chose to ignore it. The professional association considers the practice demanded by the hospital to be unethical and dangerous. |
| 30 | Oakden | SA | I lost a wonderful job as I was upset by the lies told to the Government by management and their overtly deceptive practices. Nothing could be done by either me or the Government. |
| 254 | Parkside | SA | After giving positions/contracts to overseas people, it was decided that we all had to re-apply for our positions, as it was claimed that we were over staffed. Despite being full time staff. This was conducted in an un- professional manner in my opinion. Many good Nurses with good clinical experience were disposed of- along with our Union rep, and OH&S reps.(surprise surprise) Supposedly our letters had our names cut off the bottom so as not to identify anyone. I had chest pain and anxiety upon awakening knowing that I could lose my position and house. My managers and upper management just shrugged "oh well". |
| 449 | Port Pirie | SA | Workload. Teachers are forever being dumped with new curriculum, pedagogy, technology , increasingly difficult behaviour and programs yet we are never asked what we think is important or given time to attend professional development. |
| 83 | Sailsbury Park | SA | Since becoming a union rep, there have been many occasions where I have had code of conducts placed on me, there is never any recourse to object. The union can be present but cannot say anything. One investigation took nine months they couldn't find any evidence to support their claim and still lowered my wages by two levels for twelve months . The union and myself appealed took it to their disciplinary review but they upheld there decision. I didn't take it to the courts (I should have). |

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| 267 | West Richmond | SA | The working conditions of myself and others where I work have been altered without consultation, despite some things being on the Job and Person Specification under which some staff were employed and there is a feeling that staff are unable to question such decisions. |
| 324 | Crabtree | TAS | I have called the union for advise and they have interceded on my behalf. I was stood down without pay on the spot because I refused to attend a "confrontation" with management straight after I had done an 8 hour night shift and had not been able to organise a union representative. I had been notified of the meeting when I arrived at work at 11pm that night and it was to be at 7am in the morning. At the time I did not have the confidence to confront them myself. I contacted the union that day, they spoke to work and I was back at work that night - work had overstepped the boundaries and were bullying me. |
| 107 | Goodwood | TAS | these sods are just knocking it back time and time again it started nov 2014 and still ongoing ,the longer it takes the less money we get for working bloody hard |
| 259 | Howrah | TAS | Take it or leave. |
| 362 | Kingston | TAS | I know of employees who have been subtly 'pushed' out of a position, due to mental health issues or supposed performance deficit not being addressed. I did not feel comfortable about this but also felt unable to intervene. |
| 312 | Launceston | TAS | I have had employers who never engaged with their staff regarding the business and its needs, even when crisis arose; most of these businesses have ended up folding or selling out. What a shame! Engaging everyone in the workplace within the decision making process and consulting with them is vital as so often it is identified that the more views you have the better of you are. Managers do not have all the answers. A good manager values their employees fully as being a part of the business. Because I have always been a forthright and assertive character I never found it difficult to speak my mind and to let my employer know just what my thoughts and opinions were. My managers knew what they were getting when they employed me and my approach was reflected in the capacity I had to draw the best out of my employees or myself. I have always seen myself as being a part of the profit generating aspect within a business. All employees are, therefore you have to promote the maximum generation of profit from each and every employee. Managers and businesses must renew their focus towards the real value of their employee's and in engaging them fully in the profit generation process. I have always found that employee's will always be willing to operate within the limitations of the business if they are able to feel that they are an intrinsic part of the business and its success overall. The secret is to respect your employee's and to listen to them once you have made it clear that you would appreciate their input and ideas. We all need to feel as if we belong and that we are appreciated and have worth/value. |
| 258 | Pelverata | TAS | There was an issue with another employee who apparently felt they had been victimised but the other employee was totally unaware of the other person's feelings and felt in no way had they 'targeted' said person. The union was called in to mediate and settle the matter. |
| 179 | Primrose Sands | TAS | My work was audited but a peer rather than a technical officer or quality officer , I consulted with a union rep . The matter was solved within 48 hours. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
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| 132 | Trevallyn | TAS | I did speak to management about the fairness of timing [of the EBA vote]. There was no comment. |
| 42 | Warrane | TAS | I am a single mother and was unfairly asked if I felt responsible for my children by my manager after some personal leave - a ridiculous question - also my Stat Dec wasn't accepted for not taking my vomiting child to the GP. |
| 102 | | VIC | I have never had an issue personally, however, I am really strongly against 18 hour shifts and I am building a very strong case for not working that long, because I know for a fact that my company are going to fight the recommendation. |
| 232 | Albert Park | VIC | All documents "HR" and policies always gloat about treatment of employees, pressure is applied to employee with health issue and as the process to get sick pay is in the hand of your direct manager, who in turn is being given \$ bonus to run the place with less staff it is a sad way of treating employees. One of our colleagues quit resigned as it was too difficult to deal with request from the employer re "Sickness" |
| 316 | Ararat | VIC | Management withheld a pay rise because we wouldn't give up one of our conditions that had been in place for years. We had no power over our pay rise we either lost our condition or our pay. |
| 304 | Bairnsdale | VIC | Staff have been leaving our organisation either because of retrenchments or voluntary redundancies. Careful selection of staff was not part of the process and basically anyone who wanted a package and was eligible was accepted. The end result is that teams have been decimated by key, skilled and valuable staff leaving. This has placed incredible workloads on the remaining staff who now have difficulty in managing their stress levels and workload. We are given no support and told there is no money. Then if we indicate we are having difficulty, it becomes our problem that we are not able to manage ourselves adequately and then they introduce a software program where we are to document everything we do in a day so they can see where we could improve. This type of micro-management and monitoring is bordering on harassment and bullying. Again we feel unable to express our concerns. |
| 56 | Ballarat | VIC | Our department has since I started working shrunk from 6 to 4 workers during this time the workload has increased significantly on occasion I have had to work 20 hour days to keep up with the workload. At present I am routinely working 12 hour days. I am not paid overtime and I am not allowed to take time-in-lieu. |
| 59 | Balwyn North | VIC | I have been arbitrarily moved from position to position after a shame consultation process. I have had no recourse to a resolution and it was put to me that if I wasn't happy I could resign. |
| 208 | Bayswater North | VIC | Many decisions that are unfair are made on a weekly basis. Almost all new employees are taken in on a part time/casual basis with the stated intention of permanent part time/permanent full time employment after a few months. This almost never occurs, new hires are routinely left off work schedules as the company isn't able to "accommodate" their availability, as the company consistently reminds us we work at the benefit of the company, and in the interest of business practice. |
| 20 | Box Hill North | VIC | I think methods used by employers to change the workplace are appalling and takes away the humanity towards all workers. People just want to work and be employed. Not to undergo stupid psychometric tests to see if they are worthy of employment. |

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| 170 | Box Hill North | VIC | There are several teachers on a series of short term contracts who are expected to teach and prepare to teach when they are waiting to have their contracts renewed. The HR department are going through their own change proposal so are needing to apply for their own jobs. |
| 291 | Box Hill South | VIC | I have been undermined several times. In one circumstance I stayed back over a weekend to do extra work of which a colleague also helped me. Management told me that I was lucky to have a colleague use their time to promote my cause when I was trying to solve the original root problem that management should of resolved without me. I was locked into the building a number a weeks later setting off expensive security alarms. I was by myself due to everyone leaving early to go home, this of which I reported and nothing was done about. I ended up resigning and walking away because I refused to keep putting myself at risk and no one else was going to do anything about it. |
| 63 | Braybrook | VIC | Many times, but I had no choice, to take it or leave it. |
| 284 | Brunswick | VIC | I felt powerless in my workplace even when I was a manager. I was once told by HR, as a manager, that a new pay scale was about cutting the cost of salaries to certain staff levels. The same HR Rep one hour later was telling my staff that it was about bringing more fairness to the workplace and my co-managers just nodded their heads. This was a major reason that I went and joined the union. I knew the company was too powerful for one person to stand up for truth and what was fair. |
| 110 | Burwood | VIC | I feel I have no power at all to comment or respond to decision that affect me, for fear of negative impact on my conditions - as has happened this year. |
| 192 | Camberwell | VIC | Every day I witness serious mismanagement in resources allocation as a result of corrupt or incompetent Council management. Merit capability or Council goals and objectives are not considerations in the making people management decisions. |
| 338 | Carnegie | VIC | Issue: A directive to undertake activity "on a trial basis" that was normally the accountability of staff at a higher level with appropriate qualifications. This was implemented to avoid recruitment/replacement of staff members that had departed. The activity was expected to be assumed in addition to existing accountabilities without any offsets provided. We have not sought any advice at this stage as the directive has not been formally implemented and the issue remains unresolved. There are processes available for dispute resolution that are clearly documented which may be applied if the directive is actioned. We have the confidence to proceed as we have association representatives willing to take action on our behalf. |
| 148 | Castlemaine | VIC | My co-ordinator was told that as a part of her contract she would only be paid for the first two sleepover shifts she did a fortnight. Any extra sleepover shifts after that would be unpaid. My co-ordinator felt this was unfair but decided to only work 2 sleepovers per fortnight as it was not worth her doing them unpaid. |
| 28 | Cheltenham | VIC | We had recently a maintenance manager who left through frustration because the manager would not continue weekend maintenance. He resigned due to the need for it. We had produced a record amount of tiles recently on one day. It did not make sense. the factory manager thought the costs of maintenance were too high. After he left the factory took a long time to get started in mornings due to maintenance issues. |

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|-------------|-----------------|--------------|--|
| 245 | Clifton Springs | VIC | I experienced bullying from a supervisor in my previous employment, but Management did not take this seriously (despite my making an official complaint) and the bully was allowed to continue her behaviour. |
| 327 | Coburg | VIC | In a former work-place a person who had worked there for 20+ years was fired, just before their retirement. The company needed to save money, but there are rumours that it was a personally motivated sacking. I thought that there would be some sort of protest as many people at the company were very upset at the treatment of this person, as the worker was very hard working, friendly and well-liked. There was one work-place meeting where it was discussed, and to my regret I didn't say anything, as I had assumed there was going to be further discussion/action around it. There was not, and this person died of a heart-attack very shortly after being fired. Most people were very sad at this, and understandably morale suffered within the organisation. I wish that there had been wider work-place consultation, for example, couldn't others on the same team have been offered the choice to perhaps take one day less work per week, in order to keep this person on one, two or three days per week? No one was asked, and someone whose life was his work and work friends died sad. |
| 101 | Coburg North | VIC | It seems in my company that people with a connection to hierarchy are seemingly allowed to get away with a lot more, whereas other people can be suspended because they don't have that connection. I believe this person was held up as an example for the rest of the company. |
| 386 | Coolaroo | VIC | There are many demonstrated instances where management and employers have made decisions that were unfair or exploitative and often I have heard of instances either anecdotally or via the media. Workers should be able to be protected in these instances. In a recent instance in my own workplace 2 employees had been employed for over 2 years on a casual basis but had for that time had regular time tabled hours. They were both single parents who felt the pressures of the insecurity of this employment it also impacted on the ability in one instance of the employee being able to access a loan being casually employed. After negotiations with management and with the support of their union they were given fixed contracts. In both instances it has actually seen an increase in hours, it has provided security and given them more connection with their workplace. Also in one instance it has enabled the employee to reduce their reliance on income support. |
| 360 | Croydon | VIC | If I have an issue with my employer and they do not listen to my wishes or needs, I would be thankful I have a union to negotiate on my behalf. |
| 246 | Elwood | VIC | I feel my principal tries her hardest to treat us all fairly. |
| 251 | Elwood | VIC | A literacy support worker has just started working at the school. There is talk that the position will be advertised in the future, as it is required to be, even though there is someone who's been allowed to start work in this role already. I would not speak up about this, as I am on a contract and worry about job security. |
| 221 | Fairfield | VIC | My manager denied my request to have my PD reclassified for around eight months because it was "not the right time" or she was "too busy" despite 3/4 of my role being different to what I was hired to do. In the end, I sought advice from my union and coworkers about how to proceed and my PD was updated. |

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|-------------|-----------------|--------------|---|
| 77 | Ferntree Gully | VIC | We have had many cases of bullying and harassment from supervisors in our workplace, we have a process now which I tell all members... Document, submit, then follow up. We deal with a lot of our complaints through HR as a way to try and achieve a fairer outcome. |
| 105 | Footscray | VIC | When I was casual, many individual managers and staff bullied me and I was scapegoated for failings of the group. This negatively affected my study, and my productivity at work. Had it not been for what minimal protections exist, despite being hard-working I might have lost my job due to the personal animosity of individual managers, rather than genuine productivity issues. Having money to live a life outside work prevented me from being so isolated as to commit suicide. |
| 216 | Frankston South | VIC | We have recently been informed by the Principal of a major change to the school program over the latter part of the year. We were told that the decision was final, no discussion could be held about the efficacy or desirability of the change, only about its implementation. As teachers we were totally disenfranchised. There has been much subsequent angst, which has been conveyed to the Principal class team by elected union representatives. |
| 217 | Frankston South | VIC | I was bullied and harassed at work by some staff senior and junior. It was dealt with in a fashion but not to my favour, so I resigned whilst I was on holidays. |
| 114 | Gladstone Park | VIC | One of our employees was forcefully moved from his work station which was close to his home to work station that quite distant from his home. He was told, take it or leave it. |
| 94 | Glen Iris | VIC | There was workplace bullying among staff members, management chose not to do anything about it and eventually the victim left. She tried to handle it on her own but it was of no use without and management back up. Also, the head office of this chain of hotels decided to fire all of the dish hands in their restaurant kitchens, leaving Bistro's understaffed, overworked and completely overwhelmed with a few hundred people to feed and no plates to serve their dinner on. |
| 93 | Gowanbrae | VIC | Again I say, since the Abbott Government removed the VISA 457's quota, every job is secretly given to these people, as their plan is to increase the POOL of people available, so then in the short to medium term start to reduce wages where it WILL THEN BECOME Take it or leave it! |
| 133 | Greensborough | VIC | They change everyone's time to start and finish and don't care if you have kids at kindy or school u tell them to be considerate but they say do it or leave they even start you before 12 so you lose afternoon shift rates. |

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| 438 | Grovedale | VIC | I can list dozens of examples when staff have not been treated fairly in my opinion. The organisation is supposedly an organisation with high ideals and values of caring for staff yet I know that many staff have been forced out with little concern for their wellbeing. Recently, a long term staff member was forced to leave by being treated in ways that made her lose her self confidence. Her role was changed beyond her capability knowing that she would become destabilised and eventually leave. The information I have gathered is that she was being paid less than her entitlement for many years (10+) yet she left without her full entitlement. There were no disciplinary issues that justified her being forced out. She was just not able to step up into the higher demands the Organisation wanted her to fulfil. This is just the most recent. I can site 10 to 15 similar situations. The organisation has a practice of seemingly offering a better exit deal if they sign a no-contest agreement of some kind so that is why no action against the organisation occurs. At least I don't know of any. I know that most of the cases I am speaking of left feeling very discouraged. This organisation has disposed of many of its long term employees and is replacing them with new staff that are more compliant. Compliance is possibly part of the advantage for management that comes with new employees. Some of the case I speak of were managers and not unionists. None the less the organisation disposes of them. It doesn't matter if they have been employee's for 20 or 30 years. In fact that seems to work against them. So much for this governments plan to make us work until we are older than 65. With organisations doing what this one is doing that seems a scary proposition. |
| 244 | Hillside | VIC | suspended me for not attending a meeting when I asked for my organizer to be present |
| 92 | Hoppers Crossing | VIC | Our last EBA changed to stop paying us for public holidays if we didn't work them, even if it was a day we would normally have worked. The rationale for this was that as our centre is open 6 days a week we can just be rostered around the PH, so in effect we have lost 11 bonus days off a year; we are paid if we work them at penalty rates. |

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|-------------|-----------------|--------------|--|
| 140 | Ivanhoe | VIC | Even with the enterprise agreement, conditions are being stripped away. I have been refused study support, even though law is one of the most valued capabilities and is one of two key education streams particular to my agency needs. I feel strongly that I am being discriminated against because of my age. My last Director made an adverse action and moved my role interstate to try and get rid of me. He eventually was terminated because he was incompetent and caused a great deal of distress. He had an exceptionally talented and bright young woman working for him, and she left. She told me just before she moved on that this Director told her during her career planning discussion that 'People here see you as a blonde.' it's outrageous that this sort of thing is still going on today. My issue is not being resolved and I have called in my union. I get told all sorts of excuses why I am not given study support, which I know isn't the real reason. First it was we can't afford it, now it's that law has nothing to do with my specific current role. I just get tired of being told every excuse except for what the real reasons are. But I am really in a situation where I don't have much chance of getting a good resolution. I have taken some annual and long service leave to get through a few weeks, but I don't have enough leave to get me through the course and it's distressing to not know what will happen after this period of study. I feel too that there is a very incorrect assumption that as a single woman at my age I should be fabulously wealthy which isn't the case at all. While I might be on an excellent wage now, it took me a long time to get there and my superannuation could not support me, it is very slow to build up. I think I have a good 30 years based on my health and family history, so I will be in the workforce a while. I'd like to be treated with the same respect with equal entitlements as younger people, but feel that these are being denied. Perhaps it is because there isn't enough to treat everybody equally and so employers start discriminating. I had a hard time as a female being taken seriously during the 1980's, now am still trying to be treated with respect. |
| 428 | Keilorpark | VIC | I have just finished resolving a long service leave issue that has been ongoing for 4 years. Sufficient training was given from the AMIEU , the support from the union and the super fund MIESF is great. |
| 35 | Langwarrin | VIC | I have not personally had much unfair decisions made to me, so I can't say much. I think it is unfair for big business to post huge profits and sack workers the next week. I think it is fair for shopworkers to get double time etc. for working weekends. |
| 265 | Lara | VIC | I have spent many past years fighting management and their decisions in past jobs. I am now 55 I made a decision at the start of this job I was just going to go with the flow and shut up. It is now getting to stage where my working conditions and safety may for to start speaking up again. But if I do that I fear I will not work again. |
| 117 | Leopold | VIC | As per the above issues overloading overhead cranes (5T). I asked how heavy the item was, that I was asked to lift off a truck. I was told "about 5 tonne". The paper work I found on it later said 6.15 tonne! Told management and owner, but nothing changed. On another occasion I was asked to move something else I knew was too heavy for the crane and I told him it was too heavy. He waited until the next day when I was on RDO and asked someone else to move it who I had already informed the day before. He refused also. I was asked to remove fibre bushes from a large butterfly valve (1200mm) from a power station. I was informed by the leading hand to "be careful" because it could be asbestos. No barricades or signs or anything. I had asked on numerous times for training on things like this, but it never came. |

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| 44 | Lovely Banks | VIC | I was working 12-13 hour days, was accused of not cleaning the kitchen. When i explained my workload had doubled, with no increase of pay, labour allocated, or assistance, i was manipulated out of my job. |
| 81 | Lynbrook | VIC | Many decisions that were made by management were totally unfair and never consulted on. Decisions such as shift rosters, rotating or fixed. length of shifts, management performance based on fabricated reports, promotions never based on merit or experience, training methods that relied on a "buddy system" , which meant being trained by inexperienced trainers. Many of these decisions were challenged using extracts from the fair work act or seeking advice from the relevant employees union. Often this resulted in the advocate being treated unfairly by shifting the employee to a less rewarding job or declining requested leave or disciplining the employee based on minor issues. |
| 68 | Melbourne | VIC | We the office staff would have to work at sale events every six months and we would have to work back late in the days leading up to the event with little to no compensation (with no dinner break or food bought for us) and then when we would work on a Saturday or Sunday (not part of our contract) we would then get a M-Fday day in lieu, with conditions as the when we could use it. When we questioned this we were made out to be trouble makers, we tried to call fairwork but they were not much help. |
| 320 | Melbourne | VIC | Yesterday I was advised by my Director to consider the time I engaged in a data correction issue as BAU rather than funded project work. The issue was caused by restrictions in place on government department sharing of personal information. While there is little short-term impact, data mismatches between departments build up and can have significant impacts if discovered by an individual or in the media. As a government department, the concern for funding from another government department above long term data accuracy seems to me to be misplaced. The focus should be on ensuring government retains accurate data, as this should improve the efficiency of service provision. |
| 309 | Melton West | VIC | My boss told me many time why should I keep my job over minor incidents. But I have seen 3 of my colleagues got unfair dismissed over minor misconduct. they were able to do this because they were casual my employer did not formally dismissed them but gradually cut there hours and now they are all gone. |
| 226 | Mernda | VIC | My Work Cover claim was a result of management making the decision to move our Blood Bank from the main lab to a small hospital about 1 K away. As usual, their consultation process consisted of "This is how it is...deal with it". I was told ONE WEEK in advance that I would be doing a few shifts at the main lab and a few at the hospital lab. My roster would include one overnight shift a week in which I would be working alone! When I asked about training, I was told they didn't have time to train me and I would start the next week. I had never worked on any of the instruments in the hospital lab and had only been to the hospital once and didn't even know where the lab was located. I lasted 2 weeks on the new roster before I 'cracked it' and walked out. No one should EVER be put in the position of caring for critically ill hospital patients without any training. If there had been an emergency, it is very likely that it would have had a terrible outcome and I would be living with the guilt for the rest of my life. Not to mention the family of the patient. They have done the same type of thing to others since my incident. I have learned to say 'NO' when asked to do unreasonable things now but those that fear for their jobs will do whatever they are told. |

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| 426 | Moe | VIC | We have gone to Fair Work and negotiations have started up again, but with the worst offer yet made by management. My union and union representative gave me the confidence to take action and speak up against what was being offered by my employer. |
| 393 | Montrose | VIC | I feel with the young people in this diminishing job market, who are often still underpaid and often abused by rude bosses in small Businesses, who haven't got any Union. It is not a good start to a working life when they do not know who to go to for advice, without losing their job. In my case I got help from Slater and Gordon to go through the Court. |
| 306 | Moonee Ponds | VIC | no complaints |
| 207 | Mordialloc | VIC | My employer increased staff workload expectations significantly. It was my union which took up the issue and forced a negotiated outcome. I would otherwise have been powerless to affect the outcome. |
| 399 | Mount Evelyn | VIC | Our union worked with a colleague to resolve a pay tier issue and whilst this was successful, my colleague was from that time on, seen as a trouble maker, and known for being too outspoken. |
| 71 | Murrumbeena | VIC | I have had a manager terminate casuals for the simple reason that they did not return a phone call. Other casuals terminated because they had an anxiety issue. The person in question was a great employee but experienced some anxiety attacks as they no security of hours and would get no shifts putting them under strain financially. They had been promised regular hours then denied. Powerless to do anything about it. The same manager regularly discriminated against students and others. In a legal context difficult to prosecute and to prove but it happened. Some of these behaviours are institutionalised . Another employee had raised integrity concerns about theft and attempted to highlight the issue. They were terminated rather than those the allegations had been against investigated. |
| 74 | Newport | VIC | I think in my current casual work situation I do not speak up for fear of not being given any further paid work. I am a well-qualified older worker and have been a union representative in past work, but I am powerless in this 'bottom of the pile' situation in a casual work situation. |
| 355 | Northcote | VIC | The CEO asked me to prioritise a trivial task over matters directly affecting security of personnel, and to pursue a matter which I thought would have engendered conflict of interest. I refused; I sought advice from the workplace union delegate, and also directly from union staff. In the end, the request was dropped without need for other intervention. |
| 440 | Pakenham | VIC | Just last week of the part time nurses noticed she had an annual leave day in her fortnight, which she had not used. This meant she was going to an extra days pay, but of course her leave hours goes down. We she questioned this with the manager she was told because she excessive leave she had to take it. Her response was well I have a family event I need to attend Sunday I'll take that day as my annual leave day. NO you can't have Sunday off. No negotiation, no meeting to discuss that fact that she had excessive leave, it literally appeared on her time sheet the Friday afternoon before the end of the pay fortnight, thus no time to seek resolution of the issue. |

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|-------------|-----------------|--------------|---|
| 223 | Preston | VIC | Our roster was changed 1 week before Xmas which impacted on all shift workers and their families and those who had agreed leave also. This was not necessary as they knew 3 months prior that 2 people were going to part time and just dragged it out. They would not wait to implement it from 2 Jan so as not to disrupt every shift workers holiday season plans. The workers and shift supervisors had to write a new roster to management's demands as their people are not trained, or qualified to do so and their formula doesn't work - we now have supervisors working together on graveyard shifts therefore no assistance for newly trained staff on other shifts and every day someone is asked to change their shift to accommodate shortfalls in numbers because the rolling roster is not workable - the very thing management promised the roster would eliminate. Just total lies and dishonest behaviour constantly. We offer feedback and solutions and they are ignored and discarded. We have been to Fairwork Aus and secured rulings at least twice against management decisions due to the business trying to constantly dishonour agreements and undertakings. Where is the honour in that? It is also wasted time/energy/resources which in a business formula will always add up to a dollar amount. |
| 32 | Seaford | VIC | Have lost count of the number of times we have not been consulted with, and been financially harmed. Changes from being to set own fees to local government setting them. |
| 52 | Seaford | VIC | One faculty dean assured me that he would work with me on producing a new workload model, he later reneged on that promise. Later a Deputy Vice Chancellor approved a workload committee and a process which produced recommendations that the University later refused to implement. Some time later another university level process commenced (and I was involved in all these) and the two parties (university and union members) spent considerable time making revisions to a shared workload model over some weeks, before a senior university 'leader' who had not been involved in the discussion entered a meeting one day and declared that the co-produced model document would not be used, and existed only to 'inform the university's position' on workloads. Work on this model subsequently ceased and some months later the university announced that it would be seeking a vote on a University EBA to replace the NTEU EBA. That vote subsequently took place with questionable inducements, including to staff no longer working at the University, and is subject to on-going dispute which looks likely to proceed through the judicial court system. |
| 229 | Shelbourne | VIC | I was asked to be a support person for a colleague whose work practices were being questioned. I felt she was not properly informed and therefore not prepared for the "hearing". She was not told who would be attending this meeting and "evidence" presented to her were the opinions of others, no dates or times. The "hearing" was held in a very hostile and belligerent manner - she accepted the "behavioural modifications" she had to make, but I wrote a letter to the CEO outlining my concerns and suggestions and was told to mind my own business. I had to chase up that response as I did not receive a reply to my letter. I felt that she was denied natural justice and procedural fairness. This has continued to be the practice with managements treatment of other workers. |
| 302 | South Yarra | VIC | Being on contract it is hard to challenge a position. Even when not on contract, I did once challenge a position and received a letter condemning some minor event, letting 3 boys go to the library, and this was placed on my permanent record. It seems that the administration will get even somehow. |

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| 51 | Springvale South | VIC | Can't challenge the employer. |
| 180 | St Kilda West | VIC | Jobs were secure in my early working life. As part of the minority on the fringe, I suffered various forms of entrenched discrimination reinforced by custom, religion and legislation. An attraction of working for low wages in clerical occupations was the granting of housing loans to favoured employees. I was repeatedly denied the privilege on marital status grounds, a situation that persisted for thirty seven years until 1987 when I was granted a partial house loan on advantageous credit financier terms, with a bridging interest only loan at a usurious interest rate of twenty two and a half per cent per annum. It was the best deal I was able to negotiate in my entire working life and is the reason why, in old age, I own my three rooms in an apartment block with no car parking. |
| 119 | Sunbury | VIC | We are working in an area that is short staffed by 11 position the remaining teams have to cover the shortfalls in manning. By doing additional work routing undertake extra overtime, have management tell us not to take the pay. They are not abiding by our duty statements yet are forcing us by bullying us to fill the work quote. If you complain or say no you get threatened there is coercion with the senior executive to get the union members to resign such as the five members of our section. Three were code of conducted for raising issues with fair work australia. |
| 147 | Sunbury | VIC | I was paid at the wrong rate of pay for the position I was functioning in I was unable to say anything about it because I was still in my probation period. |
| 235 | Tarneit | VIC | I have been through harassment and even after complaint nothing happened because the person in question was well known to team leader. |
| 137 | Thornbury | VIC | I have several issues with the university, not getting paid for weeks, not having hours and rates before semester starts, the admin person doing contracts is sessional. I have been in touch with the union who are assisting me with discussions with the uni department. |
| 331 | Upper Ferntree Gully | VIC | Our employer recently requested information about our workforce that is confidential. With the help of our Union and knowledge of workmates we were able to get our employer to back down on their request. |
| 279 | Vermont | VIC | It is now common in Higher Education that problems can be resolved through restructuring and training. Think of having a flat tyre and the mechanic pulling the whole car apart then giving you a text book on how put it back together. There is no point arguing as the car is in pieces. There is no funding to buy another one. It is left to the staff, students and public to try and rebuild and challenge any further incompetence and interference! |
| 282 | Vermont South | VIC | In the department I'm currently working in the shift rotation has been altered so that I'm now required to work additional late shifts which I did not agree to when my hours of work were originally negotiated. According to the current EBA I have no choice in the matter. These changes impact on my ability to meet my commitments in the unpaid work I do. |
| 150 | Wantirna South | VIC | After months of discussing and arguing a poorly management roster we put forward a few proposals which was inline with business requirements and finance conscious. Their roster still went ahead but now they make company shift changes to suit their needs all the time which is disruptive to our personal lives and reduced penalties.. not to mention our health too. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|------------------|--------------|--|
| 97 | Warneet | VIC | I didn't want to work Christmas Day. My contract says I don't have to. Its not paid to me as a public holiday though, I can take it as a day without pay or one if my usual 2 days off a week. My manager bullied me about working and told me I had too. When I refused and insisted I didn't have too, I was yelled at and then made to feel like I wasn't being a team player, doing my job properly and that I would not be given the chance to advance my career. |
| 31 | Warrenheip | VIC | Within schools non teaching staff can have changes made to their time fractions without the required consultations. Some Principals are bullies and do not follow the rules in this regard. |
| 374 | Warsonia | VIC | as a mid level manager I have to deal with staff who are stressed by their working conditions. I have sought advice from upper level management and my union and find that neither can provide support to me. I have to support my staff but don't feel that I have the support of higher levels of management because there is nothing that can be done in terms of ongoing employment of staff. |
| 281 | Waurm Ponds | VIC | My experience with my own children and friends, is that if you are not employed on a union site you have no confidence to challenge any problem for fear of losing your job. |
| 10 | West Footscray | VIC | I do feel it is unfair that we can't get all public holidays. They are a gift to the people, what is the point of a gift we can't use? If something is so special that we are given special time to celebrate it, then let us do it. Labour Day, Queen's Birthday, and Cup Day were given to us because they are special so we should all have a right to have them. Now there is also talk of some new public holidays being created....what is the point of giving us new ones if we still have to work? I do not want penalty rates for me on those days, as I would prefer to be able to be with my family. As I am forced to work, I do agree that penalty rates are definitely necessary. There needs to be some compensation for these special days being taken away from us. |
| 111 | West Preston | VIC | I confronted management and warned them the union would fight on this issue. |
| 322 | Williams Landing | VIC | I have always felt able to make a complaint or give feedback. I suppose my union background helps with knowing workplace rights under the agreement. We have had many successes in fixing problems this way. Sometimes they have required the input of FWC. |
| 344 | Wodonga | VIC | every day management get more heavy handed scaring workers into line in a fear driven corporate espionage of planning to make anyone not on a salary to feel as if there life is less important than the BMW owner or the 2 and a half acre block owner with the girlfriend with the fake breasts we helped them get there no show us the respect we deserve |
| 289 | Woodend | VIC | I asked to work from home once (federal government employer) and the response was "why should we?". I had no recourse because there was no onus on management to say what the requirements were or why they couldn't be met while I worked at home once a week. |
| 350 | Yarraville | VIC | I recently experienced a situation where a fellow worker (for, I suspect, ego stimulation) had my roles significantly reduced. It was demoralising for me, and although I didn't suffer financially it certainly had a negative effect on the outcomes of the organisation. The worker involved has fortunately now left, but if it had been of enough concern I'm sure that organisational support would have been useful or even necessary. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 24 | Baldivis | WA | I have had a number of verbal staff abusing me over little things ward clerks, nurses they think I am a genie and I can appear with what's needed instantly I do over 20km a night that's walking from one location to another. Aggression can cause anxiety, sleeplessness, stress. |
| 224 | Bertram | WA | My last employer kept moving the goal posts, nothing was the same from one day to the next, when challenged the employer gave me the option to leave or be terminated, I made him terminate me and made a claim for unfair dismissal. |
| 345 | Bulgarra | WA | After a disagreement with HR I was not offered employment for 3 months. As a result I am down in lost wages for 3 months. |
| 240 | Floreat | WA | I believe current workplace resolution processes are appropriate and reflect the diversity of employment situations in this country today. Every time I have needed issue resolution, or have been involved in the process, the current methodology is quite acceptable. There may be workplaces where this is not the case. |
| 349 | Forrestfield | WA | I was asked by a Project Manager to use two-pack paint on a job in the Pilbara without an MSDS or respiratory equipment being available. I knew that I was within my rights to refuse, however the issue was not resolved amicably. The manager asked other more compliant workers to do the job and they did so putting their health at serious risk. |
| 257 | Leschenault | WA | I often speak up on behalf of myself and colleagues over different issues and as I have been with the company 7 years there have been numerous issues - now I try to keep my mouth shut, just go to work and do my shifts as I need the money, this is despite the fact that I still see unfair practices occurring. I am an older worker and many of the younger managers do not have very much respect for us or our opinions despite the fact that we are ones who always turn up for shifts, do the work diligently and in many instances have a wealth of experience to offer - we are often treated like nuisances told we are winging or complaining and basically if we want to keep what we have we should just get on with it. Hence I now keep mum, the union does stand up for us but the repercussions are often not worth the efforts. |
| 155 | Maida Vale | WA | About 2 years ago, my employer had a re-structure. Some people where I work were told without warning that they were redundant. What added insult was that some of these people were escorted off the property the same day. As a union delegate, I had to continually remind my employer of their obligations under the Certified Agreement. There seems also to be a dual standard, one of these employees that was made redundant, had over 30 years of service, no formal acknowledgment of this by the company. In comparison, a manager whom has been in the job a few years is sent on a 2 month junket around the company, for special company paid for morning tea's, in celebration of their contribution to the business! I have as a senior Union Delegate, fought with my employer for years over their Drug and Alcohol policy. It's not that anyone disagrees with such a policy, it's what they tried to do with it. The original policy was a "behaviour modifier" that invaded employees privacy, garnered private medical information and allowed them to bully employees. The policy has been changed after considerable effort of the Union, but the company is still trying to add bully boy amendments every time the policy is reviewed. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 37 | Morley | WA | In my time as a GM I had little problems with staff problems, other than personal or poor performance issues. As a rule I found a well paid work force including penalty rates put the company in a solid position when negotiating contracts with clients. The clients demanded a well resourced performance that was flexible in work locations. Allowances and penalty rates was a tool in providing this. |
| 294 | Perth | WA | Too many examples over a 20 year career to clarify fully. |
| 65 | Samson | WA | Not converting long term fixed term appointments to permanent in the face of Enterprise agreement to convert the appointments. Last I heard the Union was supporting some individuals in their case. |
| 446 | Scarborough | WA | Government sets up work place agreement commission general public to use for any work related issues eg. unfair wage payments that has no power to act on. |
| 23 | South Perth | WA | One of office mates was offered permanency, but the direct line manager and HR person who offered it was shortly pushed out of the school, and the executive then insisted that they had 'no recollection of a conversation about permanency at all'. They strung her along by renewing the contract in 3 month lots for a year, then when she left (dropping from Level 6 to 5 but gaining permanency in another school in the same university), she was replaced by a casual worker at Level 3, who was also strung along with contracts and refusal to make a commitment. |
| 255 | South Perth | WA | As I said above, I have no ability to challenge my employer. I have not sought advise as I cannot afford it and have not approached the relevant industrial union as I can see that is very ineffectual given my employments conditions such as I have to pay for my compulsory uniform and am required to work nights and Saturdays at single time. |
| 450 | Spearwood | WA | There is no one to talk to about your working conditions, things are definitely in favour of the employer. If you want to complain web sites that are supposed to help you, are so difficult to navigate and obtain any info from you give up because you know it is futile. In fact if you look at the same sight for the employer there is plenty of help and fee advice. In W.A. especially there is definitely no help as, workcover is for the employer and dept of commerce can't help you because of these laws, particular to this state. I have sought advice from both with no avail. |
| 375 | Waggrakine | WA | Despite there being in place set procedures on how to resolve performance problems, management still prefer "little chats" that only serve to intimidate staff. Most galling is that these informal conversations will turn up in performance assessment reviews without the worker being aware that they would be so used. |
| 90 | Warnbro | WA | I did not challenge my termination, because to do so would have resulted in a black mark against my name. IE a blacklist of people held by companies like ERMS who vet prospective candidates for most major construction jobs particularly in Western Australia. If ones name is on that list you will not get a job. |
| 118 | Warnbro | WA | This doesn't really apply to me as agency. |
| 225 | Waroona | WA | People in workplace have had their core work taken from them and given to contractors. Lose of job satisfaction. |
| 136 | Yangebup | WA | I was recently over-ridden in a decision regarding my backstage crew, which I felt powerless to control, as my direct Manager has a tendency to bully and ride roughshod. |

Job security

The question posed:

How secure do you feel in your current job?

For example: Do you worry about losing your job in the next few years? If you left your current job do you think it would be easy to get a job just as good? If you are a casual worker, would you prefer to be permanent? Does a lack of job security cause stress in your life or people you know?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 278 | Ainslie | ACT | I don't worry about losing my job but I have seen a number of talented workers leaving with voluntary redundancies leaving impossible workloads for remaining staff. |
| 41 | Banks | ACT | Yes as we are downsizing, no answers has been going on for over 5 months unbelievable. The hospital seems to have no real process or answers very poor. |
| 293 | Banks | ACT | I feel secure in my current employment. |
| 305 | Calwell | ACT | With the continuing evolution of restructuring for no benefit other than to reduce staff and increase stress to workers I am constantly worrying about my family's future. I only hope that I will be able to find a job as a senior worker but I do not hold up much hope. If I lose my job now or within the couple of years I will be so devastated and feel that this will be the final straw as I have been living under this stress now for a very long period of time. |
| 231 | Garran | ACT | I worry a lot about my superannuation being taken away from me, or my access to it being blocked, forcing me to work another 10 or 20 years more. I am being encouraged to save as much as possible for my retirement but I am not at all convinced that the money I am saving is safe from the government. I have already discounted any form of pension because I can see how that is being eroded, so I am left with having to save. However any tax incentive to save is also being eroded as I can see that not only am I taxed now, I will also be heavily taxed in the future on my savings. |
| 341 | Holder | ACT | I am concerned about losing my job. I am concerned due to outcry for reforms from interest groups that are not financially viable. Which puts pressure on the government to do something silly like turn the gaol over to private enterprise. Private enterprise doesn't work and the facts prove it. I am concerned that we are not recognised as skilled managers for the rest of the public service and that sideways or cross departmental transfers are not often an option for us and that even if they are it is at a much lower pay scale and level than where we are now. I am concerned that interest groups will force conditions upon us that will be unsafe and that I will be forced to move on to seek alternative employment and that it would not be an easy task. Stress is a factor when we deal with the clients we have and the various staffing issues and lack of staff that we deal with on a daily basis and having to worry about our job security on top of the normal stressors is not a pleasant place to be. |
| 73 | Isabella Plains | ACT | I feel secure, appreciated and supported in my current job. However, it would be difficult for me to find a part-time job that suits my disability and need to care for my young son. I have wanted to become permanent at previous workplaces, but been turned out due to budgetary concerns. |
| 143 | Kambah | ACT | I lost my job when I was no longer capable of Olympic Level Athletic performance. |
| 335 | Monash | ACT | My job is secure as there are staff shortages. I am hoping to reduce hours and then retire in about 5 years. It would be difficult to find a similar position however I do possibly need some new challenges. |
| 188 | Nicholls | ACT | There is NONE anymore. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------|--------------|---|
| 270 | Page | ACT | As a part time employee, I am only guaranteed 20 hours a week. Approximately 50% of employees are part time in my workplace. There is the constant stress of getting enough hours to pay bills, and it is impossible to take leave due to the uncertainty of future hours. There is also a constant threat of the company outsourcing its drivers. |
| 95 | Spence | ACT | I worry about losing my job my house and not been about to support my son. |
| 308 | | | I do not at all feel secure in my job. Staff issues are left unaddressed and the endemic failings of the workplace are left unaddressed whilst overlooking the symptoms. This causes intense stress every day and I stay in the job only because of the fear that I would not be able to find an equivalent level or income level. |
| 45 | Arararra Headland | NSW | My concerns are that teachers are now expected to teach longer until retirement. This brings on big issues relating to engagement as a teacher could be facing a class of students who are 4 generations apart. |
| 100 | Avoca | NSW | Yes I do worry about losing my job. In our agreement it actually states that the company welcomes the input and participation of the union (the NSWNA) the workplace but this is just lip service because as an individual who has raised union concerns within the workplace you are certainly isolated and this leads to a feeling of job insecurity and that's just for standing up for issues which ones co-workers want to be addressed. |
| 413 | Balgowlah | NSW | I am confident that I could find work in my industry . So far the demand outweighs the offer. |
| 233 | Ballina | NSW | It was very difficult to get permanent status in this job and if I lose it, I would be extremely stressed as due to financial commitments, I need predictability in my income. |
| 104 | Barden Ridge | NSW | Not secure at all, offshoring is a huge issue. |
| 120 | Bathurst | NSW | NSW Corrective Services in recruiting for more Officers and other staff this week. |
| 287 | Bellingen | NSW | Zilch. I thought I was in a position that was permanent part time to find that it was casual. There is no job security. |
| 314 | Berry | NSW | I am very worried about losing my job over the next few years. 1200 full time (permanent) TAFE teachers in NSW have already lost their jobs, as well as many thousands of casual teachers. TAFENSW is highly casualised, and becoming more so, to the detriment both of the staff and the students. Job security and unreasonable workload demands are creating high levels of anxiety among staff. |
| 354 | Blaxland | NSW | With the current state government push for amalgamation of Councils job security is quite poor in the near future. This has been a personal tradeoff for less money in my case as a large house loan needs to be payed and with my partner only casual employed with no leave entitlements and irregular shifts we required at least one known and stable income. |
| 106 | Bondi | NSW | As a temporary teacher I do not feel very secure & would love permanency. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 50 | Bossley Park | NSW | Yes, as there is no such thing as a secure job nowadays, in my present situation all I see is a revolving door. It would be impossible for me to get another job as I am 62 years old. The job alone is very stressful, more so, when there is no help or compassion from the hierarchy. |
| 184 | Bowen Mountain | NSW | I felt very secure in my position, until Monday the 23rd February, at which time I was given 2-3 weeks' notice of the termination of my employment. So, really, I only had an illusion of security. |
| 14 | Camden South | NSW | If penalty rates were removed, I wouldn't work as a nurse. |
| 98 | Campsie | NSW | We are so much kept in the dark by management. I am not immediately concerned. The departments connected to mine have been made redundant and that is why my department is so busy and under staffed and i am being squeezed to the brink of suffocation. |
| 178 | Campsie | NSW | I feel secure in my current job. I know if I was to lose this job i would find it extremely difficult to find another one. The stressful part of this job is managing on 20 hours a week for only 40 weeks a year. |
| 206 | Canowindra | NSW | I worry about losing my job constantly and this impacts on all aspects of my life. |
| 271 | Carss Park | NSW | I wasn't concerned previously but we have just "merged" with another government entity that gets less pay and worse conditions than us and it appears they want us to reduce our wages / conditions down to their level. As they are based in the country & we are in the city, that's going to be a big financial hit on the city folk. It will make the job untenable. So they might not sack or retrench us but we will be forced to look for a job with better pay. It's slightly stressful but more importantly it stops you from moving forward. eg: My wife wanted us to move into a house more suitable for our family size but I'm very reluctant to make further financial commitments until I know what is happening with my job. |
| 237 | Casula | NSW | Yes, I do worry about where I will be in the next few years, I have young children, mortgage, bills etc, and rely on having a permanent and stable government job. If this changes, my family situation would be very difficult. The cost of living etc would make it extremely hard for me and my family. |
| 296 | Cessnock | NSW | Lack of job security causes stress and worry. |
| 448 | Chatswood | NSW | In the last 6 months 2 nurses have been terminated over trivial matters. So no job security at all. |
| 439 | Clarence | NSW | I am a casual employee and I often do not know if I am working a shift until the night before. This makes it very hard to plan my life and schedule. I am also unsure how many hours I will get from week to week so it makes it hard to plan my finances. Long term, there is no assurance I will have a job at all. I would prefer to be permanent part time with set hours, so I could have job security and be able to plan my life. |
| 219 | Como | NSW | I feel secure. |
| 165 | Croudace Bay | NSW | I am very concerned that the State Government's push to force Council's to amalgamate will threaten my current employment. This is deeply un-nerving as I have a mortgage and dependent family. I won't be the only one in my organisation who is feeling this way. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 212 | Diamond Beach | NSW | Yes I worry that Amalgamations will happen in the near future & our jobs will only be guaranteed for 3 years. I also worry that being 53 years it will be impossible to obtain another job with similar skills and pay levels. |
| 317 | Dorrigo | NSW | I am not working, I am retired. I really feel sorry about the insecurity suffered by young people today, they should not be under such pressure regarding their work. It is a very short term attitude by employers and certainly does not result in the best outcomes. |
| 66 | Dulwich Hill | NSW | Most of my work benefits are the result of union support. Things like travel allowance is only protected because of union involvement. The sector is about to be privatised and the sense of vulnerability is high in the medium to long term. Privatisation means that the end focus will transfer from client service quality to the profit result for the Employer/provider. The current Four Corners investigation into the Employment Service industry is a good example of what we, the workers anticipate will come about in the medium to long term. Job insecurity is expected to increase with the introduction of the profit motive. There is a high need for a watchdog body to maintain vigilance over the sector. The other key element to job insecurity is the casualisation of the workforce away from job permanency. It doesn't help to have the loss of job security as a constant. |
| 241 | Earlwood | NSW | I am very concerned about my job security and my family's welfare is very important now and into the future for families who are finding it very difficult and that will be more so in the future |
| 343 | East Hills | NSW | With the troubles my employer is facing I don't feel secure in my job. |
| 275 | East Kurrajong | NSW | Job security was definitely an issue when I was working, in fact I believe job insecurity is actively encouraged by companies as a means of getting reductions in wages and conditions during bargaining periods. When I first joined the last company I worked for, it was deemed to be "a job for life". Conditions deteriorated constantly however, and 26 years later it was literally a case of wondering if you would see out each year. I personally know of workers who were willing to accept illegal treatment from our company rather than risk their job by protesting. As more and more of my co-workers were laid off without a corresponding reduction of workload, I found that job security became less important than surviving the job itself. Over the last 7 years with the company, I was not only prescribed anti-depressant medication, but had the dose increased twice and still felt myself slipping further and further into depression. Since leaving employment, I have found it possible to literally halve my anti-depressant medication even though my living costs far out-way my income. I have found myself with a very poor sense of self-worth (even before leaving employment) and when looking at job adverts feel that I am not capable of performing them. To put this in context, I was dux of my school in high school, and I topped the state in the Electronic Engineering course I did for my last employer in the 90s. Logically I know that I am more capable than many people, however I cannot get the confidence in myself to feel that it would make any difference in the way workforces are currently run. |
| 398 | Eastern Creek | NSW | Yes if I left I would probably be casual for the rest of my life or permanent on much less conditions |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 385 | Erina | NSW | Yes, staffing is becoming more difficult, staff are put off if they think the ratios are too low; private hospitals are the worst, in getting staff to take days off at the last minute to assist them to pay staffing less on weekends, public holidays and night duty. This is when the serious incidents occur, and we are discouraged from submitting any incident forms. |
| 276 | Erskineville | NSW | Fairly secure, but 60-70% are casuals so they are always insecure. |
| 319 | Fairfield | NSW | With advancement of technology there is always a threat of job loss and staff down sizing. This is a constant fear gripping all staff and staff above 50 years will not stand a chance in the open market to find a job with similar pay conditions as their skills would not be matched to the younger generation. |
| 310 | Forestville | NSW | The industry, especially manufacturing in Sydney, is on the decline. I feel the site could shut down in the next 5 to 10 years. |
| 430 | Glenbrook | NSW | Secure, except at 61 I am too old to apply for any other positions and have applied for several. New grad nurses are not being employed but new social workers are as they are cheaper with no skills thus place more stress on the experience worker. I think I may leave soon for this reason. |
| 387 | Goulburn | NSW | I am very worried about losing my job in the next few years. My employer has spent the previous 4 years telling me I add no value to the workplace, predominantly because she does not see the value of qualifications to do research. I have a different industry background to my employer and my industry background is therefore not respected. In addition, my health is starting to fail me and I am concerned I will be pushed out of my employment due to ill health. I have recently changed job locations hoping that this will make a difference but I still feel uncertain about my job security even though my current manager is much fairer and more flexible. Job insecurity causes me stress because I am unsure if my superannuation is sufficient to pay out my mortgage and also support me in retirement. I need to work many years to ensure I have enough superannuation but I need to be able to pace myself to take account of these things. For example I would feel better about the future if I can work from home more frequently with a focus on outputs rather than "presence in the office". My work is something that lends itself very well to working from home, especially when the courses are online but such options of flexible work arrangements are awarded inconsistently and often nepotistically rather than on an equitable basis of mutual need and benefit. I have considered trying to get another job but I doubt if I will be able to get another job due to my age and an ongoing minor disability. I have enquired about certain jobs that I thought may be less demanding only to be told I am 'over qualified' and it appears that years in my current employment role have left me too removed from the field work experience that might have been deemed of greater significance so as to offset these other potentially negative considerations. |
| 214 | Guerilla Bay | NSW | Job security was critical for me. My employer provided that security, a job that was worth doing and for the most part, I enjoyed it. Hence, I stayed there for 34 years. We were not paid movie star wages but secure employment made raising a family and paying off a mortgage relatively easy. |
| 236 | Gunnedah | NSW | I currently live and work in the fear that yesterday may have been my last day. The working career of a casual working for a contractor is very tenuous indeed. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 152 | GyMEA | NSW | Not very. With the ever increasing top heavy management structure we have, we are micro managed to a ridiculous degree, which has led to a noticeable increase in drivers losing their positions due to trivial matters. This combined with the loss of an independent appeals process has forced employees to seek expensive legal advice if they can afford it. Most of us were nearly middle aged by the time we became trainee drivers because of prior experience (managers, supervisors, professionals, tradespeople or graduates with tertiary qualifications) in the selection criteria, which would make finding alternative employment for a middle aged worker in a very specialist field find work with the same level of income. |
| 404 | GyMEA | NSW | Feel very secure in my job. |
| 352 | Hamilton | NSW | Registered Nurses no longer have job security: our jobs are being given to Assistants in Nursing/Personal Carers/Enrolled and Endorsed Enrolled Nurses because there are not enough Registered Nurses and this is due in part to the poor wages in aged care relative to the public hospitals and generally poor wages. Sure, Assistants in Nursing and Personal Care Workers can do "basic" nursing care and most do tremendous work. However, without a higher level of numeracy and literacy skills and hence education, they simply cannot be expected to deliver the quality of care that aged people living in aged care facilities require. I am nearing the end of my working life and am concerned about the quality of care being delivered to the elderly who are incapacitated. Might I also suggest that aged care providers stop trying to save a buck or two here and there and rethink the need to demand more money from government to adequately fund the care to be delivered. Failure to do so will ultimately lead to costly insurance claims when relatives start to complain about poor care: in time, a half decent lawyer will be able to go through the paperwork and work out that an appropriate quality of care could not possibly have been delivered as there have been inadequate numbers of staff with inadequate qualifications, skills and experience. Please consider the real issues of productivity and the impact of continued down-sizing of work forces and qualifications. |
| 260 | Hamilton North | NSW | Always a worry about job security as we supply steel to the manufacturing industry. Many people are being laid off in Newcastle and the job vacancies are not there for someone like me. Definitely stressful time at the moment. |
| 57 | Hobartville | NSW | My industry is under constant threat of 'privatisation' leading to uncertainty in relation to job security and long-term employment. I am over 60 and feel certain I am no longer 'employable'. There is the constant talk of redundancy packages being made available. Not all of us want to retire. Some want to have an input to work so long as they are able. |
| 17 | Hornsby | NSW | Lack of job security causes stress among younger people I know. They are unable to get a mortgage for a house, unable to start a family due to this insecurity and finally, some females have great difficulty starting a family when they are older and finally financially secure. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 326 | Hornsby | NSW | I do worry about losing my job. Registered Nurses (RNs) are being replaced with cheaper, inexperienced and less-skilled staff, Endorsed Enrolled Nurse (EENs) and Assistants in Nursing (AINs). As this happens, more responsibility is being placed on RNs, causing more stress and burnout, and the quality of care is suffering. This is already causing immeasurable stress amongst my colleagues. On top of this, there are not a lot of permanent full-time jobs available for registered nurses, unless it's in a nursing home - where (in my experience, and from what I have heard) there is one RN for over fifteen patients with one or two AINs to assist. This is dangerous - it is not safe for staff or patients and it is not fair for one RN to have such responsibilities. |
| 138 | Kandos | NSW | If I leave they are screwed as good luck getting someone like me to take such a low wage. |
| 34 | Kensington | NSW | Fortunately in my industry (education) I feel quite secure protected by a fairly supportive union. I fear the erosion of this support if the Liberals continue to undermine basic working conditions fought for almost a century ago. |
| 300 | Kiama | NSW | Not secure at all. I believe that my employer has an agenda that involves the purging of staff with my current employment classification so that a new workforce can be established who have the same qualifications but a lower job classification and lower pay rate. Trainers & assessors rather than teachers. |
| 288 | Killara | NSW | I worry about predictability of hours. This affects my sense of financial security and keeps me on the look-out for other employment and that has an underlying unsettling/stressful effect. |
| 173 | Kingswood | NSW | Not secure at all, of course everyone worries about losing their job, that's their bread and butter. I don't think I can find another job with the injuries I have sustained. Of course lack of job security is the cause of stress in anyone's life. |
| 16 | Koorinal | NSW | Times are uncertain. We have been told that there is a possibility that we might have to apply for our own jobs as part of an integration. |
| 204 | Lake Heights | NSW | I feel secure, however the new changes are really causing me a lot of stress and sleepless nights. Our world seems to be slowly turning into a third world country and the new proposals for productivity treat employees as robots instead of people. I see my colleagues stressed too and it is ridiculous as I have seen my colleagues stress levels continue as time goes on and the government tries to implement processes that are not going to improve morale. |
| 367 | Lake Illawarra | NSW | If I lost my job I would be very concerned because at my age would be hard to find a job. |
| 307 | Lavington | NSW | As a Mature age worker aged 61, if I left my job, there is no way anyone else would employ me. The fact that I have to work a set roster - every weekend causes family life disruption. I would like more flexibility with our roster of work and when called in to do extra hours other than our base roster we should be paid at casual rates. |
| 13 | Legume | NSW | Feel very insecure as the company keeps on telling us they are broke (made \$150 million profit last year) and work load has dropped off would be very hard in a rural area to find another job. |
| 70 | Leura | NSW | Not secure at all. Currently our funding finishes on 30/6/2015 and if we don't have funding we don't have jobs. |
| 285 | Lilyfield | NSW | My wife was paid less than the permanent part-time wages, but had no job security because she had no job contract - she was a casual. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|--------------------|--------------|--|
| 378 | Lisarow | NSW | I feel very insecure. I love my job but if wages are reduced I would have to find a better paying job |
| 370 | Lugarno | NSW | It does not worry me if I lose this job as I will retire, although I would prefer to retire at the time of my choosing. However I am concerned for my colleagues because it is very difficult to get a job in Sydney if you are mature or under 25, which my graduate son is but he is very under employed in a casual position. |
| 253 | Macquarie Hills | NSW | I feel reasonably secure. The rail service in my area has been cut back recently and buses have been organised to take up the slack, so this has increased demand for drivers. |
| 213 | Maroubra | NSW | I do not feel at all secure within my job. Management are consistently restructuring positions and forcing cutbacks. I intend to leave my job due to medical issues that have arisen due to my workplace atmosphere before the year is out and will be working in multiple part time rolls to try to avoid this constant stress in future |
| 22 | Moama | NSW | Certainly believe that in the near future the company will change their structure and will try their hardest to get rid of penalties. I believe my age will also go against me. I believe that I will be backed into a corner where I will be expected to do the same work without penalties |
| 443 | Moree | NSW | Yes, I do worry about my job security. The NSW government are considering removing Registered Nurses from aged care twenty four hours per day coverage. The elderly often have multiple complex health problems. Statistics have shown that having Registered Nurses caring for patients does save lives. |
| 250 | Mortdale | NSW | Most Australians feel that their job is NOT secure. Job Outsourcing is prevalent in our society. |
| 108 | Moss Vale | NSW | At present I am full-time but there are moves afoot to make my job a 12 month contract which will put an end to me feeling secure about my job. I know if I dare to speak up or disagree with management my contract would not be renewed. |
| 124 | Moss Vale | NSW | I am very concerned about the destruction of job security. Very often people are employed on casual wages and conditions which mean that they can be put off completely or have their work times changed and wages reduced without much consultation. In the hospitality industry and retailing to name two I know something about, employees have check their rosters weekly to find how much work they can expect, and at what times etc. I see no reason for such large numbers of people working in industries which operate all day every day in many cases, cannot be given full time work, or reliable work that is the same every week. If this is done to avoid rules about permanency, this should be examined by the commission. I am also concerned about the use of contracts. I know one person who has managed an office for a State Government Authority for at least ten years. He is on his 17th contract. Surely there is no reason to continue this farcical approach to a position that is clearly going to be ongoing. (I can understand a contract for a particular project that is short-term, but that is the only reason for this type of treatment) |
| 379 | Mount Annan | NSW | We are currently under threat from downsizing and privatization which will both result in job losses |
| 347 | Mount Saint Thomas | NSW | Recent drops in the Australian Dollar make me feel a little better regarding job security. Changes to terms of employment would be my biggest worry, regarding future employment. I definitely do not feel as secure as ten years ago, basically because the pendulum has swung away from workers rights in recent years. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|--|
| 69 | Narara | NSW | Job these days is very difficult to find. Specially in age over 40-50 it is almost not possible no one want to hire you. Because they always looking for very cheap staff or these days Asians has much more rights and freedom then ordinary people. |
| 115 | Narromine | NSW | Semi secure. |
| 353 | Newtown | NSW | Not at all. |
| 205 | North Albury | NSW | Not secure at all. there has been talk of 'getting rid of excess teachers' Not a nice feeling after devoting 25 years of service to my employer. |
| 447 | North Boambee Valley | NSW | I do not feel my role as an Registered Nurse in an Aged care facility is secure when the " HR person " at my workplace tells the RN's that they are going to be out of job soon as they are a drain on the finances of the Nursing Home. |
| 9 | North Curl Curl | NSW | All casuals walk a knife edge. Luckily I have no dependents. I can't imagine the anxiety for those who fear losing their casual shifts & hence their homes for trivial reasons. |
| 121 | North Narrabeen | NSW | Demoralised! We work so hard then some politician tells the public we are being privatised because they are more efficient! The hide! No-one would work this hard, unless for the love of the Public and a belief in a fair Health System for all. Thanks for the insult(!) which is a lie to cover up their corrupt privatisation. |
| 126 | North Nowra | NSW | I'm not worried about job security, as the number of nurses is dropping and there aren't enough nurses as is. At my age I'm looking forward to retirement, even so it a long way off, thanks to Government actions. I'm worried that I will remain healthy enough to keep working. |
| 160 | Nowra | NSW | My job as a care worker is stressful, it's draining, tiring, can be emotional. I love the team of care workers I work with. We're not supported enough. Bad communication from office to clients which ends up coming back on us care workers because we're the ones dealing with the clients face to face & on a daily basis. We're the ones out in the field doing repetitive work. Wear & tear on our cars (that if anything happens eg broken side mirrors, etc ISN'T COVERED under work even though it's during work time) we're driving to clients houses taking them to appointments etc, but yet get .77 cents per litre or something like that back for fuel, but yet pay \$1.30+ P/L for petrol. |
| 381 | Nowra Hill | NSW | I'd rather be permanent. I feel like a lack of job security is very stressful. It has stopped me getting a mortgage or buying a home because I haven't known if I can afford it in the longer term. And this is despite my husband having full time work. He is on a two year contract. It's very hard to afford a house/unit/anything in Sydney on one income. |
| 171 | Old Bar | NSW | As a mature age person, I do have concerns about job security. Especially when workplaces main focus is on the dollars saved by hiring juniors for a much less hourly rate. |
| 415 | Orange | NSW | We nurses are not secure at all. We are constantly told ones job could go, we are told no one is safe. It is not about filling a role any more or providing a service. It is all about the budget and the organisation meeting the bottom line. Services are cut jobs are removed and people are let go all the time not because what they are doing is not required but to save money and meet the budget. It is unheard of the jobs that have gone. The place is unrecognisable to what services were provided only a few years ago. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------------|--------------|---|
| 425 | Parramatta | NSW | Not that secure. circumstances change in a split second and my job won't accommodate for that need. |
| 274 | Port Macquarie | NSW | Job security is a fallacy. You are only as secure as your skills, knowledge and abilities make you. At any time, any job may become redundant, or need to be reassessed for validity and need in the current environment. However there is in existence at Council a robust, tested redundancy policy that ensures any person who's role become redundant is assured of being treated in a consistent and fair manner during the process. Our initial position is to seek redeployment opportunities as a first step. |
| 298 | Queen Victoria Building | NSW | Not secure. |
| 190 | Randwick | NSW | I feel very secure in my job. |
| 329 | Raymond Terrace | NSW | My job is not secure at the moment and have been told 2018 we might not have jobs if they privatise the disability sector |
| 433 | Raymond Terrace | NSW | I have seen bullies promoted and thieves redeployed. I am working very hard to improve the hospital and build a career. I feel safe in my position. |
| 390 | Romarnie | NSW | My organisation has sacked people in the past, I think unfairly. This could happen to me. I hope to retire in 8 years, also to reduce my hours as years progress. It is an exhausting job. In my city it would be very difficult to get another job, especially one that has my hourly pay rate. My hourly pay rate is \$5 /hour lower than a RN in the health service. |
| 153 | Ryde | NSW | I worry about losing my job after privatisation on June 30th 2015. I believe it will be impossible at my age to get other work. the prospect of losing job security is very stressful for me. |
| 321 | Ryde | NSW | very insecure |
| 129 | Saumerez Ponds | NSW | I feel that my current position is temporary. I would maintain my role as a casual teacher if I lost this job. My lack of job security is related to my decision to be the stay- at -home parent when raising our family. |
| 175 | Scone | NSW | I have no concerns in this area. I have always been deemed proficient at all levels of my career. |
| 191 | Somerton | NSW | With coal prices and everything else I feel as if we could just turn up one day and the gates will be shut as for finding another job that would mean going back to highway work and I don't know the cities at all so I would say it will be very hard to find another job. |
| 434 | Springfield | NSW | I feel while I keep turning up I will have a job but the pressure keeps piling up and I don't know if I want to continue in this area despite the fact I love my job. As a senior nurse with pretty good time management skills I fail to complete my work in the allotted paid hours on many occasions. |
| 435 | Springfield | NSW | Very insecure. It causes me a great deal of stress I don't want to be on the streets. |
| 198 | Springwood | NSW | I know my job is not guaranteed past 2016. I am not sure how easy it would be to get another job as I am in my mid 50s. This situation is not causing me stress but it means I may have to make some hard decisions about what jobs I apply for, whether I will be able to use my degree or end up in low level low paid employment or if I would end up commuting more than the hour each way I currently travel each day to work. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 408 | St Clair | NSW | I am not worried about losing my job any time. It would be very difficult to get another job, they just do not seem to be out there. |
| 185 | St Marys | NSW | I consistently worry about losing my job. I know for a fact that if or when I lose my job, it'll be very difficult to gain another due to my age and academic background. |
| 372 | Stuart Town | NSW | no job is secure anymore |
| 80 | Sydney | NSW | no job security at all. If any work... I have a mortgage and have no way of knowing if I am able to pay it month to month. |
| 419 | Sydney | NSW | Yes I do, because I speak up about the conditions to the staff and disagree with the hospital administrators regarding their Leadership styles. |
| 340 | Tabulam | NSW | Nursing has provided me with continuous employment in a diversity of settings and ability to extending roles. |
| 130 | Tallong | NSW | Yes, job insecurity causes a lot of stress to myself and my husband. He would like to try a new career but feels that he cannot while I am just a casual. The long periods without pay are very difficult but if you put your name down with too many employers it is too difficult to juggle all of the work. If you aren't available when they need you they will stop calling so you really have no choice but to limit the number of places that you work even if it means periods of unemployment. |
| 222 | Tolland | NSW | I am no longer confident that I have a job for life as the government is continually selling off assets and amalgamating local councils and water supplies. |
| 342 | Toorooka | NSW | I would prefer to know I had permanent hours but on the shift of my choice. As a casual RN I know I will always have work but sometimes not as regularly as I would like. I would prefer to work a full 8 hour shift. |
| 227 | Urunga | NSW | Yes I do worry, with the rate that current governments are selling off public assets and contracting out services I don't feel safe in my job. The NSW government has introduced new legislation that says no one is allocated to a position, rather a role at a classification and that the role can change including the location. If I were to lose my current job I would find other work but unlikely at the same pay level and the same type of work in a regional area. All this adds to stress and a reduction in productivity. |
| 332 | Vacy | NSW | My job used to be a state owned entity, but it has been recently privatised. While there has been given a job security guarantee, this has a short shelf life. I worry what the future will hold for me, my family and the lives of my colleagues. Work in our fields is quite specific to industry, and industry isn't doing very well. So if we were to lose our jobs we would be in a very bad spot. |
| 337 | Vauluse | NSW | I worry about losing my job next week, when my contract is up. Many full time and ongoing teachers don't know if they will have a job next week or not. I would prefer to be permanent. I have had years without taking holidays because I will not be around when the next round of work is offered. I am certainly not alone. We are all extremely stressed and intimidated by it. |
| 333 | Verona | NSW | The only time I was worried about losing my job was when I was on work cover. There are a lot of casuals employed in this organisation and they have expressed their insecurities regarding this. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 264 | Wagga Wagga | NSW | Job security is a circle, if not secure you won't spend money, business lose money and or make less profit, business cut staff to save money, it gets worse every full circle until the economy no longer can operate and Australia future dies |
| 295 | Wallsend | NSW | Yes with Baird selling everything what will any of us the public have left nothing to bring in valuable revenue very sad for my grandchildren and yours !!! |
| 325 | Warrawong | NSW | Yes definitely. Stress not only to us as workers but to client who will lose an essential service. |
| 436 | Wattle Grove | NSW | Very secure. As a permanent part time worker, I feel that I will have my job till I resign, which will be when I finish university and register as an RN. That'll hopefully be at the end of this year or early next year |
| 112 | Wentworth Falls | NSW | I feel I should be secure getting paid less, and that is the only reason I remain my career isn't the most easy to find new positions and with a baby on the way I need stability. |
| 401 | Wentworthville | NSW | There is no security for me now. I worry constantly about the future. |
| 406 | Westmead | NSW | I am feeling anxious and concerned that when I graduate at the end of this year as a Registered Nurse, that it may be quite difficult for me to get a job. I am not selling myself short and I will not put all my eggs into one basket; I am keeping my options open. However, the fact of the matter is the amount of New graduate positions available versus amount of new graduates is poor. Some facilities also have job freezes in place and there is not many avenues or support for new graduates in terms of jobs for those who are not successful. I think there needs to be more jobs and there needs to be jobs available and more options for those not successful in new grad roles. |
| 323 | Whalan | NSW | I am really worry about my future and very soon must give back my home to bank. |
| 239 | Wingham | NSW | Even if I were given a contract for regular work, which would be better than what I have now, the contract can be stopped at any time that suits the business so there is no security. At present the 2IC tells most staff that they better do what she says or there will lose their job. The only good thing about my current job is when I am threatened with job loss, 3 hours per fortnight is not that much to lose. |
| 249 | Wollongong | NSW | Pretty secure. |
| 301 | Wollongong | NSW | Although I do not think I will lose my job in the next few years I know that I would not be able to find a job as good in my local area. |
| 172 | Woodburn | NSW | Job security - HA! I never know from one semester to the next if there will be work available until I receive an email telling me my timetable. Some semesters the hours are cut to the point of barely sustainable. At my age getting another job is nigh on impossible unless I create it myself. This scenario causes a lot of stress and ill health for a number of my colleagues, especially those with young children and a mortgage. Loading us with additional administrative duties without additional hours to perform them doesn't help either. |
| 411 | Woodburn | NSW | Job security is solid, mainly due to staff shortages. However injuries are common place and staff support is non existent, depending on whether your manager likes you or not is a considerable aspect in feeling secure in your position. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 60 | Woy Woy | NSW | no security..no hope..no life.. |
| 19 | Bayview | NT | Not at all, I am fully aware we are federally funded and the funding runs out in a few years. |
| 39 | Casuarina | NT | Not very secure - have part-time permanency but with NDIS coming in, I feel my job in Disability Services is under threat. There is a lot of uncertainty and stress around what NDIS will mean for those working in the therapy/disability sector. All new recruitment in my team is now on a contract basis rather than permanent. |
| 201 | Herbert | NT | I am 57 yrs old and fear that getting another job at this late stage of my working life would be difficult |
| 202 | Nhulunbuy | NT | My whole career I have lived in fear of what the May budget holds for the my department. There is always talk of cutting costs and closing offices and increasing technology and decreasing staff numbers. That climate of dreaded anticipation is not healthy to live under. I love my job because it is actually serving the public - which I think is a real pleasure, and it is working in an environmentally friendly industry which is good for my conscience. I do a good job and go home at the end of the day proud of what I have done. It is unfortunate that budgets keep getting cut and staff numbers keep reducing. These stressors make life difficult and make one feel unwanted and unnecessary. |
| 336 | Tiwi | NT | I feel quite secure but one never knows |
| 412 | Acacia Ridge | QLD | Definitely need more job security none in this one. |
| 377 | Albany Creek | QLD | Security is a thing of the past, no such thing as employers showing respect or regard for employees. After completing university I worry that my role is very expendable, especially when I see the large number of overseas workers within the system. |
| 328 | Allingham | QLD | returning back to work from the injury is a worry for me , who is going to employ someone who has been away from the industry for 5 yrs, let alone the stigma of being a bludger because I've been unable to work. |
| 193 | Annerley | QLD | already the number of shifts I get have dropped and I rely on other staff being sick to get enough hours to pay the bills - hence I am not wanting to buck the system or upset management because I don't want to be ignored and given only 20 hrs a week as my bills are far greater than that |
| 186 | Ashgrove | QLD | Recently with the call for voluntary redundancies, I have come to see some threat to my continued tenure with my employer. And I am worried, given all the talk about "productivity", that because of my age (55yrs old) and my diminishing capacity to work as hard as I used to I could be seen as "unproductive" (despite over 25yrs in IT). |
| 18 | Ashmore | QLD | The students and migrants - especially students coming in with working visa must STOP. Then we will have enough work for Aussies. |
| 8 | Balmoral Ridge | QLD | I fear job security for many of my colleagues and myself |
| 12 | Bargara | QLD | My wife doesn't feel particularly secure in her position, she feels she has stuck her head above the treetops and will be in the firing line, literally when shove comes to push. |
| 43 | Biggenden | QLD | My job is gone. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 181 | Brackenridge | QLD | I am not concerned about losing my job as a registered worker, but unregistered care workers in the workplace are continually concerned about reduced hours and losing their employment in years to come. Job security is a cause of stress in the workplace currently. |
| 113 | Bray Park | QLD | I've been unemployed for over 12 months. The longest in my life and is very stressful and depressing. I want a full time permanent job, but they seem to be in the minority. |
| 383 | Brighton | QLD | I personally feel less secure in my current employment as I am seeing positions being lost due to natural attrition not being replaced, or being replaced by a lesser roles at lower pay levels. There also appears to be redundancy trend where restructures are occurring and the older, long term employees, who have the strongest opinions are the first to go. |
| 25 | Brisbane | QLD | It is a joke that permanent positions can be treated as casual, I am trying to get a mortgage at the moment and it is taking far longer than it should do compared to if I was classified as full time. I know I can get other jobs, but I would most likely have to take a pay cut |
| 420 | Brisbane | QLD | Yes lack of work is been a worry for the past 6 years at least . I don't think it would be easy to get another job at my age. |
| 356 | Browns Plains | QLD | We been told in few years time our job will be gone to other contractors which I believe a foreign investment. |
| 445 | Bundaberg | QLD | Job security in the Public Service is extremely poor, even before the Newman government's stripping of entitlements. Security is affected by casualisation of the workforce who learn quickly to 'toe the line' or not be re-employed. For people with a knowledge of industrial legislation and/or professional principles, these situations cause significant stress as it presents the dichotomy of earning a living for your family or standing up for your rights (industrially or professionally). The latter not attracting a positive outcome. |
| 397 | Burleigh | QLD | Working for the Supply Authority for the entirety of my employment has been a great experience. I have been extremely Loyal to the Company and now it seems the Company and Executives have NO Care for the people who have dedicated so much time to help the Community. |
| 427 | Burpengary | QLD | In a 40 Year working career I had three years of job insecurity. Of course job insecurity causes stress and even illness. |
| 61 | Capalaba | QLD | At the moment I don't worry about job security as I can see the end of the tunnel. But I fear for my younger colleagues that are being taken advantaged by my employer. They worry about their job security and the next round of EBA next year. (glad there will be KY Gel available). The Council spends rate payers monies and when there is cuttings to be made staff go. |
| 84 | Carina | QLD | not really |
| 272 | Carina Heights | QLD | I worry about losing my job every day. I am single and supporting myself and I constantly worry about how these government changes are going to impact on my role and workload. No one is interested in the impact on the people and their health, live-hood and wellbeing - just the bottom line and budgets. No, it won't be very easy at all to find another job as good as this one - life will be very difficult to just survive and make ends meet - without any luxuries like a night out to dinner or a weekend away or a small holiday. I don't like the way this country is heading. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------|--------------|---|
| 125 | Carrara | QLD | Yes I do worry about losing my job. Change is constant and there is always a drive to lower costs. This means competitors can take away our work at client negotiation time by having cheaper labour costs. |
| 277 | Carrara | QLD | I don't feel secure in my job because things change so often in the bus industry. I would only feel secure if I was offered a permanent position. Then I would be guaranteed certain hours every week. Even though my role and hours and remuneration at the moment is ok that could change in a blink of an eye with no consultation. |
| 220 | Coomabah | QLD | I lost my job, pretend redundancy ... he wanted me to be a director for a new company he was creating (based in Sydney, I on the Gold Coast) When the finance manager got in touch with me to update my details I said 'I hope he didn't put me down as a Director because I didn't agree ... her response 'oh really?' Not long after I was made redundant, without any discussion, formal letter etc. |
| 194 | Cornubia | QLD | I do worry about losing my job in the next few months and years. It would not be easy to get a job as well-paid as my current job and I think that conditions across the Australian workforce are so appalling that it is hard to know where to go to secure decent treatment. Of course I continue to look since I feel no sense of loyalty to an employer who has betrayed my trust so completely. |
| 339 | Cornuiba | QLD | Not very. |
| 54 | Crows Nest | QLD | I have very little job security. I would prefer to be a permanent with the security that such a position entails. |
| 384 | Currumbin Valley | QLD | While I chose to remain casual in my work ,it is getting harder to get shifts as competition between organisation intensifies and as companies /clients reduce the work they require of our industry. As I am 59 yrs of age I believe it would be very difficult to be reemployed. |
| 11 | Daisy Hill | QLD | What security? I don't even have a contract. I am told to commit to one term. I presume that means they are also committing to one term each. |
| 4 | Eight Mile Plains | QLD | A bit concerned with possible contracting out of work. At my age 56 I doubt I would be employed elsewhere. |
| 46 | Eumundi | QLD | The sector that I work in is under severe pressure with huge numbers of very good people looking for work. Getting new jobs would not be easy particularly at my age despite my qualifications and experience. I am returning to university to increase the likelihood of future consulting opportunities. |
| 157 | Forest Lake | QLD | I am currently employed on casual basis and I would prefer to be permanent. I believe that a lack of job security causes stress in my life and to other people who I know. |
| 145 | Gracemere | QLD | I feel been labour hire there is no job security and if you do get laid off you don't have any entitlements to carry you on while you find another job, hence I say labour hire etc sick and holiday pay |
| 47 | Helensvale | QLD | There is no job security or work future in this country any more. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 266 | Herston | QLD | I am concerned, like many employees, about the increasing casualisation and insecurity in the workforce. Generally it is leading to poorer results in the workplace and poorer social outcomes overall. Generally there is less commitment to the workplace from contingent (temporary) employees and I think that is reflected in poorer outcomes and less engagement with the outcome. As a permanent employee I feel more accountable for my decisions and the quality of my work. |
| 154 | Highgate Hill | QLD | If I lost my job I would be very concerned because at my age would be hard to find a job. |
| 26 | Holland Park | QLD | I have a job as long as I can put up with myself. |
| 149 | Holloways Beach | QLD | Quite secure at the moment |
| 423 | Inala | QLD | what a stupid question of course having no job would cause a person to have stress in their lives. |
| 228 | Indooroopilly | QLD | Job security is essential. The precariat class is consuming all ranges of workers. All workers seem to fit the part time casual job, only these days it's called a "contract" in some instances. Once the terms of a "contract" was in the hands of the one contracted to do the work. These days, the "contract" is in the hands of the one offering the "contract". Once to have qualifications and education meant you would never be without a "good" job. That is no longer the case. |
| 359 | Ingham | QLD | I do not feel secure in this job role because of lack of Government funding. |
| 247 | Kalynda Chase | QLD | Council is continuously going through restructure reviews which results in some areas making quite a few positions redundant. This causes a lot of unrest in all areas as you never know when your area is going to go through the review process. Because I am a mature aged person I do not think I would be able to find other employment should I be made redundant from my present position. |
| 27 | Kawana | QLD | Casual worker is a daft system Real dumb there is no social care from the employer. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 410 | Kelso | QLD | This country's financial institutions to a business, have no policies to lend money to casual employees as there is no guarantee of income to service the loans sought. Yet to a business, the senior management support a government proposal to destroy permanent employment and conditions that allow these loans to be repaid. Business continually complain of the high costs of employment and conditions imposed on business yet continually increase the premiums, rates , charges and resist the rises in income to workers, pensioners and other disadvantaged persons The commission has recognize the very simple fact that if the income of the population is insufficient to meet the every day costs incurred by the population then the economy suffers. Raising private health beyond inflation is equal to over loading a public health system. Raising taxes is equal to extra work loads and less family time which equals to more civil unrest and increased costs to the states. Unemployment levels adopted by the government as a means to control inflation and incomes is self destructive as it controls the amount of income available to the government by ways of income tax, GST tax and sales revenue tax The government needs to move forward in the thinking process to ensure , full permanent employment , industry growth to allow for full employment, and a proactive "fair trade" agreement These actions would relieve stress in the population as job security would not be an issue, finances would be readily available to purchase items produced and so support business and social costs would be reduced. |
| 418 | Kelso | QLD | I don't think I would find another job with the conditions that I currently have should I lose my job. Everyone talks about job security but at the end of the day we are all under threat. Reforms and restructures are always targeting FTE. This causes angst amongst some co-workers. It concerns me as I am now gearing myself for retirement, I am 47, however we have worked hard and have managed to set ourselves on a financially secure path but do need to continue working to ensure this plan stays on track otherwise we will be working until we are 75 and can access the age pension |
| 262 | Keperra | QLD | I don't worry too much about losing my job, but I don't know if I could get a better one. I would like it if I could be permanent but I do like having the higher rates from casual work. |
| 299 | Kirwan | QLD | If you had asked me this question three years ago, I would have said that I have very good job security and I enjoyed being a public servant. These days however, I feel I have to be on top of my game to ensure I am aware of any changes or decisions about my work conditions. I feel that the government is trying to squeeze the public service into submission. When you do this, the good hard working people leave and all you are left with are people who are perhaps not so good and can't fulfil the Dept. and the public needs. In my 26 years in the Dept. I have only thought of leaving in the past three years, that is how much things have changed and in my mind degraded. |
| 394 | Leichhardt | QLD | Yes which is why I am studying part-time. If I left my current job I believe I would be able to get another role however I believe it will probably be casual. Where are as a mother, wife, home owner, and main source of financial income for my family we need stability and regular income. Not being a permanent staff member leads to stress, anxiety and pressure for the worker. |

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| 200 | Malanda | QLD | job insecurity goes hand in hand with working in aged care and because it pays so badly and you can't save living week to week the threat is real. If I lose my job as has happened you lose the roof over your head because the rent is 3/4 of what you earn. |
| 215 | Maryborough | QLD | My job is secure as long as I have students. I am increasingly being asked to go beyond my initial role to do many other tasks, especially administrative, to bring in 'more revenue'. You are permanent until you are told, "You are surplus to our current requirements." Uncertainty creates inner stress which affects all aspects of life. |
| 169 | Mcdowall | QLD | Very unsure if I can make enough money...yes can be terminated at any point Cannot find work that suits my skills and family needs as a single parent in a carer role Would prefer for sanity to have certainty. I am under massive stress |
| 373 | Mcdowall | QLD | I am relatively confident I would be able to get casual Registered Nurse employment elsewhere and may consider this option rather than access the full pension. Whether this will be with my present employer I am unsure of. However, knowing that they are constantly forced to employ agency and multiple casual nurses due their inflexible full-time policy for new employees, I may well be able to negotiate casual hours. |
| 21 | Moranbah | QLD | My job stability is currently two weeks out. I have casual work booked until the 18th of March with three different employers all of which I work different hours and different rates of pay for. |
| 218 | Mt Gravatt East | QLD | This is a family based business that spruces to her about buy 5000 dollar handbags for his girlfriend and then crying poor because of the wages he has to pay and he cannot pay any more in wages. |
| 189 | Mudgeeraba | QLD | Yes lack of security causes stress. The company would use tactics to make you have to resign and there are not a lot of jobs out there especially as you get older. More quals mean they have to pay you higher, as they should for your experience and knowledge. They would sooner employ a junior for less pay even if that means less effective practice. |
| 407 | Narangba | QLD | I am still trying to find work because of these mean people at my former workplace. |
| 442 | North Bundaberg | QLD | I am pretty certain my current job is safe but would hate to have to start looking for a new one at my age. I am 55 and looking to retire in the next 10 years if I am able to get to 65. |
| 388 | North Cairns | QLD | A working life should be a progression but this is being taken away from us. I we need skills we need to train those people that we already have. The employment agencies have taken the security out of the Australian workforce. Companies want just pick-up and drop people as they wish. I think there is a gross lack of respect by a lot of companies as to the asset that there employees are. |
| 234 | Oakenden | QLD | I haven't been able to secure another position within the Mining industry since May 2014. I am concerned about my future prospects and the type of Employment I will gain and how secure it will be. Casual Employment is not an option for me, I need to feel secure within my position so I can plan my future. Especial at my age where financial security in retirement is a concern. There should be No Casual Employment. |

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|-------------|-------------------|--------------|--|
| 58 | Oxley | QLD | Possibly - I know times are uncertain and I know a lot of people who have tried and tried to get work, even resorting to low-paying, casual or part-time jobs and cannot get work. I know there are only 100,000 odd jobs in the country and 2 million+ people looking for work. Those aren't good odds. I don't believe it would be very easy to get another equivalent job if I left my present job, and not because I am not a hard worker or unemployable! A lack of job security scares the pants off most people I know and causes huge amounts of stress. I know heaps of people who are casual workers and they go without food and power to get by sometimes - they can't afford the uncertainty of casual work. They often live with their families well into their adult life and I know of multiple families who have three generations of relatives and even multiple families (brothers and sisters with their own children and grandchildren) living together just to get by and afford the cost of rent. I've gone through the insecurity of casual and temporary positions myself for the last 7-odd years and it wasn't until 10 months ago I was lucky enough to secure a full-time permanent position. |
| 268 | Portsmith | QLD | everyone feels insecure, that feeling affects productivity, working relationships and general mood of the workforce. Senior management is not trusted. |
| 292 | Redland Bay | QLD | The company is working towards casualization at a rapid rate and not advertising full time positions when they become vacant. Casuals have not been offered full time positions for over a year and are working full time hours each week and sometimes more. So yes I am afraid of losing my job as a full timer as the Fair Work Act is very flimsy. |
| 405 | Redland Bay | QLD | I have no idea where the government department I work for is heading. |
| 441 | Rochedale South | QLD | I believe my grandson feels secure in his job and happy that he has good relations with line staff and other management colleagues. But the inefficiency of long working hours over the standard hours is stressful to him and there does not seem to be any resolution in the near future. |
| 330 | Sadliers Crossing | QLD | I am currently close to retirement at 61 years of age. I am sure it would not be easy to find another job. I am worried that the school management may make my job difficult by failing to respect my professional judgment. Many teachers are currently feeling this way. |
| 389 | Sandgate | QLD | As a pensioner, I used to think that the payment was there for me as long as it was necessary. Now even THIS doesn't seem to be true. I'm sick of those who are paid by people like me treating us as if WE are the crooks. |
| 103 | Springwood | QLD | Having worked in many temporary and contract positions and been made redundant 3 times in 6 years due to the closure of my employers office in Brisbane, I no longer consider any job is secure in Australia. |
| 263 | Stafford | QLD | Well with all this going on I don't feel very secure at all. I'm very worried. |

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|-------------|---------------------|--------------|--|
| 163 | Stretton | QLD | In Architecture I am worried about the temperamental nature of the industry, which does cause uncertainty and distress. So yes, I do worry about losing my job in the next few years, if the economy slips into recession again, or there is a lull in construction/development. Furthermore stress, and as a result, a decline in work productivity is especially apparent in this time of uncertainty and angst. This is especially evident when making large financial decisions, such as purchasing a property; the uncertainty can induce all types of physical and mental stress, which can lower levels of productivity and increase depression and anxiety. |
| 76 | Sunnybank Hills | QLD | I don't feel secure at all with my job. It's casual and is decided each week when my boss creates the roster. At anytime I could be given no shifts and as a casual employee it would be fully legal. It's a stressful situation because you have to base your life around your shifts which you only find out at the start of the week. |
| 351 | Sunshine Beach | QLD | After 63 it was impossible for me to get a cooking job, I went to more than 40 interviews. As soon as they see you their eyes glaze over and a short polite length of time is given. I have much experience and a good resume. |
| 358 | Tallebudgera Valley | QLD | I'm a casual worker by choice due to the flexibility this gives me with family. Currently I feel my position is secure, but I think it would be very hard to find anything with similar flexibility should this change. |
| 369 | Tarragindi | QLD | I, together with every one of my colleagues, are very concerned about the risk to our jobs over the next few years, particularly as cost cutting and contracting out become more prevalent. It would be almost impossible for most of us to obtain similar alternative work as opportunities are very limited in our field. Our observation of attempts by management within our own organisation and other organisations in the same industry that we have observed (especially at State Government levels) to cut costs are that cost cutting has been arbitrary, badly targeted and inefficiently applied (such as offering essential staff redundancy packages - at a considerable cost - and then realising that the staff were essential so paying overtime to other staff to fill roles and then recruiting and training new staff to replace the original staff!) have given us no confidence that cost saving measures would be appropriate or even achieve the desired result. |
| 400 | Tewantin | QLD | The talk of introducing contracts worries me considerably. The loss of security and the benefits that go with permanency causes stress and concern to myself, family members and colleagues. |
| 156 | Tin Can Bay | QLD | Unfortunately, not applicable. |
| 417 | Townsville | QLD | Very |
| 252 | Urangan | QLD | Not working at present...But Many jobs I would say I felt insecure with as they mostly concentrated on getting the contract done in time and no forethought of future contracts. |
| 88 | Wakerley | QLD | The only time I feel insecure is when the LNP talks about we need to change we need to reduce the number of FTE's we need to reduce the number of front line staff you need to do the heavy lifting. Your are a burden on the tax payer. |
| 348 | Warwick | QLD | Management at my workplace do use job security as a weapon against any changes that they don't like, the warehouse lease runs out in five years' time. If my employer closes the warehouse finding a new job will be difficult, Warwick is in regional Australia, and for me to find a new job I would have to move. |

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| 256 | Withcott | QLD | I have answered this in the question above, as for my position, I am experienced in what I do therefore have a permanent position. As stated before I am part time but almost work full time because of lack of experienced workers in this field. If I left my position, I may not get a position as good as stated before, the process of a panel interviewing someone for a position only gets the person that can sell themselves the best, not necessarily the right person for the job. |
| 248 | Wolvi | QLD | Secure in that the company knows people in this region are desperate for work and will stay there as there is nothing else |
| 357 | Wyreema | QLD | I am nearly 60 years of age and sometimes feel stressed if I think there is the possibility of losing my job. At my age I do not think it would be easy to find another job. |
| 361 | Yeerongpilly | QLD | This lack of security created a great deal of stress and lost earnings. I had to complete university qualifications in another area of healthcare at my own expense, and find more poorly paid work in areas that were not as congenial and did not capitalise on the extensive knowledge I possessed. During this time I lost (without warning) my defined benefit superannuation account. |
| 242 | Encounter Bay | SA | I wish to speak about my youngest son - 29 years. He works in the restaurant business and so he is casually employed. Permanent employment within the industry is almost non existent although he seeks permanency. Without permanent employment it is almost impossible to obtain a housing loan. Low wages mean repaying a loan would be very difficult in any case despite having a small deposit (\$20000). Job security is a major issue due to the seasonal nature of the industry. He receives incentive awards within the businesses in which he has worked but this does not equate into job security. |
| 49 | Enfield | SA | there is always the worry of losing contracts. It would be hard to find a job as good as this one. and would probably have to take casual work. |
| 38 | Hawthorn | SA | I am constantly worried about outsourcing of the government. Of being targeted for dealing with the union. |
| 315 | Huntfield Heights | SA | Due to govt. Reluctance to help sustain the auto industry I will, along with thousands of others, be unemployed in 2.5 years' time. Jobs are rapidly declining while unemployment is going up so getting another job will be very difficult & yes it causes me stress/ anxiety on a daily basis worrying what the future for me & my family face. |
| 414 | Macclesfield | SA | I currently feel secure in my job, but for my colleagues many who are casual will not have the same assurance as myself. If I left my current job I would more than likely struggle to find another job close to my place of residence. |
| 273 | Modbury Heights | SA | Management have recently stated a new tactic: ALL employees are suddenly getting "poor" reviews. This feels like ammunition being stockpiled, to justify letting people go. There is constant uncertainty, and fear of unemployment. Most staff have been here for so long, and our workplace skills have become so specialised, that job loss would effectively force early retirement - forcing an early call on Superannuation funds. These funds, also being smaller, will run out faster and force us onto government pensions. |
| 209 | Morphett Vale | SA | In security, it is a high turnover industry which causes immeasurable stress. Each contract is for 3 years and you never know if your company will keep the contract or be undercut by a competitor which then makes us have to reapply for our jobs again and again. |

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| 166 | Newton | SA | The agencies don't usually fire their contractors, especially when they have a good reputation and years of experience, as in my case. However, the practice of using unqualified interpreters, which has grown considerably over the years. It used to be surreptitious but is now quite open, is undermining my viability as an interpreter and translator significantly. It keeps both the volume of work down and the pay. It also gives the profession a bad name and an excuse to refuse proper pay. |
| 30 | Oakden | SA | My aim is to eliminate my reliability upon the Age Pension. As employment is all but impossible, I must rely upon my own resources and abilities to earn an income. |
| 254 | Parkside | SA | I retained my position and am full time. I support myself, daughter and granddaughter. I could lose my job at any time, with a stroke of a pen. This state government decided to rob me of 6 days Long Service Leave- a year. They Legislated to do this, and on the same day, gave themselves a very nice rise in their superannuation. There is no incentive to retain staff. You lose many years of knowledge when staff leave. All nurses feel insecure, and worry about the future. Moral is at an all- time low. I work shift work. My job is a "Service", and Hospitals are not there to make a profit. They exist to keep you alive. As such, it needs to function 24 hours a day- every day. That being said, I love what I do, else I wouldn't have stayed in it this long. |
| 449 | Port Pirie | SA | Being permanent I feel very secure but feel for the many contract teachers who get shunted from one work site to another. |
| 83 | Sailsbury Park | SA | Not at all. The CEO seems hell bent on shutting us down . |
| 267 | West Richmond | SA | I believe it is very likely that the current counsellors at our school will lose our positions as counsellors if we pursue our claim for fair wages as per the Enterprise Agreement and the jobs are advertised. I have seen this occur to friends in other schools and strongly believe there is significant discrimination occurring against older employees. |
| 324 | Crabtree | TAS | I don't think any job is secure. At my age if I lost this job I probably couldn't get another. I'd start the merry go round of band aid courses that don't get you anywhere. |
| 107 | Goodwood | TAS | I'm full time and I feel very stressed even when I'm not on duty. |
| 259 | Howrah | TAS | No thank god. I would hate to be at the mercy of the pathetic bunch I see running companies these days. The days of John Menadue style of management are long gone. The people who worked their way through a business and learned what and how the business worked and didn't, who knew by the time they got to their optimum, what it took to run the place and what the quality of their staff were. These days they wouldn't know an employee if they fell over them in the foyer and they know precious little about the business they run. |
| 362 | Kingston | TAS | As my position is permanent I am not unduly worried for myself but I am worried for the nurses I work with who have contracts or work from the casual pool. They have uncertain futures and their mood affects the general morale at work. |

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| 312 | Launceston | TAS | I have never worried too much about employment due to the fact that I always had a reasonable ability to sell myself and my skills. The reality these days is totally different because people and workers are being treated as the enemy who's is trying to rip the business off. I have had my time at doing part time work or relief work, only because it suited me, but ideally I have always wanted a permanent position, as most people do. The fact that a person is willing to work part-time or flexibly does not mean that they do not wish to be treated as a permanent staff member. Job security and all the entitlements that go with being permanent cannot be under valued. We all like to know that we have some sort of job security. Employees do deserve some holidays and some long service leave as well as an appropriate Superannuation Scheme for after their retirement. This is all a part of respecting and treating your employee's. It is simply a part of the healthy costings incorporated within a business. Your employee's can actually earn these benefits through the productivity and dedication to the success of the business. |
| 7 | Lindisfarne | TAS | Not very secure, the federal government is constantly cutting jobs |
| 258 | Pelverata | TAS | I feel quite secure in my job at the moment, however, when I was casual, I did not feel secure until I had a permanent part time position. |
| 311 | | TAS | The current state government has embarked on a mission to cut the public service initially through voluntary redundancies and workplace renewal programmes. There are still more to go but the government is cagey about what roles and positions to abolish. It does cause some stress through uncertainty. |
| 179 | Primrose Sands | TAS | yes with the current government I am now worried my job is under threat and moved off shore to call centres overseas where the integrity and cultural differences will affect so many Australians. Yes many of my colleagues are worried about their futures to I will not be able to get another job with the same pay and conditions in another sector I require full time employment. |
| 132 | Trevallyn | TAS | Tasmania is very sensitive to market changes and I have noticed a definite drop in private patients attending our hospitals. We are not booking casual staff as much. We have also not given nurses who have had Graduate programs with us permanent positions. It is possible that my employer could scrap my position and put a different classification with less wages and responsibility. |
| 42 | Warrane | TAS | I don't feel secure at all in this current climate and this causes me stress and sleepless nights |
| 102 | | VIC | I feel quite secure, because... I get along quite well with the office staff. The office staff have been known to drive staff members out of the job by the way that they are treated. It really isn't fair and explains why staff morale is so low. |
| 232 | Albert Park | VIC | As I am 65 years old I am not worried as such but yes there is a trend to suppress jobs and with the advance in technology it will be happening. Bank tend to employ younger people, who have understood that there is no such thing as Loyalty, very few stay long in the job. Waste of money for the bank money spent in training for nothing |
| 316 | Ararat | VIC | my job is reasonably secure - because everyone else in my department has been made redundant over the last 10 years. I have no degree, so going out to find a job in another laboratory would be very difficult for me, if I left the winery I would have to look for a different job or relocate |

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|-------------|-----------------|--------------|--|
| 304 | Bairnsdale | VIC | I don't feel very secure at all. The type of job I am doing at the moment means that I would need to relocate to a capital city to find a similar one. I would like to be ongoing and feel that since I have been here since 2010 that is not unreasonable. Stress is ongoing and I have been in contract positions since I left a full-time ongoing job in 1996. |
| 56 | Ballarat | VIC | I am in a lucky position to have a full time ongoing position. More than half the academics that work for this institution are sessional staff employed only for a single semester at a time. This means that they have no job security and are only paid for their contact teaching hours they are not paid for marking time. |
| 59 | Balwyn North | VIC | I have been made redundant once before and I am concerned that this may happen again with the Government ideologically bent on reducing the number of public servants. This reduction is not a way of improving productivity but is just a blatant approach to reducing numbers. The Government will then outsource the work to the private sector at a higher cost to the Australian people. |
| 208 | Bayswater North | VIC | I am particularly appreciated at work and while I do not have reasonable worries about my contract renewal, I have seen other employees "stalled" to the point where they have had to seek employment elsewhere. An employee I work with that has been at the company for twenty years advised management she needed to cut her scheduled hours to look after her growing family, and her upcoming schedules were deleted. Six weeks later, there were still no schedules posted, and management told her that they were "unable to accommodate" her availability. She is seeking alternative employment. Another female member went on maternity leave and twelve months later sought reinstatement, management said they had nothing available, but "call back later". Her return to work was delayed three months, until she finally applied for work at another outlet of the same retail store, and was appointed immediately. Another female worker went on maternity leave and when she returned 12 months later, was rostered to work on cash registers three days a week. For several months her schedule was chopped and changed at very short notice, a day or two on average. After many months she was finally put back in the original department she was employed for, but not immediately at the number of hours she had previously been contracted for. The whole time both the females were requesting full time employment, not less hours. These cuts in hours and changes of work conditions placed both females under enormous financial stress. All the while, hiring of new employees continued. As for myself, my scheduled hours are changed at will to suit the "needs of the business". The business is running so lean that routinely there are not enough employees to cover the departments in the store, which means rosters are changed within a day's notice. I have been rung up at home on my days off and asked if I can come in to cover for someone who has called in sick, or who didn't realise their schedule had been changed and had made other commitments. Often I work a six day week, without any notice, and with no extra penalty payments or overtime. I comply with the "requests" because generally, I am able to, and I am painfully aware of how hard it is for a 56 year old divorced male suffering from diabetes and who has had multiple heart attacks, to find alternative employment. |
| 20 | Box Hill North | VIC | No job is secure either casual or permanent. |

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|-------------|-----------------|--------------|--|
| 170 | Box Hill North | VIC | I think I will still have some job here in several years, I have been here a long time and will turn my hand to something else at my place of employment if there is nothing for me in the Library. It wouldn't be easy to get another job just as good as I work close to home and have flexibility of hours so I can do school pick ups and take kids to the their extra-curricular activities |
| 291 | Box Hill South | VIC | I don't care anymore. I have been homeless and changed jobs several times. I am a smart person. I used to worry about losing jobs but now I just don't care. I made sure I don't have dependent children because it is only then when I am effecting others which is my fault and my responsibility. |
| 63 | Braybrook | VIC | Not enough but what can I do. |
| 110 | Burwood | VIC | Given my age, I do worry about job security; there is a distinct bias against older workers in the area I work in. I do worry about being placed "in excess of requirements" based solely on the fact that as an older worker, I am more expensive than a younger employee. |
| 192 | Camberwell | VIC | I am not as vulnerable as a lot of people. However the nation is best served on every level when employment is at its highest. Governments who do not have that as their highest priority are negligent. |
| 338 | Carnegie | VIC | There is extreme uncertainty with job security within the organisation as the state government has imposed high cost cutting and savings targets. Anyone over 55 years of age is openly targeted with early departure incentives with less than generous offerings. It is understood that targeted redundancies will be introduced soon. The opportunity for finding similar paid employment within the industry is rare. |
| 148 | Castlemaine | VIC | I would prefer to be permanent, and to have the security of knowing I have sick leave if I need it, and paid holiday leave. Unfortunately, not many permanent positions come up with my employer. At the moment I have to budget to allow for taking a weeks leave every few months when I feel I need it. My son works on a casual basis as a cleaner. He was offered the conditions of working from 6pm-11pm 4 evenings a week. However, his employers often ring him at short notice (same day) to tell him that they require him to work from 11pm to 6am instead, which he finds difficult as he has a young child who is noisy during the day. This situation causes him a lot of stress as he loses his afternoon shift and faces the choice of no pay if he does not take the night shift or little to no sleep if he takes the night shift. |
| 28 | Cheltenham | VIC | No |
| 245 | Clifton Springs | VIC | I worry about losing my job every time I near the end of my contract. Contracts are usually only for 1 - 2 years in the community sector. It would be very difficult to get another job in Geelong (where I work) |
| 327 | Coburg | VIC | It is not easy for me to get work. I would like to get a secure, fairly paid, permanent job that has some kind of a future. Hospitality is not sustainable, as it becomes harder to secure that work as one gets older, and also harder to do the work physically. |

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| 101 | Coburg North | VIC | I don't have a lot of job security as a casual, if I don't do shifts then I don't get offered shifts. If I want holidays I don't get paid. Originally when I went for the interview they said they were only offering permanent work but that was quickly changed when I received the job. I would prefer to be permanent part time but as it is a rotating roster, it is also difficult with young children to always be available. The other casual employees I work with feel a lot of pressure and most would like to be permanent. |
| 386 | Coolaroo | VIC | Though I feel reasonably secure I have family members and friends who are not as fortunate as they are either employed as casuals and/or in industries where long term job security is ephemeral. This causes stress and insecurity and does not lead to productivity. Mental health issues are growing I believe one factor that may contribute or compound mental health issues is the lack of secure, long term employment and fair remuneration. It is counter productive to society to undermine wages and employment conditions and it is also counter productive to productivity. When people are stressed, financially insecure and/or exploited in the work place it may lead to negative behaviour such as substance abuse, domestic violence, crime and escalating cost to society to address these issues. Again non-productive. |
| 62 | Croydon | VIC | I worry about losing my home by NOT being able to get a job !! |
| 360 | Croydon | VIC | I am secure in my job as long as our funding continues from government and this is not secure by far, in my opinion. |
| 128 | Elwood | VIC | I worry my hours will be cut even though I am permanent. Other jobs in industry are even less likely to have the right number of hours and the wage is too low. |
| 251 | Elwood | VIC | Not being an ongoing employee is highly, highly stressful. Every year I have to reapply for my own job, compiling and submitting lengthy applications, cover letters and responses to selection criteria. In addition, sometimes one or two ongoing positions become available at my school, which require a separate application to be completed. It is incredibly stressful and time consuming and causes disharmony amongst staff competing for the same positions, resulting in possessiveness and a lack of collaboration (which is a requirement of the job). I often fear that if I do not take on extra responsibilities, my contract may not be renewed. The performance management process is an incredibly stressful and cumbersome process, and results in less time spent by teachers on teaching and learning activities. Much documentation is required for no useful reason other than it's what is required by the bureaucracy. More and more of our time is taken up by irrelevant, mundane tasks such as filling in performance management proformas, resulting in less time being spent on actually teaching children and planning effective, engaging lessons. |
| 409 | Epsom | VIC | I work within the AOD sector and as a result of the reform my job doesn't feel secure. |
| 221 | Fairfield | VIC | I feel reasonably secure until the end of my contract. However, as a non-passing transman, I am worried about getting another contract role as good as my current one. I can't afford my rent on a small, below market rent 1 bedroom unit without a moderately good full time job and I am worried that I will not have that next time I'm job hunting as I am transitioning from female to male. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 77 | Ferntree Gully | VIC | Full time staff appear to be secure at the moment, although we turn over casuals like a revolving door. No casuals job is secure at our place of employment even those of many years of service. We are constantly being approached by casual staff skiing for full time with, extra hours, asking for the union to speak to the agency.... The job agency has said to the casuals if you want more work go to another agency. I would not be able to support my family if I was a casual, my wife is on minimum wage in a call center and I have to constantly try and pull extra hours and miss days on my course to make ends meet. |
| 105 | Footscray | VIC | I am not worried about losing my particular job as I am part time permanent. Being casual caused me immense stress when I was casual (albeit working consistent weekly hours) |
| 391 | Frankston | VIC | My job is now completely insecure, unless I am able to find a teaching position in another school before January 20th 2016. I am very stressed and isolated from this. Further to this the principal team has never inquired about my well-being and has been quite gruelling about giving me so many classes each week that I have very little time at work to create resumes or follow up on selection criteria or go out to other job positions. the relationship I and other members of the school have had is very distant from the principal team, whereby I have never been asked about my job situation, domestic circumstances or teaching interests from the day I began at this school. I was always told that I would have to do whatever was required. The principal's personal relationship with myself has never been one that showed any duty of care. Often rules have been altered at the school to suit the leadership team of the school and this has meant great confusion and worry for the majority of staff. The moral at the school is very low and student numbers are dropping. |
| 158 | Frankston North | VIC | I feel very secure in my job but if I was to leave my current work place I fear I would find it hard to find another job as good as the one I have right now. |
| 216 | Frankston South | VIC | Essentially secure, whilst I will be obliged to reapply for another 3 year contract soon. |
| 217 | Frankston South | VIC | NOT secure at all, the amount of work fluctuates . the shift are all shorter than permanent staff. Job security does cause stress in my life but past experience at my last permanent position makes me very reluctant to apply for a permanent position. Also with a permanent position I would have to work as rostered, which I feel would impact on my health. |
| 114 | Gladstone Park | VIC | There is the possibility that Government will privatise my role with possible job losses, which is quite distressing. |
| 94 | Glen Iris | VIC | Students are always at risk of losing their jobs- casual work is a double edged sword in that it can pay the bills some weeks and have leftover to spare- other weeks you may only have 1 shift. |
| 93 | Gowanbrae | VIC | Definitely insecure - company always whinging about Australian manufacturing costs and price of wages.. yet their HUGE PROFITS just get bigger every year. |
| 334 | Great Western | VIC | I don't think I would be able to find a similar paying job in my area which would require a relocation by my family. As far as job security goes I do not have it in front of mind but we have had a few take overs |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 133 | Greensborough | VIC | I hope I don't have to look for another job if lose this job we are not secure I can't spend to help the economy cause I might need money if I leave or am retrenched. |
| 438 | Grovedale | VIC | I feel at risk. This organisation seems to freely dispose of staff when they want. 34 years means nothing to them. I don't feel secure, and being long term puts me more at risk. This impacts on my personal feeling of wellbeing and may eventuate in the decline of my health. Being at the same place for many years make the possibility of moving elsewhere almost impossible at my age. My loyalty is not worth anything to this expansion driven organisation. Senior management are sent on national expansion at all costs. Who benefits from national expansion? Highly paid senior staff possibly? |
| 269 | Heidelberg West | VIC | My job is extremely insecure. I can be told not to come in at any time. A lack of job security causes me and my partner a lot of stress. She is on a contract that ends in a couple of months. Basically, neither of us has any job security at all. |
| 244 | Hillside | VIC | yes everyday they are trying to squash unions and union delegates and people's rights in the work place |
| 140 | Ivanhoe | VIC | I don't feel at all secure. I now have a constant nagging worry that I will arrive at work one day and be told my job has been abolished or moved interstate. There is really nothing I could do if that happened because I feel that many of the protections are lip service only and employers have entirely the upper hand. I think if there is a dispute, the baseline start is that the employer is right and the employee must be wrong. Employers have a financial advantage, and I think employees are forced into a situation where they have to accept unsatisfactory redundancies or forced to leave because they don't have the resources to fight. If I am forced out I just could not afford to go through the legal process to try and get some resolution. It isn't a very pleasant environment to be in right now. |
| 428 | Keilorpark | VIC | We have good job security, this is due to having seniority in our EBA |
| 35 | Langwarrin | VIC | I worry about losing my job over the next few months. There have been budget cuts in our organization with people being made redundant. I could not get a similar job very easily at all. I would have to re-train. |
| 265 | Lara | VIC | I feel fairly secure in my job. But at 55 I don't relish looking for another one if something does go wrong |
| 117 | Leopold | VIC | Not secure at all, because I'm only casual and working the equivalent 1 day every 2 weeks maybe. |
| 44 | Lovely Banks | VIC | Extremely insecure. Hospitality is the worst industry. |
| 81 | Lynbrook | VIC | Job security was always under threat with constant counselling sessions being conducted on an ad hoc basis. This created a lot of stress amongst some workers with a few requiring leave and medical intervention. and in a couple of cases urgent medical intervention and 7 day health monitoring. some lost their job based on investigations that were biased and not based on fact. The unfair dismissal process via the fair work act was such a long process that entailed a long delay between dismissal and mediation or hearing. Often the worker has to seek another job immediately due to financial pressures and tends not to be able to contest the dismissal due to the leave that is required to be taken to appear at mediation sessions or commission hearings. |
| 67 | Maddingley | VIC | Job security is diminishing at a proportionate and opposite trend to the wealth of an ever smaller minority. |

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|-------------|-----------------|--------------|---|
| 68 | Melbourne | VIC | I never felt secure in my previous job which is why I am becoming my own boss, I feel very secure with this. |
| 320 | Melbourne | VIC | Somewhat. It is unfortunate that even as a highly skilled employee with significant and, in my own case, irreplaceable corporate knowledge, I still feel as though the department is not in a place to reward nor care about my abilities. |
| 309 | Melton West | VIC | Not secure at all. There is intimidation bullying. But I put up with this because I have young family. I feel physiology effected by this. What can I do govt didn't desire the system properly employers have all the rights and they manipulate the system to suit them. We hard working people left to take abuse!! |
| 226 | Mernda | VIC | I am not worried about losing my job at this point because I have skills that are not easily replaced. And I am at the point of wanting to retire, anyway but others are not so lucky. The employer tells us we have to do something and most employees just take their word for it. I am the union rep at my work place and every time I try to put up a union notice board to inform people of their rights...it is ripped down by management. The last time, our lab manager sent out a threatening email to everyone saying the next time the material was put up, the person responsible would be 'found' and disciplined. Obviously this was a bullying tactic to keep the masses in line. He knew full well that it was me...the union rep...and all he had to do was ask me about it. |
| 426 | Moe | VIC | I worry about losing my job as I am only on a 12 month contract. A lack of job security causes a lot of stress in my life. Even with my previous permanent position there was no security as the position was dependent on government funding. The cuts to community services in recent years have caused and continue to cause a lot of angst amongst workers already stressed due to their workloads. |
| 393 | Montrose | VIC | There is definitely no job security for anyone and it causes a lot of angst amongst workers. The job market is diminishing and full time jobs are replaced with part time, no person can survive on. Manufacturing has gone offshore and so have many jobs. It is absolute lunacy to still bring in more foreign labour on all kinds of Visa's. As the Government now intends to cut the unemployment benefits for young people under 22 for the first 6 month, they must not be surprised with increases in crime and theft. Poverty goes hand in hand with the rate of crime. |
| 306 | Moonee Ponds | VIC | I worry about fly-in fly-out people taking Aussie jobs! |
| 207 | Mordialloc | VIC | You are joking, aren't you. Of course I am worried about losing my job. No, it would not be easy to get a comparable position. I would think that most casual employees want the security of permanent employment. Being a casual employee suits very few people. Lack of job security is a constant source of stress for a number of people I know. |
| 399 | Mount Evelyn | VIC | With upcoming changes in our industry, there strong concerns and anxiety around job security and fear of our roles becoming casual with its attendant insecurity and in some cases a lack of commitment by staff. |

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|-------------|-----------------|--------------|---|
| 71 | Murrumbeena | VIC | I work with a number of casuals. These are taken on at peak periods given many hours for a short period of time and then cut adrift. This precarious employment does affect them mentally. In dealing with Government organisations it affects such things as income support benefits. We employ them in retail from October to January, during which time they drop off Centrelink and Newstart and then have to start again. Government proposals 6 months on and 6 months off are unfair. I have seen many young casuals come to Melbourne or from the country to work. They obtain casual work are away from family and friends and support groups and then cut off. My own situation, I am under employed . I want full time employment which would give me another \$200 per fortnight. Doesn't sound much but is the difference between battling for existence and a base level of comfort. I was involved in car accident and I had to battle for compensation. I carry an injury yet make a positive contribution. I am 51 and worried that I cannot continue many years in my job due to the injury. Proposals to delay superannuation and pension entitlements are frightening to me. I work in retail which is undergoing massive change and impacting upon employment levels. An issue of concern is around the GST exclusion on goods purchased overseas. These are delivering cheaper goods to consumers but at the cost of an unfair competitive disadvantage to local business. Australian retailers employ vast numbers of people which will shrink due to online commerce and the GST exclusion. |
| 74 | Newport | VIC | I would prefer to have a permanent position, but I am turning 62 years old this year and I am experiencing age discrimination and am fast losing hope in obtaining permanent work. I have a doctorate, masters and an bachelor of social work, and here I am in a bottom of the rung casual with a hire firm. I am stressed by being a casual and being treated so poorly. |
| 355 | Northcote | VIC | I am on a permanent contract, with reasonable redundancy provisions. Insecurity is not a major concern for me at the moment. |
| 440 | Pakenham | VIC | I feel very secure in my current job. I have a strong work history, skills which can be used to various settings and I am flexible. However If I was to get injured I fear there would be no job security. Over the past few years I have seen two staff get injured at work and one who was injured off duty, all eventually lost their jobs. All could still walk and had full function of limbs and brain. But chronic pain from the injuries which impacted the length of time they could work and the type of job they could do. Little was done in retraining or looking into alternate positions within the health service which would allow them to continue to work. |
| 223 | Preston | VIC | There is constant lack of job security. The current govt is trying to undermine my work and pay conditions. Workers should be compensated for working all days and all times anytime of the year. I constantly are unable to attend family obligations or important occasions such as weddings and celebrations because I am working or sleeping after graveyard shifts or "for operational requirements" my leave request has been declined. Management have put us through constant "re-structuring" redundancies and pressure of "being managed out" ..installing cameras in the office "for our security"(we are a secure area not accessible to the public with no money changing hands) and our every word recorded in the hope we can be dismissed and replaced by someone they won't pay penalties to. This constant pressure and harassment is stressful and un-warranted. |

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|-------------|------------------|--------------|---|
| 32 | Seaford | VIC | Family Day Care never feels secure, and there is a lot of turnover of workers. Lack of job security causes great stress for many FDC workers. I believe this does impact on the work (childcare) that we do. |
| 52 | Seaford | VIC | I feel that I have not been supported to perform well in my job, that I have been overburdened with demands and work that is not recognised and not valued by the university system and that my skills and outputs (i.e research outputs) have suffered in such a way that seeking employment at another academic institution is no longer an option for me. Furthermore, I claim that the university management - at least at some levels, is fully aware of the effects of its workload demands on staff research outputs, and is also aware that this reduces the ability and likelihood of staff leaving and disempowers staff in relation to making demands on the university to improve conditions and consult with academics about workload issues and what support is needed to perform their role well. This statement comes from me with over 20 years experience in the university environment as an academic, and based on comparing the support of my current employer with another university which employed me previously (and which was much more supportive of employees). |
| 303 | Seaford | VIC | I am not secure at all |
| 229 | Shelbourne | VIC | I worry about losing my job because of the toxic work environment that has developed in my work place in the last 2 years. We are always expected to work harder with less staff and I am finding it more and more stressful as our patients are getting sicker and have more medical issues. I could probably get work elsewhere (part-time) but I am 57 years old and do wonder how long I can keep going. |
| 302 | South Yarra | VIC | I feel relatively secure because Maths teachers are in huge demand. |
| 29 | Sping Gully | VIC | The public service always comes under scrutiny for being "wasteful" and "bloated". Now the current government has quietly called for expressions of interest in the IT services of Medicare, Depart of Vet Affairs. This is the first step in "privatising" the public service, and privatising the welfare sector. I fear that in my working lifetime I will end up an employee of an underpaying private company delivering a downgraded and watered down service to the Australian Public. |
| 51 | Springvale South | VIC | Very insecure. |

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|-------------|----------------------|--------------|--|
| 180 | St Kilda West | VIC | <p>One advantage of the post-WWII slow pace of advancement for people in secure employment was the opportunity to participate (at an even slower pace that allowed for scope in training) in the development of computer-based data processing from the outset. In Australia, that process began in the late 1960s. Union membership was essential as a defence against companies taking the easy option of devaluing wages and working conditions when economic glitches such as inflation reared their ugly heads. The big issues then for organised labour were equal pay for equal work under both gender and age criteria, and a perceived need to establish an industrial standard whereby computer programming skills became part of the trade training of the clerk rather than streamed off to an elite employment strata. We sort of won on the first issue and lost on the second. On mature reflection, I think we would have a less dumbed-down society today if the battle for clerical empowerment had been won in the 1970s. Instead, the then prevailing distributist ethic was progressively undermined. The process accelerated when, towards the end of the twentieth century, FDR's 'New Deal' legislation was repealed in the United States, That cleared the way for implementation of a carefully constructed secret plan for destruction of the middle class (the tax base for social welfare) and concomitant tweaking of national accounts to facilitate transfer of the value of work done by the populace at large to a privileged elite whose ferocity of strife among themselves keeps their numbers small. Such would appear to be a viable social model while it lasts, which could be for decades as today's perversion of globalisation spreads from country to country. The end game is when wealth is distributed evenly among nations but accrues only to the globally ascendant one per cent. Civil order is maintained by extremes of repression. If the world is lucky, organised resistance will force sporadic change for the better. Otherwise war employing terrifyingly efficient weapons of mass destruction is the worst case scenario, endlessly repeated. I hope to be safely and cosily dead before the cycle begins. Application of technology-based productivity tools in an environment of social democracy would have been a better outcome, but I fear that globalised buccaneer-style capitalism is too far advanced to be reversed now. Adam Smith was an optimist. If he knew how his economic model has been corrupted he would turn in his grave.</p> |
| 119 | Sunbury | VIC | <p>Our employer is constantly reminding us that our positions are only a advert away, with advertising for more staff to fill our current positions.</p> |
| 235 | Tarneit | VIC | <p>Feel like I'm going to lose it any day.</p> |
| 137 | Thornbury | VIC | <p>I have a permanent position in acute nursing, part time. I have realised this year I will always be sessional at the university. This is very stressful as I am unpaid through Dec/Jan/February. Each year the contact has less hours and more flexibility required. I do not have classes at consistent times or days this semester which massively limits my ability to take on other work</p> |
| 331 | Upper Ferntree Gully | VIC | <p>I do worry about my company closing down. As we contract to a Government body the contractors profit margins are minimal and the attitude of the Government body when tendering out the work is, this is the price we want to pay, take it or leave it. I also fear that at 55 yo no other company would hire me because of general wear and tear. I know there are laws against age discrimination in the workforce but we all know it happens and it's impossible to prove.</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|------------------|--------------|---|
| 279 | Vermont | VIC | Permanent or ongoing - until the next restructure or someone decides to try and performance manage you out. Unlikely to find another equivalent permanent or ongoing role as they as becoming very scarce. |
| 282 | Vermont South | VIC | The company is undergoing a restructure and significant merger so there is uncertainty regarding the security of my position and the terms and conditions of work, including hours of work. |
| 150 | Wantirna South | VIC | These issues have made the company stronger and more manipulative as we have grown tired of fighting and arguing all the time. Removing penalties would discourage perfectly good staff from continuing working for services needing after hours services and in effect infiltrate poorer standard of work, lower pay and unhealthy workforce which would in turn effect their business and taxes. |
| 97 | Warneet | VIC | I am constantly fearing I will be transferred to another venue. It's meant to happen every 2 years in my position and I have been in this venue for 3. When it happens, I will be given no choice, even if travel is further from my home. If they wanted to get rid of me, they would transfer me to a less desirable venue and force me to quit. |
| 31 | Warrenheip | VIC | Very secure |
| 374 | Warsonia | VIC | i worry about my job security. It is possible that programs not making a profit will be seen as unviable and the community good of re engaging young people in education will not be valued or supported. At 59 the likelihood of me finding other employment is not great and it would not be easy to get another job let alone another job as good. I have friends who are casually employed in teaching and they are underemployed. Sessional staff want more security and opportunity of more employment not the increasing casualisation of the workforce. |
| 281 | Waurm Ponds | VIC | I look at my family and friends and see the stress affecting them and their families as well as their children. How do you plan your future if you are only a casual worker? How do you get a house, car, furniture? |
| 10 | West Footscray | VIC | I am nervous of losing my job as I turn 50 this year and don't think may employers would take on someone my age. I have been in my job for 22.5 years and so my skills are not very current either. Our company has just been sold too and we are merging with another company, so I am extremely nervous about being made redundant.... This is causing stress for both me and my partner. |
| 123 | Whorouly | VIC | Industries around ours are cattle and sheep and the timber industry. There is nothing else unless you want to be ANOTHER Silly grass cutting franchisee trying to steel another person's lawn mowing business. Dog eat dog corporate world philosophy has hit small town AUS. Unionised labour has got me better pay than a motor mechanic and a safety net. |
| 322 | Williams Landing | VIC | My job security I feel is fine. I don't think it would. be easy to find another as some places are down sizing and many academics and postgraduates are looking for work. |
| 344 | Wodonga | VIC | Since Tony Abbott has come in I live in constant fear that one day I'll wake up and him and his Business Council mates will have put me out of the job leaving my family in the street and my beautiful wife and kids destroyed, depressed and life as i know it over. May as well pull my kids out of school now and tell them unless you're rich you have no future!!!! |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 289 | Woodend | VIC | I don't have job security because my employer wants to downgrade a lot of positions and make people want to leave. I expect to need to find another job soon and it is likely to have lower pay. |
| 350 | Yarraville | VIC | I'm relatively secure, but I can certainly understand those who lack security - the music industry has effectively no security. It's a fashion controlled industry and inherently prone to swift change. |
| 283 | Aubin Grove | WA | One always worries about losing a job especially with the hospital transition. My job is safe at the moment but in the future I'm not so sure. If I did lose my job I would be placed in some other job in the health system but whether it would be a job with the same penalty rates is not guaranteed |
| 24 | Baldivis | WA | Insecure because how they moved staff to another hospital so even if I am full time I still could lose my job. |
| 82 | Bassendean | WA | I don't believe I could get the same conditions if I had to leave my job and get another |
| 224 | Bertram | WA | There is no job security, you are employed at the discretion of the boss and him being in a good mood |
| 437 | Bibra Lake | WA | Only short term contracts available nobody knows when they will be axed no job security in government not even as a nurse. |
| 345 | Bulgarra | WA | Companies in the Oil and Gas industry are currently putting Staff off, as a casual employee after nearly 13 years with the one employer I feel that I have little Job security. |
| 240 | Floreat | WA | There is no such thing as job security. That era ended a generation ago. I have had over thirty job positions in my short lifetime so far. This, as far as I can tell is normal outside the public service. I would love a public sector job, and wish there were more of them. Unfortunately, conservative politics sees job security as a hindrance to profit reaping, and is trying its best to create a generation of working poor. |
| 349 | Forrestfield | WA | There is no job security anywhere within rail. If I left my current job it would be on worse pay and conditions and most likely on a casual basis. This makes me feel trapped in my current job as I have a mortgage that is ridiculously unrealistic to pay off without a very austere existence. |
| 257 | Leschenault | WA | I do not believe any job these days is secure - and yes I worry about losing mine as at 60 living in a country town the prospects of another job are slim - I worry for myself and I worry for my colleagues and I worry for the future of those like myself, for those coming after me and for the direction this country is headed. |
| 155 | Maida Vale | WA | As luck would have it I believe I am very good at what I do, this is why I have managed to keep my job. I have seen others that have the strength of character enough to stand up for themselves manoeuvred into redundancy or had their job status and satisfaction taken away to the point they quit. Another tactic used by the company is to marginalise employees to the point that they feel unvalued. They then leave of their own accord so keep their sense of self worth. |
| 37 | Morley | WA | As I'm retired I am personally immune from job loss. However my wife is in the health industry and only has a part time casual position. This is with the State Government. As her hospital is being privatised she is due to move and the conditions are not as healthy in regards wages. Penalty rates are yet to be disclosed. There is a lot of stress with my wife at the moment. |

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|-------------|-----------------|--------------|--|
| 243 | Nannup | WA | I don't really worry about losing my job in the next few years as I cannot see that closing the hospital would be viable and cost effective in the long term. However, there is always that niggling thought at the back of my mind that yes, the government often does things that don't make sense and that are not effective or efficient in the long term, and therefore they may close my hospital or reduce its current services. Especially, being that it is a small hospital with no doctors in the town, this is potentially going to happen. |
| 294 | Perth | WA | Sole-trader |
| 182 | Rockingham | WA | there is no such thing as a permanent job |
| 65 | Samson | WA | I have good job security as I am currently in a growth area. It would be difficult to get an another equivalent job as I am in a specialist area and would be competing against younger more recently graduated people in the broader area of work. |
| 446 | Scarborough | WA | Australian workers feel we are being sold out for the mighty dollar no job security. |
| 23 | South Perth | WA | I do worry about losing my job in the next few years. Even the next year. The efficiency drive at this university is favouring newer, cheaper people and is not very rational, from what we can see of the decisions already made. In addition, personnel decisions are more sensitive to personality clashes and personal agendas than they should be in a high-level university. |
| 255 | South Perth | WA | I was unemployed for three years prior to this job despite my qualifications so I am very concerned that I might be made redundant. My company made 500 employees compulsory redundant last year so I am very worried. |
| 450 | Spearwood | WA | As I am nearly 58 I definitely will not get another job. too young to get a pension. I have a prosthesis in my back due to a back injury from years of lifting bedding while working with this company. Because of this alone I will not be employed. As for a disability pension I believe it has to more than thirty per cent and before I can receive a pension. I am unable to lift more than 15 kilos and unable to stand for a period more than an hour. The last 12 months that I worked was the most horrible, stressful year in my working life. I was continually bullied and had to watch other staff being treated the same way with no way of helping them. |
| 127 | Sunset Beach | WA | I do worry about losing my job in the next few years when looking at the state and country budget in general. There are a lot of overseas nurses coming in, when we don't have enough work for our graduating nurses. Many jobs in hospitals seem to be casual based. |
| 375 | Waggrakine | WA | Job security is normally not much of a worry for most public servants. However, the increasing use of casual staff means that a greater percentage of the Service's workforce are becoming part of the precariat even though many long to have ongoing employment. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 90 | Warnbro | WA | Job prospects in Australia are diminishing every day, due to the relaxation of the 457 visa rules that require companies to look for Australian citizens to fulfil the required role/s. Currently companies are employing people from overseas whilst rejecting Australian workers. I know this to be the case because I am still unemployed and that the roles I applied for have been fulfilled by others from overseas. Unemployment figures keep going up as do company profits, the wages paid to 457 visa holder are not recirculated within Australia, they are taken offshore and are spent there. Not only do Australian workers miss out on an income, our economy is also losing money, meaning less spending which then equates to more unemployment. A downward spiral. |
| 118 | Warnbro | WA | My main concern is that I have zero stability as an agency nurse. I have to plan for the future (with bills and when I will take unpaid leave) and the past 18 or so months has been very stressful as a result. I would hands down take a permanent job if it were offered to me as I need the stability, support and leave. |
| 225 | Waroona | WA | It's going to be hard in the next few years as business is tightening their belts and starting from the shop floor. Yes it would be hard and no this is a great job. Of course it causes stress. |
| 6 | Yangebup | WA | I am still feeling secure but my children are not .. they are in insecure employment of casual and temporary. |
| 136 | Yangebup | WA | I only have a one year employment contract, and at 60 years old, do not feel at all secure in my job. I am quite stressed about my possible future, or lack thereof. It's all well and good for Joe Hockey to argue for people working until they're 70, but he's not the one who has to face endless rejection due to ageism. |

Penalty rates

The question posed:

If you or someone you know relies on penalty rates tell the Productivity Commission how important they are to the household budget.

For example: Why do you or others work hours that attract penalty rates? What would happen if penalty rates were cut or suddenly were abolished?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------|--------------|--|
| 41 | Banks | ACT | it would lose me thousands of dollars per year, why should I be on the poverty line when I have been a tax payer for many years, unfair, what would they do if we refused to work weekends and night duty as you lose money, I guess they will hire more people from overseas that don't have the same understanding of what we have achieved. |
| 293 | Banks | ACT | I need penalty rates otherwise there is no incentive to work weekends and public holidays, an opportunity to earn bonus income that helps pay bills and put towards holidays. |
| 231 | Garran | ACT | The pressure is currently on the allied health professions to now provide services 24/7 in line with nursing and medical services. I can understand this from a patient perspective and some of the evidence does point toward this increase in working hours, however allied health do not have the shift/penalties history of nursing and medical and are paid poorly in comparison. I can already see moves toward making allied health work 24/7 hours but not awarding them any of the penalties attracted by other health professionals. |
| 341 | Holder | ACT | I and everyone I work with is on penalty rates or a composite allowance that combines the penalty rates into a standard payment. Loss of this entitlement would mean disaster to most if not all of the employees at my workplace. It would mean forfeiture of mortgage payment potentially the loss of their houses, the same could be said for car and other payments. It would also be very hard to find people to work weekends and public holidays in an operation that runs 24/7 365 days a year. |
| 73 | Isabella Plains | ACT | Penalty rates compensate workers for unpredictable hours and income, as well as working hours that permanent staff have to spend with friends and family. Hospitality, retail and social service workers are already on low incomes - they cannot take the impact of removing or reducing penalty rates. |
| 143 | Kambah | ACT | Most of the Room attendants needed a particular number of Hours per week such as twenty, |
| 335 | Monash | ACT | If penalty rates were suddenly abolished it would affect my colleagues badly. The pay would be greatly reduced and many rely on the penalty rates to make ends meet. It would also affect the workplaces as willingness to work the out of hours shifts would be greatly reduced. |
| 188 | Nicholls | ACT | Should remain IN PLACE, why should families be consistently disadvantaged? |
| 270 | Page | ACT | My employer refuses to pay penalty rates. This is currently part of the issue in front of Fair Work at the moment. |
| 95 | Spence | ACT | I used to rely on penalty rates to live. People who work odd hours instead of spending time with family and friends. It's not like kids go to school at night when their parents work. |
| 45 | Arararra Headland | NSW | Penalty rates are not related to teachers however nurses must retain these conditions. A question of life or death does not discriminate between day or night. Services must be as good at night as well as in the daytime. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 100 | Avoca | NSW | Both myself and my wife are nurses and we rely on penalty rates to meet our needs. We have two children at university one with a disability and the penalty rates help us make ends meet. Quite often we don't see each other for days as she does 12 hr shifts in a mental health facility and I do a lot of overtime and on call in the operating suite and we feel it is fair enough that we get paid a bit extra for the imposition that our chosen career has on our family and personal lives. |
| 413 | Balgowlah | NSW | Working on weekends/shift work and using penalties to achieve a wage slightly better than without is very important considering the number of people that needs to provide for their family e.g single parent, small income, managing young family with shift work...And not as our owner said few years back "that RN are working to provide themselves with pocket money!!". |
| 233 | Ballina | NSW | If penalty rates were abolished, all incentive for working on the weekends or at night would be gone. I would refuse point-blank to work then and only do ordinary hours. |
| 104 | Barden Ridge | NSW | If penalty rates were cut this would have a massive impact on our family of 6. Penalty rates are paid for the inconvenience of not having a weekend or a life, not being able to sleep with your partner on a regular basis and not being able to see your kids |
| 120 | Bathurst | NSW | Australia will not accept a change in the traditional penalty rates that have belonged to our workers. |
| 287 | Bellingen | NSW | Penalty rates are to assist to cover life expenses. Vital for many, especially regional workers and casual worker. |
| 314 | Berry | NSW | Penalty rates are so important to our culture! I was brought up by 2 nurses. They worked clock-round shifts, and many years worked Christmas and Easter shifts. However, we knew that was important as people need nurses, doctors etc every day, and that society expressed its appreciation through penalty rates. Most people who earn penalty rates are not on high incomes. These rates boost their ability to take a meaningful part in the economy. Surely there should be recognition given to the many times people miss out on family gatherings and social events, and more importantly also the fact that long hours and night-time work is known to take a toll on one's health. |
| 416 | Blackbutt | NSW | I work hours that attract penalty rates such as weekends and public holidays because nursing is a job which requires staff around the clock. We can't close the emergency department on weekends and Christmas Day. I am a single parent and have had to have my child minded on many Christmas days due to my work. I miss many of his football games and he spends at least one night per week at someone else's house due to my work and has done so since he was 4 months old. I am happy to work these shifts because someone needs to for the good of the community and because I am compensated fairly by penalty rates. Due to difficulty finding child care outside of regular work hours I am only able to work part time at the moment while my child is still young. Because of penalty rates I am able to survive on one part time income with limited government assistance. If penalty rates were abolished I would need to find a full time position and I would need that position to be mainly week days. I would also not agree to work nights or important holidays such as Christmas if I were not being paid more for working these days. |

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|-------------|-----------------|--------------|--|
| 354 | Blaxland | NSW | Penalty rates are the only way to make any sort of living from business driven jobs. If there was no penalty rate for casual work or poor hours no full time jobs would exist making personal borrowing impossible. |
| 106 | Bondi | NSW | I often work after hours and at weekends for no extra pay or penalty rates. They would certainly help & make me feel I was being appropriately recompensed for the time I give to my job outside standard hours. |
| 50 | Bossley Park | NSW | Without penalty rates I wouldn't be able to meet my weekly expenses, not on a single wage, should penalty rates be abolished I would live like a pauper. |
| 184 | Bowen Mountain | NSW | In the past, as a single-parent with young children, I relied heavily on penalty rates. I had three casual jobs which I juggled so as to be able to be home with my children as much as I could. Penalty rates were what made it possible. At that time I simply could not have taken a full-time job as a chef, and cared for my children adequately. |
| 14 | Camden South | NSW | Without penalty rates, I'd lose around 30% of my wage and would walk away from the profession. I don't choose to work unsociable hours, but in nursing, someone has to do it. However, my salary means that my family has a decent lifestyle - we're still paying off the mortgage on a modest house, we don't have overseas holidays, we don't splurge on stuff we don't need. We live within our means on a tight budget. Losing penalty rates would be disastrous. |
| 98 | Campsie | NSW | I'm a day worker. |
| 178 | Campsie | NSW | Penalty rates are not offered in my position. |
| 206 | Canowindra | NSW | Penalty rates are so important. People should not be asked to work at times when everyone else is not. They miss time with family, inconvenience, disturbed sleeping patterns and the list could go on and on. Not many people would do these jobs without some incentive and they shouldn't have to. That would impact on the whole of society because the standard of worker and their mental health will go down. |
| 116 | Carey Bay | NSW | We raised five children while paying off our home, without my wife having to work, because I was prepared to work continuous process shift-work progressing to senior supervisor on shift by age 26. Of course banks were then better regulated as a service industry and I had a loan for 25 years at 5% fixed. |
| 271 | Carss Park | NSW | I don't get penalty rates & made a decision 25 years ago that I wouldn't work in a job that needed penalty rates to make it viable. I do support penalty rates though & think it's criminal that people would be expected to work Sundays, Public Holidays or graveyard shift without compensation. |
| 237 | Casula | NSW | When overtime is offered, it is heaven. Basically helping families with everyday living costs etc. If penalty rates were to be cut, there would be no incentive for me to work outside of my regular hours. I think this would affect the department negatively, and the department would probably have to hire temporary's to have the workload managed. (and that's if they are trained on how to finish the workload). I wouldn't spend time at work and less time with family for no OT penalty rates. |
| 55 | Caves Beach | NSW | Of course penalty rates are important - they are trade offs for working difficult hours or on week-ends - time NOT spent with family/friends! |

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|-------------|-----------------|--------------|--|
| 296 | Cessnock | NSW | First three years with my former employer was with Penalty rates. Wouldn't have gotten by without it. Now with a new company we do reasonable overtime for time in Lew. But our Supervisor gives us time off when she chooses! or suits her. |
| 448 | Chatswood | NSW | Without penalty rates my family and I would not survive. My wife and I would not be able to pay the mortgage. Studies over the world have shown shift work decreases life expectancy by 10 years. Why shouldn't we get compensated. Try doing night shift. |
| 439 | Clarence | NSW | While I do not rely on penalty rates, my partner works in hospitality. Often we are only able to pay rent if he picks up weekend work. |
| 424 | Clothiers Creek | NSW | Most nurses have to work a rotating roster which includes penalty rates if we lose our penalty rates our wages will be cut substantially and would need a major pay rise to make up the difference. |
| 53 | Coffs Harbour | NSW | Weekends and nights should be time for spending with family, friends, playing sports, watching own children's activities (sports, dancing etc), and going to church if desire. A worker should be adequately compensated if he/she/I have to work during these times. As a bus driver, driving mainly school runs, I often have to work weekends to make ends meet and I miss out on many social activities. I only do this because I am (kind of) adequately compensated. |
| 219 | Como | NSW | Penalty rates are very important as is Saturdays and Sundays for families to get together. when this inquiry meets on a Sunday and the grand final of any football code in Australia is played on a Tuesday then we can talk about getting rid of penalty rates. |
| 402 | Coonamble | NSW | Without penalty rates nobody would be a nurse! NSW needs to catch up to other states rates! We are all under the same registration board now why not the same award? |
| 212 | Diamond Beach | NSW | My son lives in Sydney and does rely on penalty rates to help pay his bills and living costs. I believe that if a worker is willing to give up their weekend or public holiday to work they should be rewarded with penalty rates. I also believe that if the penalty rates are abolished business owners will ensure their staff work the weekends & public holidays while they enjoy taking the time off. |
| 317 | Dorrigo | NSW | Australia was not built on squeezing the most vulnerable and disadvantaged, as are most workers that are employed under penalty rate conditions. It angers me when I hear complaints from employers that wages cost them too much. Perhaps those employers should find another line of business. |
| 66 | Dulwich Hill | NSW | The work is lowly paid at around \$20 an hour. Penalty rates offer some relief. Pay is only awarded for hours worked and while for the moment travel time and a petrol rate is granted, this is not so for non Government agencies and it is expected that this is one area which will disappear as unfunded after two years. |
| 241 | Earlwood | NSW | I would hate to see these cut or reduced and people make many sacrifices to their employers and with lots of dedication and pride in the work that they do. |
| 343 | East Hills | NSW | Without my penalty I would not be able to pay my bills and mortgage I would need to find an extra job which would badly affect my ability to look after my loved ones and probably my health would be badly affected too |

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| 275 | East Kurrajong | NSW | During the 90s I worked shift work in an After Hours Centre, providing emergency maintenance for a telecommunication company. The penalty rates I received for this job were the prime reason I took this position, as it was for the dozens of people I worked with in the centre. Even though we only rotated through the centre once every three weeks, the turnover of staff was quite large due to the rigours that such shift work places on your body. Even now, decades after performing night shifts, my sleep pattern is geared to being awake at night and asleep during the day. I found day work much more draining on me physically after shift work than I did before. If no penalty rates had existed, I believe it would have been almost impossible to fill these positions. My current financial position would have been much worse if I had not had those years of penalty rates, and I currently do not even own a home, with no current prospects of ever being able to own one. |
| 398 | Eastern Creek | NSW | Penalty rates are the difference between going under .without penalty rates I would have to suffer greatly sometimes it's a struggle now. Everything is just going up and up. Why should I take a pay cut while the business is still profitable. So the boss gets a bonus. I certainly would not be able to afford the travel to see the children's grandparents. They are retired so can't afford to visit us. |
| 385 | Erina | NSW | I would not work weekends, nights or evenings; in fact; I probably would resign from my weekend work permanently. Why should I work weekends and get the same money for working Monday to Friday, normal hours. You would have to be kidding. Why don't politicians work weekends, evenings and public holidays, rather than spend the time with their families, I bet they would not even contemplate it! This is why I am divorced, from working shift-work for forty years. |
| 276 | Erskineville | NSW | We do tonnes of unpaid overtime, but rarely when overtime is paid it's not really worth the 0.5 loading. |
| 319 | Fairfield | NSW | As a Public Servant doing a second job becomes very difficult and if willing there are formalities that need to be satisfied. The household is always on budget running and especially with one income in the household there is no way that the ends will be met. So naturally Overtime is the only other option and it is not provided on a fair basis and whenever you can do that money helps. If penalty rates are cut you are being deprived of the income you can earn which can be the only source you may have. |
| 310 | Forestville | NSW | Penalty rate reflect the compromise between the business's needs for extended work hours and the impact on workers home lives and health. Shift work has a negative impact on long term health and longevity. The people who want to get rid of penalty rates are on good remunerations and don't regularly work weekends or night shifts. |
| 430 | Glenbrook | NSW | No one would work night duty or weekends or unsociable hours in nursing and the hospital system would fail. |
| 141 | Glenmore Park | NSW | I am a sole Wage Earner in the house and as the wages are not that good, I gave up my public Holidays to earn some Extra Money by working on Public Holidays and I also work on Christmas Day, Good Friday and Easter Sunday and don't enjoy the festive season with my Wife and Family, it easier for me to pay Our Bills. So removing penalty Rates, would make it difficult to pay my Bills. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 387 | Goulburn | NSW | I don't receive penalty rates but my son, who spent almost 10 years having to do casual work until he was finally able to obtain a permanent job, relied heavily on penalty rates to make ends meet. I know this made the difference to how well he was able to pay large bills such as electricity. Penalty rates are very important to people on low incomes. People on lower wages are barely making ends meet and often rely on penalty and overtime rates to make ends meet. We still live in a Monday to Friday, 9 to 5 society. If society advances in regard to different and flexible modes of work, such as working from home then penalty rates shouldn't apply; but if people have to physically go to a workplace outside normal business hours then they should receive fair compensation for that. As an aside it is worth considering if senior managers would consider it fair if they had to forgo their performance bonuses? I would think that is unlikely and yet they are in a much better financial position than the people who are receiving penalty rates. Also, employers need to have some incentive to attract staff to work on weekends and at unsocial hours. Why would parents miss out on seeing their children at bedtime if they are not paid any extra for the inconvenience involved? Why would police, nurses etc upset their bodily functions to do shift work if there is no financial compensation for doing so? How do we value these people in our society? We want them to be available to us around the clock so we need to ensure they are properly recompensed for that sacrifice. |
| 214 | Guerilla Bay | NSW | My current place of employment was a marvellous experience. All Australians should do a stint in retail on minimum wages being treated like low-life by some of the general public. We had to deal with people who were drunk, people with no manners, people whose hygiene was suspect, cranky builders at 7.00am (perhaps still drunk from the night before) and some very nasty shoplifting gangs. Bunnings staff rely on penalty rates. University students and school kids loved to work weekends and holidays, NOT because it suited their study schedule BUT because they got penalty rates. I was a casual getting a little over \$20 an hour. Therefore, a fulltime person doing say 40 hours a week is probably earning less than \$40,000 a year. This is about one third or less of what my former level at my previous place of employment now earns. These people count on penalty rates. |
| 236 | Gunnedah | NSW | I am currently on a flat rate of pay that attracts no penalties. Take it or leave it! |

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|-------------|-----------------|--------------|---|
| 152 | GyMEA | NSW | <p>Penalty rates make up about 33% of my income. I work highly unsociable hours with an extremely chaotic roster (you would have to see a drivers fortnightly roster to believe it, different starting times every day, different days off, anything from 1 days work before a day off to 12 consecutive). My base wage is only just above the rent for our run down old house we live in which was the cheapest rent we could find in a half hours drive from where I work, Sydney's high cost of surviving. I have also worked unsociable shift work in retail & hospitality for over 12 years previous to starting my current career. In that time I have found I have lost contact with most of my friends & family who gave up trying to arrange social gatherings when I wasn't at work, usually on a weekend, especially Sundays, or Friday nights & public holidays. I have also missed out on most of my children's sporting involvements, parent teacher nights (even mid week) & being home on the weekends to take them on family days out. I have only been able to celebrate a handful of my birthdays, Christmas days, Anzac days & New Years Eves with others for over 20 years. I cannot commit to any sport or interest due to my employers chaotic roster & so have lost all my non work related interests. If it wasn't for the penalty rates I definitely wouldn't have worked in these industries. It isn't until you work these unsociable hours & miss out on so much of yours & your families lives that you realise how important it is to have nationally recognised standard days & hours of work to minimise people becoming isolated & unhealthy. I find the cost of living for a family rises with a shift worker in the house. It is very rare that I work 'normal' day hours & so usually prepare my meals separately & eat at different times to the rest of my family depending on the hours I am working on that particular day. I try to catch public transport when possible, however early morning starts or finishes can add an extra 5 1/2 hours travelling time on top of my normal 2 1/2 hours travelling on public transport per day, so I am forced to drive approximately 70% of the time with the associated extra cost. To sleep during hot days when starting early or late shifts we had to buy blackout blinds & a portable air conditioner (the quiet ones that you can sleep to are predictably more expensive). We found we needed a second car so my wife & children weren't stranded at home on weekends, without one my children would have missed out on weekend activities such as sports due to me requiring the car for work. Even less obvious costs such as having to wash & dry clothes & cook meals during peak electricity rates as I am normally working early mornings, afternoons & nights when electricity rates are lower. I believe it is much fairer to earn penalty rates for a weekend shift/ public holiday/ or morning, afternoon or night shift then to absorb the average into a aggregate wage as it disadvantages the lives of those who work more unsociable hours than others. It is my experience in retail, hospitality & manufacturing, that has made me aware that in many workplaces who choose to operate outside of the standard Monday to Friday office hours, it is because they make a LOT more income at night & on weekends. Of course employers don't want to share the extra income during these peak times with their employees whose lives are being inconvenienced.</p> |

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|-------------|-----------------|--------------|---|
| 404 | GyMEA | NSW | Working penalty hours enables me to work less time during the week - thus I can be around before and after school for my daughter, overseeing homework, taking her to and from activities, cooking dinner, preparing lunches and spending quality time plus getting her to bed on time for school the next day. If penalty rates were cut, I would have to increase my hours to full time, reducing my time with my daughter. I would not work weekends as much as I do now as I would not see the point.... To be honest I would be looking for other work with less stress and responsibility and better hours. |
| 352 | Hamilton | NSW | Penalty rates are an essential part of life for some employers and employees most obviously those in the health and hospitality industries. People don't get well at five o'clock in the evening and stay well until nine o'clock the following morning so they need to be looked after by appropriately qualified staff being paid appropriate wages with penalties. Failure to do so will mean that people have lower disposable incomes and discretionary spending in the hospitality industry will be substantially reduced and this will have a bigger impact on the hospitality industry than their current claims about the impost of penalty rates. |
| 260 | Hamilton North | NSW | No overtime at the moment but penalty rates helps me pay the bills. I currently have over 1000k in bills at the moment and not sure how it's going to pan out. But if the overtime was there , the penalty rates would make it affordable to pay the bill. (I currently earn \$800 per week). |
| 57 | Hobartville | NSW | Penalty rates are being undermined by constant 'bargaining'. When we did receive penalty rates it gave the impression that we were being paid an 'honest' wage for committing to the odd hours or weekend work demanded. Now it is just an expectation. |
| 17 | Hornsby | NSW | Low-income earners I know work penalty rates to increase their earnings. They work late at night, unpopular times, and are unable to socialise with friends. They are often tired on their days off |
| 326 | Hornsby | NSW | I work a seven-day rotating roster where I receive penalty rates for starting later in the day, working overnight and working on weekends. If penalty rates were abolished I would lose, at a minimum, 25% of my pay. This would mean that I could not continue to live as I do now, I would not be able to save money to buy property, I would not be able to do the things I do now to maintain my own wellbeing from having such a stressful job. I would seek alternative employment if penalty rates were cut as it would not be worth the responsibility, effort, time, stress or lack of work-life balance of being a nurse - I would look for another job as I would refuse to work weekends or nights for the same rate of pay as someone working Monday to Friday mornings. |
| 363 | Hurlstone Park | NSW | Don't touch our penalty rate that keeps us going with our lost time to our family. |
| 138 | Kandos | NSW | Be nice to get them. Mum works weekends as a cleaner if here penalty rates are taken their will be no incentive for her to work weekends and why should she? there are other days she works however cutting it would effectively drop her wage by at least 50% |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 48 | Katoomba | NSW | My daughter-in-law has 2 small children and is not able to work AND pay for childcare, as she is not highly educated or trained for a very high paying position in the work force. She is intelligent, well spoken, reliable, and punctual. She prefers to work weekends, and some public holidays as then her husband is able to care for the children with a bit of help from the family and in-laws. She is only able to work 10-15 hours per week, and relies on Penalty Rates to make it worthwhile. She works during hours that the majority of people do not want. Full time workers receive sick pay and holiday pay etc. They do not want to work weekends etc as they consider that is when their recreation time is --- and that is when most major sporting matches and entertainment is available to the majority of workers. At present my daughter-in-law is willing to give up those things to help their little family to try and get ahead. So they have the means to educate their children, and help them to widen their knowledge and experiences for a more productive future. |
| 300 | Kiama | NSW | Full time staff are no longer paid penalty rates up front but must accumulate excess hours till an annual yearly total is achieved. The employee must then submit an application for the right to be paid any excess hour worked. |
| 288 | Killara | NSW | The household and the MA000100 require that I work at penalty rate time. Should they be cut or abolished I would leave my job and work privately. |
| 173 | Kingswood | NSW | Penalty rate is very important to everyone and each one of us, as that's what makes us brings extra money to our household. |
| 16 | Koorinal | NSW | If you are required to work outside your core hours, then you deserve penalty rates. Maybe not so much on a Saturday but definitely on a Sunday and national public holidays. |
| 204 | Lake Heights | NSW | I only work overtime because of the penalty rates. If they were abolished, I wouldn't be interested in working any time outside my usual hours. There has to be incentive for people to work above and beyond their usual hours, and if no penalty rates, then what is the point? Would the politicians who are trying to introduce this work their spare time for no extra pay? I don't think so. |
| 367 | Lake Illawarra | NSW | If penalty rates were cut it would mean drastic changes in my life. Cost of living is always going up. |
| 307 | Lavington | NSW | I don't like to Work every Sunday, but it is good compensation to be paid penalty rates for it . If they were cut out my pay would reduce by a third. and I would not feel like working on Sundays or weekends at all. All the staff should be made to take turns at doing weekends. |
| 13 | Legume | NSW | If you work weekends you should be rewarded for it not the company. |
| 70 | Leura | NSW | Penalty rates are part of our award however in our sector accruing and taking time in lieu instead of penalty rates and overtime payments is the norm. |
| 285 | Lilyfield | NSW | My wife was not given her full penalty rates. She worked hard, had split shifts, and without reliable hours, and was only given penalty rates for weekends and public holidays at one of her restaurants, and even then, she was not given the correct full rate. |

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|-------------|-----------------|--------------|--|
| 378 | Lisarow | NSW | I work weekends for penalty rates. I need them to be able to pay my mortgage. I have to forgo spending time with my family. Nurses do what other people would not dream of doing. Our flat wages are equal to a shop assistant. I would leave nursing and work in a doctors surgery working sociable hours. |
| 370 | Lugarno | NSW | I would work additional hours if I was remunerated for it. However I have only ever been offered overtime twice in the last 7 years. The building I work in is only open from 0700-1900. I would prefer to work later, especially when my work involves contacting people in WA. In this modern 7/24 world the work is there to be done, but why should I not get additional compensation for working outside the conventional business day. |
| 253 | Macquarie Hills | NSW | Penalty rates are an essential part of my wage, and something I took into account when I retrained so I could do this kind of work. I work a 6 day roster and also work rostered overtime on Sundays, which pay double time. The Sundays are rostered every two weeks, but you are free to decline these. If I am called in on my day off, penalties also apply. The rates compensate somewhat for working split shifts (4 hour break) - which double your commute time and cost. If I could work straight shifts Monday to Friday I definitely would. People go on waiting lists for these shifts - the waiting list is already so long that this shift will never be available to me, even if I work to 65. That should tell anyone, that, given the choice, the majority of people would rather work daywork on weekdays. I only work on Saturdays if I am rostered - my kids play sport on Saturday and I hate to miss it. I only work the Sundays because of the penalty rates - for everything you miss, it would not be worth it if you were making standard rates. |
| 22 | Moama | NSW | My bank account would of course suffer and as such everything would have a roll on effect. I would not want to work at night but I know there would be no full time position on a Monday to Friday roster during the day. |
| 443 | Moree | NSW | I live one hours drive away from the my employment, as do a large percentage of other employees in our Rural facility. I need the penalty rates to pay for the fuel for the two hours drive each day. We do not have the option of public transport in our district outside the township. I do not receive a travel allowance. If penalty rates were abolished I would simply not be able to afford to get to work. |
| 250 | Mortdale | NSW | Cutting penalty rates would hurt the most vulnerable people, especially young families. |
| 108 | Moss Vale | NSW | I do not get penalty rates in my job but have had to trade off conditions for almost every pay rise in recent years. |
| 124 | Moss Vale | NSW | My daughter is a nurse, and my son works in hospitality. Both these jobs require long and irregular work hours. The workers in the nursing profession usually work 24/7. Their penalty rates make their jobs commensurate in wages with other professions. With hospitality, it is the employers choice to make people basically work on call, and take away employees ability to choose or plan their time off. Penalty rates go some way toward recompensing employees for unreliable work situations which employers prefer. |
| 379 | Mount Annan | NSW | Well we have good penalty rates but simply not allowed to work overtime. |

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| 347 | Mount Saint Thomas | NSW | Without penalty rates I would struggle in life. I would not be able to afford to pay off a house and provide a decent standard of living for my children. Most of my income goes back into the local economy or to home loan repayments and bills. Penalty rates help me survive and give me the best chance of providing a good future for my children. I work weekends by choice and I miss out on a lot of social activities so that I can earn a decent living for my family. If penalty rates were abolished it would devastate my hopes and dreams of owning my own home, and giving my children a helping hand to achieve their dreams. I think it would turn Australia's Middle class into a lower class. Creating a and upper and lower class in this country, which has always promoted ideals of a fair go for all, would be in my opinion very sad. |
| 69 | Narara | NSW | They are very important look at nurses or retail. These people they are not spending time with families at home because financial situation is pushing them to go and get penalty rates only this is reason why people are still working on the weekends. Otherwise what's the point? There is no way I would go from my family to work on the weekend and no penalty rates. No way. This would be really very unfair and thinking about it is making me sick. How could you let people go and do that? And expect maximum productivity? For peanuts? No no. |
| 33 | Narellan Vale | NSW | The government would be unwise to expect anyone to work weekends or after hours on single time rates. It is an imposition, unfair and un Australian. |
| 205 | North Albury | NSW | Any penalty rate would be very important to any household. We all have bills to pay. |
| 447 | North Boambee Valley | NSW | I have worked night shift mainly because I didn't have baby sitters for my kids when they were young, also I did not have to work full time as I got extra through the penalty rates, so this helped me with the kids when they were little. I have tried to come off nights but there is no-one that wants to work the nights these days, this has affected my career progression. |
| 9 | North Curl Curl | NSW | If penalty rates were cut or abolished I'm sure there would be more work offered on weekends but instead of weekly work. I couldn't refuse it though because that would doubtless me the last time I was offered casual work with them. Casual workers are absolutely powerless which is terrifying given that Oz is one of the most casualised countries |
| 121 | North Narrabeen | NSW | Penalty rates are to compensate for lack of sleep, putting on weight due to being constantly tired, inability to exercise properly at night, depression due to lack of sleep, divorce due to lack or an appropriate family and social life, the inability to go to a cousin's wedding on a weekend due to shift-work, having to tell your kids to be quiet so you can sleep in the day and many other disadvantages too numerous to mention. Put some Bosses on shift-work and see if they like having a higher cancer rate, higher obesity rate and worse quality of life! Pay fairly for shift-work...we do it out of dedication but that doesn't mean we like being taken advantage of! |
| 126 | North Nowra | NSW | As I have mentioned above, I'm looking after my husband and therefore choose to work nightshift. Nightshift is detrimental to health and a social life, as research has shown. If penalty rates would be abolished, I would have to rethink my options, as due to ill health I'm unable to work full-time. I would consider leaving nursing altogether. Without penalty rates nobody would want to work weekends and nights, and it would be extremely difficult to find replacements if somebody is off sick on those shifts. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------------|--------------|---|
| 261 | North Willoughby | NSW | My wife, working in retail, needs to have penalty rates in place in order for it to be economically feasible to return to work. Otherwise she may as well stay at home as the base pay is too low. Looking after the kids is a priority if she can't earn enough money to help pay the mortgage and bills. |
| 160 | Nowra | NSW | We have a family to support whether food on the table, clothes on their backs, transport to get from A to B, mortgage to pay, rent to pay, medical to pay. Everything is getting dearer but our pays aren't going up. |
| 381 | Nowra Hill | NSW | I used to rely heavily on penalty rates in my work as a bar maid. Working nights when I was studying at university meant that I could work less hours for more money and still have time to study during the day! I was only just making ends meet. Also now if I didn't get decent money for casual teaching, I'd be much worse off during the school holidays when I can't earn anything! |
| 171 | Old Bar | NSW | I receive penalty rates for working Sundays, this makes my limited work hours as a total for the week viable. Without the double time, the weekly earnings would be very low and a great burden |
| 415 | Orange | NSW | I don't work shift work any more as said above but if penalty rates were removed you will not be able to get staff to work the evening, nights and holidays. |
| 425 | Parramatta | NSW | I rely on my weekend penalty rates to make ends meet. I work Thursday-Monday & without the penalty rates I would have to work longer hours to not even make enough money to support myself and my families needs. |
| 274 | Port Macquarie | NSW | Not applicable to me - and few of our Council staff receive any regular penalty rates, except for the waste transfer station staff who work on an rotating roster over a seven day period and the hours and days reflect the need to ensure a liveable wage is always available. |
| 298 | Queen Victoria Building | NSW | Penalty rates justify the lack of security in this type of work situation. |
| 190 | Randwick | NSW | If penalty rates were cut it would very much affect the facility; we work on weekends and on weekdays the facility is operational until 10pm, so a cut in penalty rates might fail to attract quality and appropriately qualified staff. |
| 329 | Raymond Terrace | NSW | I work a lot of afternoon and night shifts plus weekend work the penalties make it worth it without the penalties I wouldn't work shift work who would give up there weekends and work night shift for free. |
| 433 | Raymond Terrace | NSW | I don't have a choice in working shift work for at least half of my hours. I am a single Mum that misses out on seeing my son at his soccer games, have missed out on Christmases, birthdays, weekends and family events because of work. I already resent the fact. But take away our penalty rates and I will walk. If I cannot find a job elsewhere then the Government can look after me for a while, just like the rest of the population. |
| 365 | Rhodes | NSW | Nurses will leave the profession if penalty rates are cut. This will break the health care system and will compromise the standards of our health care provision. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 390 | Romarnie | NSW | I work evening shifts because they suit my body clock. When I left my previous job in the health service I needed to work shifts to offset the \$5/ hour decrease in my wage(a loss of \$360/ fn). I am sole RN for 64 highly dependant residents, managing 10 staff, no peers to confer with, no medical staff available to visit, talking with relatives, replacing staff who ring in sick, pretty constant interruption by unplanned events/illness. In daytime RN has support of 2 managers, admin staff, GP's available to confer or visit. I believe I need penalty rates to 'reward' me for job at hand. That's not even to consider social and health implications of shift work |
| 153 | Ryde | NSW | Penalty rates are vital for me. Having these mean I am able to work less hours. For many years I have worked every week-end up to midnight and starting at 8.00 a.m. I will really have to consider doing complex personal care (bowel and urinary) work on week-ends and public holidays without penalty rates. |
| 321 | Ryde | NSW | Pay bosses what workers get and ask them to work unsocial hours? Sure! |
| 129 | Saumerez Ponds | NSW | I have tertiary- educated children who have moved from rural and regional Australia to metropolitan areas for their education. We have to support them to pay rentals to achieve their higher education. They have all worked to support themselves, but the costs of living are high, and, at times, they are unable to manage their budgets due to university exam weeks or fluctuations in work hours. Penalty rates are incredibly important to survive as a working student. |
| 96 | Seven Hills | NSW | Once I can get a job, I would rely on penalty rates to pay for my study expenses. To be honest, if I'm giving up the only time I would have with my family and friends, nights and weekends, why shouldn't I be rewarded with something more? |
| 191 | Somerton | NSW | With me as well as my work mates we all work Saturdays not because we want to but because of the extra money we all need. take away the penalty rates and we are that far out of pocket it's not worthwhile the base rate of pay is not enough when the new company took over we lost about 4 dollars an hour with no recourse to get it back. |
| 434 | Springfield | NSW | Why would I work unsociable hours if there wasn't some compensation for it? Despite the fact they say the world is 24/7 lots of people don't work weekends or late into the evening or overnight. They spend time with their families and don't have the health effects associated with changes in shifts and night work which is detrimental to health. |
| 435 | Springfield | NSW | We have very few penalty rates it would be horrific if they went away |
| 198 | Springwood | NSW | My son works in a nursing home on a low wage part time. Fulltime work is not available. He relies on penalty rates to be able to buy a few extras and save a bit. At this stage he has no possibility of buying a house. If penalty rates were cut or abolished it could be the difference between paying his rent or being homeless. As it is he has had to come home after a short period of unemployment. His current job is permanent but only part-time with no guaranteed hours. |
| 408 | St Clair | NSW | I could not live on the minimum wage for a disability worker. My mortgage payment takes a good piece of my salary. Then I still have to pay bills and live. Some savings would be a dream come true. |

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|-------------|-----------------|--------------|---|
| 185 | St Marys | NSW | Penalty rates are imperative to the average wage earner, I firmly believe any employee who is required to work outside normal hours should be compensated financially for the loyalty to the employer and sacrificing family time. |
| 372 | Stuart Town | NSW | Essential they remain. |
| 419 | Sydney | NSW | My wife works part time, so that she is available for our primary school children commitments. We rely on her penalty rates for our household budget. We would not be able to meet all of our financial commitments if penalty rates were not there- If penalty rates do disappear- My wife will need to find a shop Mon- Fri business hours and increase her working hours, making it difficult to volunteer at the school etc. |
| 340 | Tabulam | NSW | Personally I would not choose to work when my family are not without recompense. The various shift times suit many nurses but only if they have the free choice to work on those shifts that would suit their lifestyles. There is not one nurse who would elect to work weekends/ nights without penalty rates. |
| 130 | Tallong | NSW | We don't get penalty rates but my mother just retired from nursing where she was in a management position. They had huge problems with people calling in sick for night shift already, if there were no penalty rates they would never get staff willing to work night shift. The staff would take full advantage of any sick days they had and the hospital would find it near impossible to replace them. |
| 222 | Tolland | NSW | I work hours that attract penalty rates as i have 3 teenage children which attend a private school and 2 of them are currently having orthodontic work. without this extra money the standard of my children's' education would have to suffer as well as lots of other requirements to bring up children. |
| 342 | Toorooka | NSW | Without my penalty rates I could not survive. The distance to and from work means I pay a lot for fuel and on maintaining my car. It would not be financially viable to travel to work for less money. It seems ironic to me that as Registered Nurses are vital to patient care and saving lives we get paid so little for the hours we work. A tradesman (carpenter, plumber etc) gets double what we get and they don't do shift work either or work on weekends and public holidays. |
| 227 | Urunga | NSW | I rely on penalty rates to pay big bills, save for holidays and save for the bigger ticket items for the kids such as sport fees and equipment. I have friends that work casual and rely on penalty rates to fund their studies and support their family. If penalty rates were cut or abolished then this changes the status quo. Why would people want to work on weekends or after hours away from their family and friends when there is no financial benefit for it? I wouldn't. My friends wouldn't but many would be forced to as it's their only source of income so they would have to find other work to fill that pay gap and that will be at a sacrifice of time away from family or study. |

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|-------------|-----------------|--------------|---|
| 332 | Vacy | NSW | Penalty rates are a very big deal for all of us that work shift work and weekends. These are paid out in sacrifice for the time we have given up to work unsocial hours and the loss of quality time with our families and ability to undertake social & sporting commitments. It has been the penalty rates that have given my family enough money for us to carry our mortgage all these years. Enough money for us to survive (just) while my wife had time off to have our children. And now my wife has been made redundant from her old job (company bought out by larger firm), it is penalty rates once again giving us just enough to survive. Excuse me for having a rant, but penalty rates were brought in to cover an individuals sacrifice for giving up there normal quality time and odd hours of work. Retail businesses pushed for longer and longer trading hours to draw in people late at night and over weekends. They got their wish and now they want to squeeze the worker out of money to accommodate their bottom line and the shareholders dividends. Please!!! |
| 333 | Verona | NSW | I am a sole earner and due to family breakdown am paying a mortgage alone. If penalty rates were abolished I would have to sell my property. |
| 264 | Wagga Wagga | NSW | If you work Monday to Friday, and get the same money now for Saturday and Sunday, why would you give up time with wife and kids "kids not at school" on Saturday and Sunday, for no extra, I only now want to work Monday to Friday now, and if you force me to work Saturday and Sunday for no extra "You want something done, I get there when I get there" no work productive at all ever again on Saturday and Sunday even in the hospital system, this goes for night shift, afternoon shift, public holidays ect |
| 295 | Wallsend | NSW | That's the only thing to get me over the line how's this I get paid tomorrow and after bills and petrol I have a massive \$10 left for the fortnight very sad story as I have worked very hard since 1978 and the NSW government wants to kill me they get all the flash benefits while I keep the local hospital ticking over every day !! |
| 325 | Warrawong | NSW | we do not get overtime. it is all time in lieu. and I usually have around 30hrs due. |
| 187 | Waterfall | NSW | I rely on the penalty rates that I get for a liveable wage. Not like my daughter who worked in retail. Her gross wage for the whole year was \$45,000.00. About \$36,000.00 net for working any 5 days in a week which included Saturdays, Sundays and late night shopping hours. She now lives back at home with me trying to pay off the huge debit she has because of the bills that she incurred trying to pay rent, electricity, phone bills, car payments and all the other bills she incurred just to try and live. |
| 146 | Wattamondara | NSW | When I had a job if those rates were cut I would have to sell my house and can't afford a car |
| 436 | Wattle Grove | NSW | I rely heavily on the penalty rates. I want a career in nursing, but I also want to have a life. Removing the penalty rates will ruin nursing for me. I purposely work hours that will gain the penalty rates, such as a Friday ND, Sat ND, Sat/Sun PM. If the penalty rates were to be cut or suddenly abolished, I would graduate and go straight back into university to study something else. I give up my weekends, afternoons, and night time to care for others. It's only fair that the penalty rates care for us. |
| 112 | Wentworth Falls | NSW | Lots of people I know they only get a good weeks wage because of the penalty rates. I think a lot would be looking for any other job if they lost them. |

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|-------------|-----------------|--------------|--|
| 401 | Wentworthville | NSW | Penalty rates are vitally important for low paid workers. With the cost of living alone. |
| 406 | Westmead | NSW | I currently, do not have a choice to work shift work as it is a requirement and expected in my facility and on my current ward that I do work shift work. Shift work is not easy, often I miss social and family events, there is limited flexibility on my ward, night shift especially is tiring and has affected my health (I don't always sleep very well during the day, especially in summer and also neighbourhood noise) and it is researched that night shift takes years off our life expectancy. Penalty rates I believe offers some compensation for these issues. Nurses are needed in a lot of services 24/7 and it is expected. Nurses therefore, should be allowed to get something in return with this. Also, our base/minimum wage is quite average when compared to other Professionals who do a degree, have and are expected to register to a regulation authority and need to maintain CPD. Penalty rates also help to bring up our minimum wage |
| 239 | Wingham | NSW | My daughter - in -law works in hospitality and as they are saving for a home deposit she tries to work for penalty rates as much as she can. The wages are not high and penalties on weekends, can make a big difference to the ability to save to get a home, if you are prepared to give up weekends with family to reach a goal. |
| 249 | Wollongong | NSW | At least a third of wage income would be dropped by family members working weekends and night shifts. |
| 301 | Wollongong | NSW | I am absolutely shocked that any consideration would be given to the abolition of penalty rates. Not only are the rates there to provide fair and equitable remuneration for unsociable conditions imposed by a job they make the job more palatable for suitably educated and trained staff. I can only see a downhill slide and a reduction of the calibre of employee should penalty rates go. |
| 172 | Woodburn | NSW | I do not receive penalty rates, but I have friends in the hospitality industry who rely on them to stay above the bread line. |
| 411 | Woodburn | NSW | Penalty rates provide the food on our table. Without penalty rates we would likely have to sell our house and find alternate employment. Penalty rates are an essential element in keeping staff in a position which requires a considerable sacrifice of quality time spent with family. This role makes family, social, sporting and community relationships difficult to maintain. Penalty rates are somewhat of a compensation. |
| 19 | Bayview | NT | I do not work outside of set times and I refuse to despite being asked numerous times. Overtime will not be paid so I will not do it. |
| 202 | Nhulunbuy | NT | I have been working shift work for 29 years. I have arranged my finances around my average income which includes shift work. If my shift work allowances are cut, or my job doesn't involve shift work any more there will be around a 30% cut to my income. The transition to this will be very difficult to cope with financially. It is people's lives and livelihoods you are talking about. It could mean taking the kids out of school, it could mean having to sell my house. When you've had a particular wage for 29 years you develop an expectation that that is what your wage will be in the future. It is not right that it can be changed unilaterally. Could you cope with a 30% reduction in your income? |
| 412 | Acacia Ridge | QLD | Me, myself and I would not be able to survive! I am solely on my own so I need the penalties to survive. |

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|-------------|-----------------|--------------|--|
| 377 | Albany Creek | QLD | My hourly rate is average until I receive top increment in 7 years' time. Penalty rates make up the bulk of my pay, especially as I have to start on a part time contract. If abolished I dread to think of what would happen to improving lifestyle/mortgage. |
| 193 | Annerley | QLD | Any boss or politician should try doing nite shift day after day... the science is there - shift work ruins your health! let the bosses miss out on social activities and your children's birthday parties etc and see how they feel about working through the evening/nights - the money is never enough for the missed times when I wanted to be with my family. |
| 318 | Ashgrove | QLD | I am not eligible for penalty rates in my current role. |
| 18 | Ashmore | QLD | I prefer to feel I am not demanding too much to send the owner broke. That way there is always work. STOP the greed - stop sending the boss broke! OR you won't have a job. |
| 8 | Balmoral Ridge | QLD | I do not get paid for my overtime. |
| 12 | Bargara | QLD | Currently penalty payments are a huge bonus to our household budget. It is very noticeable when my wife has not worked a weekend or evening shift. If these were taken away we would have to cut back on our already moderate lifestyle. |
| 395 | Boondall | QLD | I rely on penalty rates and the additional hours that I work in second job to balance the family budget as my sons are both studying full time I am the main income earner. |
| 181 | Brackenridge | QLD | if penalty rates were altered in any way it would have a catastrophic effect on the health sector as a whole...any industry that is required to operated 24/7 must hold adequate long term staff, manipulating penalty rates would only discouraged workers from continuing or entering the health sector.... |
| 113 | Bray Park | QLD | My partner works full time at night. Without penalty rates our household would have 30% less income and would have to sell our house. As night shift seriously affects our lifestyle and my partner's health, I believe penalties are fair. At least until all occupations work 24/7. |
| 383 | Brighton | QLD | My husband works shift work in a factory environment and the penalty rates are a significant component of his annual salary. These penalty rates are extremely important in ensuring that his weekly wage is fair and in line with the rising cost of living. Without these penalty rates there would be no incentive to work the shifts that detract from quality of family life. |
| 25 | Brisbane | QLD | We don't work away from our friends and family without the incentive and reward, other people in town don't work unsociable hours and make sacrifices for peanuts, we aren't a 3rd world country so why would we want to take a step back or end up like America with a really low minimum wage where workers must rely on tips which can't be taxed. |
| 420 | Brisbane | QLD | We work longer hours to make our budget our wages have slip back to far against inflation. |
| 356 | Browns Plains | QLD | Penalty rates in a humane way of justifying sacrifices that any hard working people deserve to have. |

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|-------------|-----------------|--------------|--|
| 445 | Bundaberg | QLD | Ambulance, fire fighters & police officers are paid a basic wage which, if not for penalty rates, would place them in a position of receiving minimum wages especially considering the importance and dangers inherent in their roles. Penalty rates not only provide some incentive for workers to attend duty at times when others are enjoying their leisure time, but significantly contribute to maintaining a lifestyle. The major issue if penalty rates are removed, is compensating workers for working unattractive hours. Consider the pressures that already exist on workers to accept management's decisions and removing penalty rates places workers in powerless positions and at the beck & call of managers without any compensation. |
| 397 | Burleigh | QLD | We work long hours (18 hrs cycles) in storm conditions, which are extremely Dangerous to work in. To not be payed Penalty rates would be very Unfair. Although, if that is the issue.. We are willing to negotiate with the Bargaining Agreement, to increase the Base wage to subsidise for the loss in Penalty rates. |
| 427 | Burpengary | QLD | Penalty Rates are not themselves essential but wages for the bottom of employment rung makes penalty rates essential; for those employees. Why not just remove penalty rates for "Staff" employees being paid double the minimum wage or more. |
| 403 | Caloundra | QLD | As I work evenings and weekends, I get paid penalty rates. Having spoken to the other nurses, we all feel the same about penalty rates. Why would any of us work at nights or weekends when we'd rather be with our families or enjoying evenings and weekends like other people? Everyone has said that they wouldn't do it. Who is going to work those hours if we don't? Good luck with that. |
| 84 | Carina | QLD | I don't really rely on the miniscule overtime that I am irregularly given |
| 125 | Carrara | QLD | I work any overtime required at penalty rates to earn additional income and provide customer service as required. If penalty rates were not paid it would reduce our households ability to meet living costs. An extra \$80 a week can make a huge difference with the high cost of living in Australia which is partly driven by overpriced housing stock. |
| 277 | Carrara | QLD | Penalty rates are extremely important. Without penalty rates I would be considered part of the working poor and barely managing to pay my bills and living expenses. Penalty rates enables me to put money aside for other essential living expenses that arise. |
| 220 | Coombabah | QLD | I used to work as a nurse, we all know working Nightshift has its toll on your health, and I believe it should be rewarded with penalty rates. Also when working as a casual sometimes they would send us home after just 2hrs, would not survive without penalty rates. Hospitals don't have staff parking, it costs a fortune to park, especially if you want to be safe while going to night or evening shift, if you then get sent home after 2hrs it is a big loss, definitely need the penalties for casuals and shift work. I could name many more examples why. |
| 194 | Cornubia | QLD | I do not get paid penalty rates but I know that many workers depend on them to make ends meet. The degree of dependency some people have on penalty rates clearly indicates that the cost of living has far outstripped their take home pay. Reducing people's take home pay will only contract the economy and make everyone even more miserable. |

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|-------------|-------------------|--------------|---|
| 339 | Cornuiba | QLD | At times the company I work for requires to turn the power of to buildings, the only time is at night or weekends, This has massive effect on your life/work ratio. The only benefit is the penalty rates. Changes to this will have a direct effect on the household budget without justification for the stress it places on the families. |
| 54 | Crows Nest | QLD | Penalty rates are vital to the survival of workers in the hospitality and construction industries to name just a few. Hospitality workers are low paid and require penalties to make ends meet. |
| 384 | Currmbin Valley | QLD | Penalty rates are fundamental to my wage as the reduced weekly hours means every OT rate helps to make up a very low wage. In fact as a blue collar worker on shift most of my life, my base pay did not provide a living wage and it was penalties that meant I had a decent standard of living. |
| 11 | Daisy Hill | QLD | We don't get paid extra working at the weekends. I usually work Saturday afternoons but have also worked on a Sunday. There is no better rate. |
| 4 | Eight Mile Plains | QLD | Our workloads have meant that overtime has been offered most weekends for the past year and if penalties were cut I doubt the work would get done unless casual staff were hired. |
| 157 | Forest Lake | QLD | I am working every Saturday as my employer has a very attractive penalty rates. If penalty rates would be cut than I would have a problem to pay some bills or I would work six days a week. |
| 145 | Gracemere | QLD | You sign an agreement which I did for permanent day shifts and to get told that you are going on night shift and get no entitlements. |
| 266 | Herston | QLD | I prefer to call "unsocial hours" rates - overtime rates. "Penalty" rates is a pejorative term. If we want to have a society with good social capital, family time, volunteering and things like school sport we need to respect the weekend and public holidays. Workers deserve to be compensated for working unsocial hours. If that means paying a premium for services on those days, then that is fair too. |
| 154 | Highgate Hill | QLD | If penalty rates were cut it would mean drastic changes in my life. Cost of living is always going up. |
| 280 | Highgate Hill | QLD | As far as I know, children don't thrive on a 24/7 lifestyle. Obviously their parents or carers should be compensated for any work outside of normal daylight weekday hours which could impact on time with their families. Overtime should attract penalty rates so it doesn't become the norm. |
| 26 | Holland Park | QLD | LOL. I should be penalised for keeping on trying. 50 lashes ought to do it. |
| 149 | Holloways Beach | QLD | I work day evening and nights. Without penalty rated my wage would be cut 1/3 of base rate, I wont be able to pay my mortgage and would have to find another job. |
| 423 | Inala | QLD | no penalty rates..... no work simple don't even think about it |
| 228 | Indooroopilly | QLD | All workers seem to fit the part time casual job, only these days it's called a "contract" in some instances. Once the terms of a "contract" was in the hands of the one contracted to do the work. These days, the "contract" is in the hands of the one offering the "contract". |
| 359 | Ingham | QLD | Most of my shifts I do in this job is on the weekends, if penalty rates were suddenly abolished I would not be able to survive financially. I would not be able to pay my mortgage, penalty rates have been around all my working life 48 years that I have worked without penalty rates the working man could not survive |

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|-------------|-----------------|--------------|---|
| 376 | Innisfail | QLD | My grandson has had to leave home and go to the city to live. He is in hospitality and without penalty rates, he wouldn't be able to pay his rent. |
| 247 | Kalynda Chase | QLD | My daughter has two small children and works weekends so they don't have to go into child care at a young age. If she were to lose the penalties for working weekends this would force her to work longer hours and would require her to make arrangements for her children to be taken care of. As her only option would be day care the fees would take a lot of her wages. There are a lot of people who can only work on weekends and I feel that they should be compensated for working on weekends. |
| 27 | Kawana | QLD | Penalty rates are a bonus for people to get out struggle situations. |
| 410 | Kelso | QLD | The economy of the country relies on a steady income from the workers in employment, casual or permanent. The costs imposed by the government organizations, financial institutions and business have changed the employment cycle over the years from a single income family to a dual family income by necessity. This has increased costs on the family unit to the point that extra hours have to be worked just to meet the outgoings of the family. Penalty rates and overtime is the only available resource available to the family to meet these out goings. It has long been the "catch cry " of business that overheads continue regardless of if the business is operating or closed and their collective answer is to open the business for longer as "time is money" Business and government pay lip service to family time . yet are now demanding that that family time be intruded upon at no extra recompense to the family members It is not recognized by governments and business that the only resource that a worker has to sell is his "time" but in try business policy , time is unimportant to workers and should therefore not be compensated properly for. To embark on a policy of removing penalty rates would have an inverse effect in that there would be less money for tax income, more social unrest and less profitability to financial institutions because of the inability to borrow or repay loans. |
| 418 | Kelso | QLD | We don't get paid penalty rates due to our hours. It is normally time in leiu we can negotiate. Some areas of Defence may get paid penalty rates but not the ones I have been associated with. |
| 262 | Keperra | QLD | Penalty rates are essential to my budget. Without the rates that I earn on weekends, I would be at least \$200 per week worse off. That would mean I would spend my days off at home and not spending money on entertainment. I would also be even more inclined to work longer hours, which would detrimentally affect my relationship with my family. |
| 394 | Leichhardt | QLD | We would greatly suffer if I didn't receive penalty rates. I sacrifice time with my family to work weekends because it pays more. I work nights away from my family because it pays more. I work public holidays and special occasions ie Christmas and new years; all this sacrifice without the penalties who will want to work those hours. Shift work isn't a glorious lifestyle like with all jobs it come with the good and the bad. However the penalties are what makes my role bearable. When my family is at home unwrapping their presents on Christmas day and I'm at work, I'm OK with it because I am being compensated for my sacrifice. Taking penalties away from workers you are only pushing the working middle class further into the working poor category and for what??? I know that if my penalties were taken from me we wouldn't survive. I would loose about \$800 a month in my pay and about \$400 a month in my husbands pay. |

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|-------------|-----------------|--------------|---|
| 200 | Malanda | QLD | I offer myself to work shifts because it's the only way I earn enough to make ends meet. Even with shift work I earn 1200 a fortnight maximum after tax and our rent is 780. |
| 215 | Maryborough | QLD | My daughter gets penalty rates on the weekends and this helps fund her University expenses. Without them it would be extremely difficult as she has been denied youth allowance. If penalty rates were abolished many uni students would suffer and some may be tempted to work in 'unsavoury' employment to support themselves. Also the financial burden would fall on the family who often struggle to get from pay to pay due to food, medical, insurance, school, clothing, sports, etc expenses. |
| 169 | Mcdowall | QLD | Everyone I know survives on penalty rates. If they go, none of them will work an undesirable shift Weekend trading? Night workers? (roads/emergency services/hospitals etc etc) Totally stupid idea made up by 9-5 politicians? |
| 373 | Mcdowall | QLD | Very few nurses would choose to work evening, night or weekends if it were not for the penalty rates. So much of life is missed by having to work these hours but patient care is a 24 hour job! I feel the hospital system would suffer greatly as many nurses would seek employment in other fields. The hourly rate for nurses compared to other trades or industries is very low only penalty rates allow a decent family life. |
| 21 | Moranbah | QLD | Penalty rates are enormously important to students who are studying part time, for those with families who need the partner to come home and so they can work a little on the weekend or night to make ends meet. Without penalty rates it would not be worth the child care costs if there was no partner or family to assist. I would rather not shop, or not have a coffee shop to go to on Sunday morning etc if I thought that the person was not receiving penalty rates for being away from their family on a Sunday or late at night. It should be a given that they deserve the extra compensation for their working roster. |
| 218 | Mt Gravatt East | QLD | If she is asked to come in on her day off she is payed at the normal rate of pay not on overtime rate. |
| 189 | Mudgeeraba | QLD | My husband works in the hospitality industry. For him the reality is that wages are low, casual hours, and lack of job security. He works split shifts every day. Working weekend and getting penalty rates gives the family budget the extra money to make ends meet. |
| 388 | North Cairns | QLD | Penalty rates must be maintained, my wife works as a hotel house maid there job is hard enough Saturday and Sunday while everyone is relaxing they are cleaning up after others, Yes penalty rates must be maintained. |
| 234 | Oakenden | QLD | Working the Rosters and the Hours that we work in the Mining Industry necessitates the right to Penalty Rates. For people to be away from Family and Friends on weekdays, weekends and nights can place stress on any family life. We didn't have a choice in these Rosters or Hours of work because that is just what the Mining Industry is. (24/7) Most people would except these positions and work these Rosters and Hours because it does provide for a decent wage to enable them to get ahead in life and sometimes just to survive living in some of these expensive Mining Towns. Cutting the Penalty Rates would in my opinion force a lot of people to reconsider the viability of working away from their Family and Friends. These Mining Giants post very big profits on an annual basis and I believe that we as the workers should share in those profits for the efforts and sacrifices that we make. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
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| 58 | Oxley | QLD | Penalty rates are excruciatingly important to all casual workers!! I cannot express that enough! These people are often earning very low incomes (with a high cost of living) as it is and they need and rely on these penalty rates to get through each week. Every single person I know who works casual or part-time would not be able to make ends meet if penalty rates were cut or suddenly abolished. They wouldn't be able to pay rent, afford food, afford medication, pay the electricity bill or have a phone if they lost these penalty rates. I cannot believe this is even something the Abbott government is considering! It may have been a very long time since most politicians in Australia worked casual or part-time jobs, but they need to listen to those who do, and think back to what it was like to live on a low income. Have some compassion! |
| 268 | Portsmith | QLD | I cannot comment personally but I do know of people who are on a low hourly wage, eg paramedics, and who rely on the penalty payments that they receive for week-end and late night work. Without those penalties they would lose their house, not be able to provide the necessities for their families and the community as a whole would suffer because they wouldn't be spending. |
| 292 | Redland Bay | QLD | The whole of our workplace relies on penalty rates as shift workers and that is a workplace of over 200 workers. To lose these would put many into financial stress and needing govt assistance. |
| 405 | Redland Bay | QLD | Penalty rates allow some extra income which is used differently by all individuals. |
| 441 | Rochedale South | QLD | In my case as a Hospitality Worker at night I received a night penalty rate which increased my income by 20%. This was a permanent amount but which would have created hardship if deleted with change in working times. In my grandson's case his job does not attract penalty rates. |
| 389 | Sandgate | QLD | My friend would never be able to afford to save up to cross the country & see his kids. I would never have been able to afford a life! |
| 103 | Springwood | QLD | My son-in-law has worked in the hospitality industry for many years. Many of the roles in hospitality are casual which means that he and many other employees are laid off during the quieter winter months. My son-in-law now has a permanent part time position (earning approx. \$15 per hour) but his hours are drastically cut sometimes down to 14 hours during quiet periods - for example last weekend when there was a lot of rain they closed. In the case of my daughter and son-in-law, even with penalty rates their financial situation is stressful. My daughter works 4 days a week as a child care assistant and they have 2 children. When my grand-daughter was born in June and my daughter could not work they had to surrender their rented apartment and move in to live with a relative. This is the third time they have had to surrender their own place and live on charity. Living on the minimum wage, even with penalty rates they find it difficult to keep their heads above water - if penalty rates were cut or abolished it would put enormous financial strain on this young family that is already struggling. |
| 263 | Stafford | QLD | I totally rely on my penalty rates. I'll be ruined AGAIN without them. |
| 163 | Stretton | QLD | Penalty rates are extremely important, I feel as though they work to the employers advantage. Without which they would have to invest more money and waste time on looking to outsource work which could be completed in house. I also feel it is a way of recognising an employees commitment and hard-work for the business. They should remain, otherwise I fear employees will be subject to being used unfairly. |

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| 76 | Sunnybank Hills | QLD | In my life penalty rates are essential. The only shifts I really can work are on the weekends and at night, and without them I literally wouldn't be able to survive. My income at the moment is lower than Centrelink payments and that's including penalty rates. |
| 351 | Sunshine Beach | QLD | I raised my 2 sons myself by working full time with no help from my ex partner he was able to hide all his income in property and make this look like it ran at a loss. Mostly I earned about \$40,000.00 per year in the last few years as an executive chef \$50,000.00 If I didn't get the penalty rates I wouldn't have even earned \$40,000.00 its not much to raise 2 kids on. We have had a pretty basic existence I kept a roof over our heads food on the table and paid for school stuff and mostly second hand clothes. A lot of restaurant went bust before they paid the 3 months of super so I didn't end up with much at all I worked every weekend, nights, public holidays I couldn't join a sport or club. I missed so many family occasions. Because school holiday times were the busiest even if I could have afforded holidays I couldn't go. Except for co workers I had no social contact, so am still single. If the penalty rates were abolished many wouldn't survive. Real estate should be looked at the rentals in holiday destinations are enormous no business can survive sustainably on 16 weeks of holidays per year. |
| 358 | Tallebudgera Valley | QLD | I take time away from my family on weekends and evenings to increase my pay. If penalty rates were cut, I would consider no longer working weekends. |
| 369 | Tarragindi | QLD | Penalty rates are absolutely essential in order to attract and retain suitable staff in shift work environments. I, and all my colleagues over the years, have endured massive and often hugely expensive disruption to our family and social lives, sleep patterns and have experienced fatigue and health risks and problems directly associated with our shift work. All research in these fields that i have seen confirms that our experience has been standard for shift workers. On numerous occasions the ONLY thing that has got us to work or to remain in our occupations despite all the negatives has been the lure of appropriate penalty payments. The extra costs (financial and emotional) of a shift work environment are often not appreciated by non-shift workers who have never endured the grinding nature of lives disrupted by working at the times when family and social activities are being enjoyed by others or when services that others take for granted are available. Families, in particular, often only accept this disruption on the basis that the employee is able to bring more money home to provide some compensations for missed family time. It is often said that we live in a 24/7 world. That is only true BECAUSE shift workers sacrifice their options to make that happen. Shift workers do not experience or enjoy a 24/7 world in the same way as their non-shift working counterparts. This is often overlooked or not considered in these discussions. |
| 156 | Tin Can Bay | QLD | In construction we work long hours, generally away from home for extended periods, most employees budget on current penalty rates and conditions of employment, if you are looking for mass foreclosures on mortgages and mass bankruptcies cut or remove penalty rates, real smart! |

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| 252 | Urangan | QLD | Penalty rates were the ONLY time we were able to get ahead....I am a Workaholic and I find the harder and longer I worked, I could never get ahead as the Government would Tax the Hell out of us, we would do 12 hours a day and to no benefit....But when I worked 17 hours, I was able to feel like I achieved something as the pay was Representative of work submitted, That was with some really good company's....Some would give us a FLAT rate and those jobs were depressing and exhausting. |
| 88 | Wakerley | QLD | If the restaurants owners are so disgusted about the cost of opening on the weekend then perhaps they should staff the restaurants themselves, oh that's right they have a social life too, how common of me. Removal of rates will only drive us down the US path to tipping no conditions very low wages no health care for all. Penalty rates also rake in increased taxes. |
| 348 | Warwick | QLD | The Company used non-union workers to remove shift allowance in past EBA's, so 4am start and any casual who work on Saturdays don't get any penalty rates. The casual do have a limited amount of hours each week. The casual penalty rate is 19% at my place of employment, the lowest in chain, in other warehouses the casual penalty rates is 25%, even compare to the retail stores the casual penalty rate is 20%. |
| 36 | Wollongabba | QLD | The work cycle of our agency includes a couple of high-intensity projects which involve the accrual of T.O.I.L. by AO4 officers and above and penalty rates being paid to the administrative staff. Penalty rates are absolutely essential for these high-stakes and high-risk projects. |
| 248 | Wolvi | QLD | Penalty rates are vital - why work weekends, nights, public holidays if you are not compensated for it? In this economic climate, employers have it over all employees - work for what you get paid or leave as there is always someone else who is desperate enough to work for what they get. Employment rate is shocking, everything has gone to casual employment and you simply take what you can get |
| 357 | Wyreema | QLD | Penalty rates are very important to my income as i sacrifice giving up my family time and working on Sundays. If penalty rates were removed it would put extra financial pressure on my family. |
| 361 | Yeerongpilly | QLD | Shift work is a necessary evil in healthcare. Penalty rates are some measure of recompense for a lifestyle that impacts negatively on almost every aspect of the worker's life. Workers miss social events, community and family celebrations, and their children's school and extra-curricular events. Non-shift workers take their right to attend such things for granted. Access to many face-to-face services (e.g. banks and government departments) during office hours is limited by the need to sleep at these times. There is very limited access to childcare out of "normal hours". The serious negative health impacts of shift work have been well studied and extensively documented. Outside of healthcare, those working shifts are often from socially disadvantaged groups such as single parents and those with limited education. Penalty rates help to top up otherwise poorly paid jobs with inconvenient hours. If penalty rates were cut or abolished, it would become exceedingly difficult to staff healthcare, hospitality services, police, prisons and emergency services at antisocial hours. Very few people would chose to work night shift when they could be paid the same amount to work office hours. Outside healthcare, shift penalties can convert low-paid work into a living wage. The removal of penalties would have severe economic impact on these already disadvantaged people. |

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| 242 | Encounter Bay | SA | I am speaking for my 32 year old son. Even with penalty rates his income does not allow him to buy a home, although he has a small deposit on hand (\$10000). He has a young family and a partner who works in the home. (Child care is too expensive). The family currently rents from his partner's father. Without penalty rates the family would find it VERY difficult to survive. He certainly would not work this shift (10pm to 6am) without penalty rates. |
| 49 | Enfield | SA | The overtime on penalty rates that I receive pays the bills and helps the family maintain a reasonable standard of living.we are not rich but can get by. |
| 38 | Hawthorn | SA | In my experience, as a uni student I've worked in industries solely because of the penalty rates. University students can't do long hours but they can do unsociable hours. I worked in clubs and the like just to scrape by to be able to meet my costs. Without this, the tax payer would have had to pick up the burden. |
| 315 | Huntfield Heights | SA | I receive penalty rates, my wife does not & it is unfair she has to work 3 weekends out of every 4 & gets no compensation for the loss of her social life besides the fact her career path is so lowly paid it's not funny |
| 414 | Macclesfield | SA | If penalty rates were abolished I can assure you I and many of my colleagues will not be doing weekends or night duty, this will leave only skeleton staff and inexperienced staff to managed a very specialised area of nursing. Emergency is the front line of care and takes years of training to Acquire the skills needed to survive this environment. |
| 273 | Modbury Heights | SA | Penalty rates are a double-edged sword. There are rates listed in the "Manufacturing Associated Industries" Award - but none are listed in the "Professionals" Award. By insisting we are "Professionals" we get paid LESS than should be (going by the MAI award conditions) yet we have nothing on which to base our protest. |
| 209 | Morphett Vale | SA | In our job, we work an average of 76hrs per fortnight which is averaged over an 8 week cycle. This gives us an approximate yearly income of about \$56000 per annum. To accumulate this, we are rostered morning shifts, day shifts, afternoon shifts and night shifts. There is no permanent shift but a rotating shift pattern. I work 4 days on 4 days off. In this my pattern is as such: 2 days at 6am to 6pm followed 2 nights at 6pm to 6 am and then 4 days off. On return I work 2 days at 6 am to 6 pm followed by 2 afternoon shifts 1230 pm to 1100 pm then 4 days off. On return I work 2 days at 4 am to 200 pm followed by 2 nights at 6pm to 6am and then 4 days off followed by 2 days at 6am to 6 pm and so on and so on. I have no body clock, am constantly fatigued ,stressed and can be unpredictably angry without a moments notice. I am rostered weekends, public holidays, Easter and Christmas and paid accordingly penalty rates as (a) compensation for large amounts of time away from my family and missing quality family time and family events and (b) it makes up for a large amount of my yearly wage. If these penalty rates are removed Australia wide, their would be such a headache for the government. People would no longer be able to afford their homes and also unable to sell them for the same reason. Businesses would close down because people wouldn't have enough money to go shopping with. Every industry would eventually suffer and fold as people would no longer be able to pay bills, buy food, educate our children, health care, clothing etc etc. |

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| 364 | Morphett Vale | SA | I work weekends bar one day per fortnight. I live alone with a mortgage and I feel I could not cope without this. I buy only secondhand clothes and often eat leftover food from work. This enables me to holiday overseas and interstate to visit my grandchildren and also run a car. |
| 166 | Newton | SA | We get penalty rates for working out of hours, but the definition of out of hours is sometimes interesting and quite variable. We get little out of hours work. So it doesn't impact on my income significantly. However, if penalty rates are abolished I would simply refuse the work. We get paid peanuts as it is and I have no intention of having the whole house hold woken up in the middle of the night for funny money. |
| 30 | Oakden | SA | Penalty rates enable low-paid workers to survive. It would be far preferable for minimum wages to be increased so that over-the-top penalty rates could be moderated. |
| 254 | Parkside | SA | They have always been a significant part of my salary, and if removed, three people in my house will be affected. In fact, I won't have a house. Do you think that hospitals /patients would survive without shift work? I have missed Xmas, my own birthday, my child's milestones in life, my friends and family. Historically, we have always been paid to reflect this. Yes, we still like to rest on Sundays and go to church. |
| 83 | Sailsbury Park | SA | We mostly all rely on penalty rates . They are trying to remove the early start . The wage is not very good without it. |
| 267 | West Richmond | SA | My son works in a physical job for \$25 per hour and consequently must work extended hours, on weekends and public holidays in order to earn enough to pay his bills (in fact he cannot always pay them). This means he often works 6 or even 7 days a week which takes its toll on his health, wellbeing and family relationships. |
| 324 | Crabtree | TAS | If penalty rates were cut or abolished why would i bother working nights or weekends. You'd have a lot of aged care facilities that would only operate properly during business hours. |
| 107 | Goodwood | TAS | Oh come on think about it! My work as a chef involves weekend work and I can tell you there will be a lot in my trade if penalty rates go we won't bother working weekends ,there will be a lot oust to Monday to Friday. I can have just as much fun as everyone else that don't work the weekends. Bigger working for a flat Monday to Friday rate at weekends. |
| 259 | Howrah | TAS | Based on what I have stated previously regarding the min 20hr contracts, without penalty rates these people wouldn't have been able to maintain their transport to work. Let's get a CEO to live on a 20hr a week pay and not the rate that he gets either. |
| 362 | Kingston | TAS | Nurses must work 24/7, patients' always require care and thus nurses miss out on time with friends, family, social & sporting events. Rosters are done well in advance and thus it is not possible to always know or plan for a social event meaning we miss out on said events. Spontaneity, weekends are rarely available to us. I feel we should be compensated for this, penalty rates are a must! |

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| 312 | Launceston | TAS | Penalty rates for some people in the work place are an absolute factor of relevance when their hours or pay rate is in the lower range. They too have families and paying the proper wage can ensure a better quality of performance. Without it many people simply are unable to live healthily or to pay their home loans. The cost to our society and to the community is a very real threat if penalty rates are eliminated. I have lived , worked and managed long enough to appreciate fully the basic rights and needs of employees and what it is that you need to do in order to ensure the best long term outcomes of both the business and the employee. I have always maintained the view that the employee is the mechanism that makes my business work the best and to produce the greatest outcomes in a harmonious way. Unhappy staff do not add to the successful operation of any business. |
| 72 | Montrose | TAS | For many families penalty rates represent up to 20% or more of their income and to lose them would be financially devastating. It could mean the difference between retaining the family home or not. Ignoring that though, why should staff be expected to work unsociable hours, that have been proven to be detrimental to not only social lives but personal health, without being compensated for doing so? If this is going to be tabled then ALL businesses need to be 24/7. Government services, retailers, factories...everybody. It's not fair to ask some Australians to sacrifice their health and happiness without reward while others can earn the same amount, enjoying weekends, public holidays and evenings with their loved ones. Are you prepared to work Christmas Day without being paid extra for doing so? Can you imagine what sick leave might look like without the incentive of penalty rates- and the impact of this for businesses? |
| 258 | Pelverata | TAS | As I said earlier, I need penalty rates to pay my bills as I cannot work full time and cannot get a pension, so get no assistance. I do not have a normal life either as I have to work any day including Christmas day and Good Friday etc, so cannot have a social life like other people. |
| 311 | | TAS | Staff at our organisation receive penalty rates for working after hours , out of office hours on weekdays and through weekends on a rostered basis. The Roster for After Hours in child protection is voluntary . Already most staff have dropped off the roster for recent changes to the structure-not requiring two person to be called out to emergence child protection matters. Removing penalty rates may see further drop off. |
| 179 | Primrose Sands | TAS | Without overtime penalty rates many us would not be able to survive financially, I fully understand why the penalty rates are available and are used many people rely on these as their household budget it is not as simple as the extra money will be a great bonus. |
| 132 | Trevallyn | TAS | I cannot under estimate the importance of rewarding hospital staff with appropriate penalty rates. Staff would all want to work Monday to Friday 0700-1500hours. How would that work? |
| 42 | Warrane | TAS | Penalty rates - wow - they provide some relief from the harsh economic climate and I would be devastated if we lost them - penalty rates allow me to get a haircut or a pair of shoes for my children. |

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| 102 | | VIC | Penalty rates are the reason I work weekends. I work pretty well every weekend. Like I said above, my long term partner is trying to start a business so we rely on both of my incomes and the weekend money gives us that little bit extra for us to see a movie or get a cheap meal out once a fortnight. Without penalty rates, my partner wouldn't be starting a business (which has the potential to employ lots of Australians all over the country). If penalty rates were suddenly abolished my partner would have to re-enter the work force which would put her business back by possibly a year, possibly more. It would make our lives extremely hard. |
| 232 | Albert Park | VIC | penalty rates, contract indicates that you accept to work unpaid overtime not unreasonable number of hours. Bank uses this close to pressure staff to work those extra hours at no cost to the bank, in a very unfair manner. |
| 316 | Ararat | VIC | I work weekends during harvest as it is part of my job, but I would rather be at home. If penalty rates went I would not want to work weekends at all. The casuals we have during harvest come for the money and overtime, it is hard to find people to come that have good skills now - if we had no penalty rates we would not get returning staff, and the ones we could get would not want to work weekends. the winery operates 7 days a week in vintage, so everyone is tired and misses their family - the penalties make it worthwhile. |
| 56 | Ballarat | VIC | I personally wish I was paid overtime my wife is paid penalty rates and as a household we rely on the additional income her overtime brings in. She works as a health care worker and works shift work. If she was not paid penalty rates for her shift work our household income would drop to levels that would making paying our mortgage extremely difficult. |
| 59 | Balwyn North | VIC | I do not have access to penalty rates. However, I am not on a flexible work arrangement and I am able to take time in lieu. I have only taken one day in lieu in the past 12 months and I have around 150 hours of unpaid work and this doesn't include the work at do at home in my own time. I also have excess annual leave credits and every time I ask for annual leave I'm told that other staff are on leave at that time and I can't be spared. I am then asked to submit a plan on how I intend reducing my 11 weeks accrued annual leave. |
| 208 | Bayswater North | VIC | I am routinely scheduled to work on Sundays which do attract penalty rates, however, the number of hours I work on Sunday has been dropped from 9 to 6, and in a week's time, I will not be working on Sundays at all. I was asked a number of weeks ago, "hypothetically, if I worked from Tuesday to Saturday, instead of Wednesday to Sunday, would that cause me problems?" I learned last week, my schedule for next week is now Tuesday to Saturday, and the hours have all been changed. Even though I can physically adapt to the new hours, I must change several medical appointments, which are made many weeks in advance, and my income has now been cut right at the same time my rental contract is going up, my new car payments have kicked in, and my utility bills have been increased. If I am lucky, I will get the general pay rise in July.... last year it was one percent. |
| 20 | Box Hill North | VIC | Penalty payments must stay. |
| 170 | Box Hill North | VIC | My husband does casual work as a forklift driver on the docks, his penalty rates make the long hours and sometimes difficult conditions worth it. The penalty rates he receives make the difference between us being able to put money aside for when he doesn't work or dipping into our small savings. |

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| 291 | Box Hill South | VIC | I would love penalty rates. The one or two times I have had them I have understood their attraction. It's not worth rearranging my whole life around one penalty rate when other bigger issues might be important like sleep deprivation. |
| 63 | Braybrook | VIC | It helps us big time. |
| 284 | Brunswick | VIC | Penalty rates are important. They are a compensation for the penalty of missing out on family events, the difficulty and cost of public transport at late hours and weekends, and missing out on a life with friends. |
| 110 | Burwood | VIC | Not applicable in the teaching profession - the assumption is that you are available to work whatever the hours. Would certainly support the idea of penalty rates in education. |
| 192 | Camberwell | VIC | Penalty rates are good for the economy. They generate income for Governments, keep people of welfare and healthy. If business doesn't want to pay its way they can try working for a living. |
| 338 | Carnegie | VIC | Penalty rates are extremely important within the state's water sector workforce as the wage levels do not match private sector rates for similar work. If they are cut or abolished there is immediate financial pressure on staff and their dependents as the volume of activity is limited due to the imposition of cost cutting and savings targets. |
| 148 | Castlemaine | VIC | As a part of my job I often work on the weekends. One of my roles is to provide respite for a carer who likes to go out to the Saturday morning markets where he knows a lot of the stall holders. I am paid penalty rates for this shift. In doing this shift I sacrifice spending time with my husband and family on a Saturday morning, doing Saturday morning shopping or catching up with friends who work during the week at this time. I also regularly work on the weekends with other clients who are in 24 hour 7 day per week supported accommodation. Working on the weekend means I often miss out on social and family events, and spending time with my daughter. However, the penalty rates I receive make my wage a more liveable as the weekday rates are quite low and I could not afford to live on this rate. If penalty rates were cut, I think that these industries that operate 7 days per week would find it hard to get people to work on the weekends. Why would I or anyone give up a Sunday afternoon with my family for 22 dollars an hour, if I could get the same rate on a weekday when my children are at school? Most important social and family events (such as weddings, special birthday parties, anniversaries etc. happen on a weekend because that's when most people are available. Working on these days has often meant I have missed family functions. If these days became "normal" regularly paid working days, what would that mean for the significance of family and social "outside of work" life. There must be a balance, and value must be given to times considered outside of normal working hours. |
| 28 | Cheltenham | VIC | Most of the workers rely on overtime when they pay off houses. |
| 327 | Coburg | VIC | Penalty rates are very important to my budget. As I am a casual worker, when I get work, they allow me to pay for the dearer expenses that would otherwise be very hard to pay for, like going to the dentist, getting interview clothes, paying car registration etc. |
| 101 | Coburg North | VIC | Penalty rates are the best part of my job, as I am on a rotating roster and can be put anywhere anytime with no rhyme or reason, so getting penalty rates makes the upset to family life much easier to take. If they were abolished I would seriously have to look at doing a different job. |

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| 386 | Coolaroo | VIC | Currently my youngest daughter and son work hours that attract penalty rates. As a family we have discussed the issues surrounding this and we are all of the view any person in receipt of penalty rates will be seriously disadvantaged if penalty rates were cut or abolished. In the case of my daughter she is a student and has limited number of hours that she can be in the work place because of her commitment to study and often the only hours she is able to work is evening or weekends so to be a productive member of society and to ensure an income to support herself she fore goes leisure time and time with her family and friends to be employed during those hours, She believes this sacrifice should be remunerated adequately. Without this income she may be reliant on social security benefits and not be a tax payer. In the case of my son because his base income is low he also works at times where hours attracts penalty rates so he has sufficient income to support his family and meet the growing needs of his children. If penalty rates were cut or reduced it would place his family in financial hardship and potentially create a negative situation in his household. I believe reducing or abolishing penalty rates will only have negative consequences and not be productive in the long term. |
| 62 | Croydon | VIC | Not sure about this either as I've NEVER had penalty rates. |
| 128 | Elwood | VIC | I work the weekend and rely on my penalty rate. Without them I would not afford my rent for me and my small family. |
| 251 | Elwood | VIC | When I was a student, I relied on penalty rates. My friends in hospitality rely on their double-time shift on Sundays to pay their rent. Working weekends isn't ideal as it means spending less time with family and friends who work a traditional week. Workers deserve to be compensated for this and the greed of big business should not be allowed to overshadow what employees sacrifice by working late nights, early mornings or weekends. |
| 409 | Epsom | VIC | I work fortnightly rotating shifts. This means I work every second week end. If penalty rates were abolished my income would be halved and as a result my wellbeing, Family life and security would suffer. |
| 221 | Fairfield | VIC | Whenever I've worked casually, I've not been given any choice about the hours I work. It was a take it or leave it situation with the expectation that I would work on weekends or evenings. I have never had full time hours in those roles. I would find my hours changed drastically from week to week - this week would want 32 hours and next week 5. I would not have been able to afford my rent - often in share houses - with eight or nine other people living there - if I had not had penalty rates. I would not have been able to afford food or to pay my bills. I would not have been able to afford the car rego and insurance needed to get to work or to get to interviews for other jobs. |
| 77 | Ferntree Gully | VIC | As I started above my wife is on minimum wage and my rent alone is \$1653.00 outer month if it weren't for penalty rate I would not survive. I am constantly trying to make up extra days from my course as I need to do a Saturday here and there to make ends meet... I have 2 boys both in high school so things are tight. |
| 105 | Footscray | VIC | I work hours that attract penalty rates for convenience. If they were abolished, more workers would be forced to work at night. This leads to adverse health outcomes. It is necessary to disincentivise this, for consideration of costs to other sectors of burnout, suicide and alcoholism. |
| 158 | Frankston North | VIC | I get penalty rates for working public holidays, if these were cut or abolished I wouldn't work them as there is no incentive to. |

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| 216 | Frankston South | VIC | We, as teachers, receive none, despite the huge number of hours we are obliged to work. |
| 217 | Frankston South | VIC | Nurses pay is not that fantastic any way compared to other professions, penalty rates improve it somewhat and slightly reward you for working antisocial and hours not conducive to good health. Research has shown that shift workers have an increased risk of certain health conditions. |
| 114 | Gladstone Park | VIC | Penalty rates are very important for me since I am required to work on Saturday, Sunday or Public holiday, while others can enjoy their time with their families I need to work according to my roster. Any cut or eliminations of penalty will have dire consequences on my finances |
| 94 | Glen Iris | VIC | I don't know what I'd do without penalty rates. I recently turned down a job because it lacked penalty rates. I am a hard working student with only so many hours to work to keep the roof over my head and weekend work keeps me going. If you don't want graduates then by all means cut penalty rates. |
| 93 | Gowanbrae | VIC | Penalty rates are there because of their absurd and unfriendly hours ! Don't fix what is NOT BROKEN. |
| 334 | Great Western | VIC | My wage is made up of approx. 20% overtime/penalty rates for my yearly wage if this was to be reduced it would put a significant strain on my financial position. My position dictates that I work shift work and weekends to meet the company's production requirements. If shift rates or weekend penalties were to be remove I would definitely not be putting myself out for any company to work those hours. |
| 133 | Greensborough | VIC | I'm working for the same pay now as 7 yrs ago but doing overtime now and afternoon shift so if they go I'm in deep trouble you should have them you lose time with kids and family. |
| 438 | Grovedale | VIC | This does impact on me or co-workers as overtime is not paid. The organisation does have child care staff who work extremely difficult jobs and long hours. I am not sure if their work incurs penalty rates but if it does that would be very unfair. |
| 269 | Heidelberg West | VIC | I receive penalty rates for my early starts. My pay is already very low. Without penalty rates, it would be even lower. I already struggle to meet my half of my household's expenses and, some weeks, my partner has to cover my bills. |
| 244 | Hillside | VIC | o/t is massive for most of the four hundred workers on site they need it and management know they need it. so they make ridiculous KPIs. Give the dog a bone. |
| 92 | Hoppers Crossing | VIC | I work evenings and weekends for the penalty rates, if they were scrapped it would severely reduce my take home pay each fortnight. |
| 428 | Keilorpark | VIC | If penalty rates were cut the company would get less production and as a union we would refuse O/T. |
| 35 | Langwarrin | VIC | Shopworkers such as waiters get very little pay as it is. Penalty rates should be maintained for them. |
| 265 | Lara | VIC | Penalty rates, no penalty rates no working extra hours. I gave up 1/2 my life working shift, now is time for myself and my family. If my company requires me to work overtime, I will help them out. But like all in business I don't give something for nothing. |
| 117 | Leopold | VIC | If extra hours above the set week were single time, I would chose not to work them. Someone else should be employed instead. I only believe overtime exists these days, because the employers lack of planning ahead. It's too easy to call in a casual. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 44 | Lovely Banks | VIC | Extremely important. You give up weekends with family for additional income for the family. Why give them up for no reward! |
| 81 | Lynbrook | VIC | I have been a shift worker for a large part of my working life and I found the penalty rates for shift work and overtime allowed me to support my wife while raising a family and establish a home when only my income was available. I would have been unable to achieve home ownership without penalty rates. I believe that it is much more significant today given the price of housing and the increasing cost of living which is proportionately greater today than it was 10 -15 years ago. Many workers that I know choose shift work and overtime to support their young family financially. Some workers were supporting their spouse while the spouse undertook further studies for career improvement. some workers worked shift work and overtime due to an unfortunate family situation, being health or injury, that rendered them the single income earner (breadwinner) for their family. I found there was a large percentage of shift workers in this position. Basic wages, even for two income earners in one household , without penalty rates would disenfranchise many young couples from getting ahead and saving enough finances to undertake a home purchase or start a family. If penalty rates were cut abruptly or abolished altogether, I would envisage a large number of workers would lose their homes and put enormous pressure on family relationship. |
| 67 | Maddingley | VIC | Real wages increasing slower than cost of living expenses coupled with under employment means penalty rates are an important factor in families lives. How can we 'lift' the economy if our spending capacity decreases. The results are in, deregulated free market wealth does not trickle down |
| 68 | Melbourne | VIC | When I was a student I relied on penalties, it was the only way I could work and earn enough while studying. Some of my friends are nurses and I know that with the unsocial hours that they'd have to work and the stress of their job that if they didn't get the penalty rates they would not be in the role. |
| 309 | Melton West | VIC | current penalty rates are fair and reasonable and I fully support them. Without them it would be hell for me to survive. Any changes to penalties rates I consider to be unreasonable and very harsh on working man and woman. Think about it business still make profits cutting penalty rates would mean cutting the food portion out our kids meal. |
| 226 | Mernda | VIC | I rely on penalty rates for working weekends because that allows me to take a weekday off and the penalty rate makes up for some of the lost wages. Most health care workers don't have the luxury of not working weekends if we don't want to. Contrary to what Tony Abbott thinks! It's not like we can just leave the patient on Friday night and tell them 'I'll see you Monday morning. Good luck.' We should be compensated for working weekends and holidays when everyone else is home enjoying the time off. |
| 426 | Moe | VIC | I have previously worked in jobs that attracted penalty rates. I was a sole parent with a young son and being able to work on weekends when my son was with his father made all the difference. I would have been greatly affected if I had not been able to earn penalty rates and my son would have gone without things like clothing, camps, etc. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 393 | Montrose | VIC | It is hard to believe that we are still talking about penalty rates. What would Society do- if doctors, nurses, emergency- fire and other social services refused to work nights? Unthinkable. Penalty rates are a small price to pay and if businesses do not want to pay penalty rates, no one forces them to stay open late or on weekends. It is well known that peoples health is suffering and their lifespan shortened through continued night work. |
| 306 | Moonee Ponds | VIC | Most important, as you do extra hours, especially night work, the World health org studies show that we lose "up to 10% of life span" so obviously we need to be compensated for this! Despite Mr Kennett's assertion that "ok, we know that you work long hours, but day or night it's still the same, doing 12 hour shifts" NO IT IS NOT Mr KENNETT! |
| 207 | Mordialloc | VIC | I have a number of nursing friends who rely heavily on penalty rates to supplement their income. What nurse would choose to work night duty or weekends if they were not compensated for doing so? Nursing is struggling to get sufficient nurses to meet current and projected needs as it is. Take away penalty rates from what is already a difficult, dirty and, at times, unpleasant job, and watch the nurses leave in droves. We can find work elsewhere with our skills. We chose nursing because we love it, but we will leave the profession if our work is not recognised and remunerated adequately. We have a life to live as well as a desire to help others, and the need to fund the former will overtake the later. |
| 399 | Mount Evelyn | VIC | My husband works dreadful shifts, i.e. Over the course of a seven day period his start times could range from 4am Mon. To a 11pm start by Friday, might shift the next night. This is a 24/7 industry so these shifts include Saturday, Sunday and public holidays etc. Why on earth would anyone do this if they did not have an additional penalty rate to make it worthwhile. I would certainly encourage him to look for something else if you took his penalty rates. |
| 71 | Murrumbeena | VIC | My salary is just \$36000 per annum, but as I work on weekends this amount is loaded. I could not survive economically on this base salary alone. For those rates, I am finishing work on Thursday and Friday nights after nine pm. Too late to socialise after work, visit cinema or theatre or visit and call many friends. These are restricted to weekends. I work every second weekend and receive about 40% more on Saturday and 70-80% more on the Sunday. any reduction in my income would see me struggling to survive as a single 51 year old male with a mortgage and debt. |
| 74 | Newport | VIC | As a casual we are sometimes paid more for week-end work and if this was not the case it is in many instances hardly worth taking the morning, afternoon and early evening work on a daily rotating situation. We do not get penalty work for week night work as well as many other appalling work situations e.g. work in high heat, not be provided with hydration opportunities, use our own pens, tippex. Sometimes no toilet available. I could go on and on. |
| 440 | Pakenham | VIC | I work any shift 24hours a day, seven days a week. I have never had a long weekend off. Rarely do I have Easter or Christmas day off to spend time with my family. Try working all night, getting home and organizing the kids to go to school. Sleep for a few hours then up again to pick up the kids after school. Make sure dinner is cooked and clothes are clean, a quick nap, then back to work all night again. Penalty rate soften the impact, but it's still hard. Without the extra incentive to work unsociable hours, (ie; evening, weekends and nights), who would want to work these shifts? |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|------------------|--------------|---|
| 223 | Preston | VIC | My partners work situation has deteriorated and he is working pt casual hours so has little job security right now and diminished incoming earnings. Coupled with the extra pressure with my job makes it difficult financially to deal with any unexpected issues such as our car breaking down and needing major work and is inoperable. As I work shifts 24/7 this is difficult to achieve on public transport and not safe for a lone female at certain times especially at night. We work shift work for many reasons but there is also things which are sacrificed working these hours and the money helps but cannot eliminate. My GP has advised shift workers have a lower life expectancy and many ailments I experience is due to my shift work hours and stresses on my body. I could not survive without shift penalties with my partners reduced earnings at present. |
| 32 | Seaford | VIC | I know many people who do count on penalty rates to make ends meet. |
| 303 | Seaford | VIC | Affect my life and reduce my pay even further |
| 229 | Shelbourne | VIC | I work night shift because of the penalty rates. It allows me to work less hours for more pay. In my current physical and mental condition I am not able to work more hours. On my salary I support my retired husband and we run a small farm-let to make ends meet and because we enjoy it. If penalty rates were cut or abolished I would not be able to continue work. Night shift has taken a toll on my physical health but I believe that I am compensated for that because of penalty rates - if penalty rates were removed I would not work night duty and most probably could not work at all. |
| 302 | South Yarra | VIC | I feel Penalty rates should remain. My sister is asked to work unfair hours and days e.g. Tuesday 5 to 9; Sunday 1 to 6 , maybe a stocktake and some management just like to change her hours to suit other workers even though she has been there twice as long. It makes it difficult to have family time if you are asked to spend week ends and nights working to suit employers. Nurses, Ambulances, Retail etc are now being asked ridiculous hours but employers are trying not to pay them for the inconvenience and disruption to both their lives and health. |
| 29 | Sping Gully | VIC | Penalty rates can be the difference between someone claiming welfare and not claiming welfare. If suddenly abolished it will place more pressure on welfare to support those who are underemployed - ie part time workers. |
| 51 | Springvale South | VIC | Would hurt our living. |
| 180 | St Kilda West | VIC | I am a passionate believer in Trades Union as bulwarks against the exploitation of workers that takes place when penalty rates and other worker protections are abolished. |
| 119 | Sunbury | VIC | I was bullied by my employer and was reassigned to another area at a reduced rank (code of conduct sanction) I cannot feed my family without my shift penalty rate. My spouse is the primary care giver to her mother and we do not qualify for any Centrelink benefits as I am an ex-military member. |
| 147 | Sunbury | VIC | Penalty rates at my last job were still in place but they were not great but at least I had them they don't seem like a lot given that more than a third of my working life was spent working shift hours. They were approximately about 3.5 % of my salary. |
| 235 | Tarneit | VIC | They are very important to me because I cannot work full time due to family commitments and my physical condition and if the penalty rates gone that will push me to go full time and will be very hard for me to keep up long hours and my family won't be able to survive |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|--|
| 137 | Thornbury | VIC | Without the penalty rates of my acute nursing work we would lose our house. |
| 331 | Upper Ferntree Gully | VIC | The only thing that makes my income viable are the penalty rates I earn on public holidays, nights, afternoon and weekend shifts. I could earn more money in a Supermarket otherwise and yet I am doing an important community service. |
| 279 | Vermont | VIC | Penalty rates are vital for those who cannot afford childcare fees but need to work and therefore work nights or weekends. They are also vital for many of our students, many would not be able to juggle work and study without them. Without penalty rates most would end up needing more government assistance so it seems counter intuitive for government to support business in this! |
| 282 | Vermont South | VIC | If I work overtime I'm paid 1.5 or offered time in lieu. Time in lieu is generally allocated at the beginning of a shift rather than at the end of the day, meaning I'm unable to replace 'like for like' which is unfair. My time is more valuable than the extra pay. |
| 150 | Wantima South | VIC | I have given up my personal life and family commitments to be able to earn extra money to support my family and their future. If penalties are removed or abolished my life would be hugely effected to pay off the continuous bills coming in, mortgages and stress the already hard life I lead. Penalty rates compensate shift workers for the unsocial hours we have to fulfil the company requires to run. Removing or cutting rates would not have any advantage to profit margins, or necessarily show better taxation results as businesses would find other ways to mask the profits to keep more for themselves and pay back on taxes and staff. |
| 97 | Warneet | VIC | If penalty rates were cut, we would have no casual staff. My industry relies on these workers who only do it because of the rates. Why would you work when others are enjoying themselves for below minimum wage? Most hospitality staff cannot get enough 'normal' hours so need to work the awful ones to make ends meet. They have no choice. They don't work, they don't have a job. You will not get hired unless your available weekends and nights. Cut penalty rates and good staff will not work. Inexperienced staff would but you would lose customer service and in turn business would drop. Staff would need to budget tips into weekly wage and some business' like who I work for don't let you accept them and Australian customers are not tippers. They want the world for next to nothing and do not respect people in my industry enough. |
| 31 | Warrenheip | VIC | My children have needed penalty rates at times during their early working lives to survive. It is an attack on families to be made to work on weekends, and public holidays without recompense for the sacrifice. |
| 374 | Warsonia | VIC | Penalty rates are important to workers. Our society is expecting people to serve them 24 /7 but not recognise the cost this causes people who give up family time, recreational opportunities and personal sacrifice to undertake their work outside normal working hours. People want to be paid appropriately in recognition of the sacrifice they make. If they are not paid at the appropriate penalty rate then why would they work late at night, on weekends or public holidays. People work these times can be rewarded for their sacrifices. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 281 | Waurm Ponds | VIC | I have seen families destroyed with the stress when penalty rates stop, their homes taken away for not keeping up repayments, no food on the table as bills take all they had and penalty rates no longer there. This country does not want to end up like America with their tent cities of millions of Americans, and even laws making it illegal to even feed the homeless. Penalty rates benefit to many people are relied on by to many people to stripped away to suit an ideology of a conservative Government. |
| 10 | West Footscray | VIC | I wouldn't say I am actually reliant on penalty rates, as I am one of the lucky ones and also I save regularly. |
| 111 | West Preston | VIC | Many people rely on penalty rates just to buy food and pay bills. |
| 123 | Whorouly | VIC | Penalty rates pay for the outlandish power prices and fuel bills and food and mortgage and providing extra stimulation to my children. We don't have that sort of extra life value adding stimulus in the country, that stuff costs, you either work hard to improve your kids thinking exposure or you end up with youth who drug themselves up in despair and hopelessness avoidance. |
| 344 | Wodonga | VIC | I cannot live without them. |
| 350 | Yarraville | VIC | Penalty rates are completely reasonable for those required to work family unfriendly hours. Our society needs to support children by making their parents available, or supporting them if they can't be. |
| 283 | Aubin Grove | WA | I am so dependent on the penalty rates and if they were cut or abolished I would have to look for full time work just to keep my head above water financially. |
| 24 | Baldivis | WA | I will go bankrupt without penalty rates when I first started as a patient care assistant, it's not worth being a PCA if there is no money, we get assaulted from patients we are on the front line when they go psycho I started at a previous place of employment 8 yrs ago my pay was 19.86 now its 25 it's taken 8 years for the wages to get this height, it isn't worth being a PCA without a good pay I will be forced out and hospitals will lose staff so hence nurses will have to do everything that a PCA does include taking rubbish in a bin out from a ward. |
| 82 | Bassendean | WA | The penalty rates help with a basic household costs and for giving up family time. |
| 224 | Bertram | WA | Penalty rates mean you can earn nearly a week's normal wage in 3 days or so, without penalty rates why would I continue to work, or try to work on weekends and out of normal hours |
| 437 | Bibra Lake | WA | In changing job positions in August 2015 from a high paying administrative position to a lower paid nursing position with shift work hours I will rely on penalty rates to improve my income and make working late nights, weekends and public holidays and sacrificing time with my family worth it. |
| 345 | Bulgarra | WA | All people in our City Karratha cannot survive without penalty rates due to high rents and the price of food, fuel, health and general expenses. |
| 240 | Floreat | WA | Penalty rates are an essential part of the employment structure of this country. Employers who complain about this still charge extra for services tendered via penalty rates. It still astounds me that some PCBU's cry foul of penalty rates when our country has one of the highest standards of living of anywhere in the world. Yet I suspect some of these individuals engage in offshore tax avoidance measures in acts that I see as theft from the rest of us. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 349 | Forrestfield | WA | I rely on penalty rates as an inducement to work weekends and they form a necessary part of my income. I am enraged that the productivity commission would consider scrapping them for any worker. |
| 257 | Leschenault | WA | I work every Sunday at penalty rates which makes up half my income - without the extra I would need help to pay bills and live - as it is I receive a part new start allowance - any extra shifts I manage to pick up or wage rise I get reduces the new start allowance - the result is I am usually not financially much better off - just working for less. If penalty rates are abolished for Sunday I will NOT work on Sunday as I feel I am foregoing seeing my children as often as I would like, foregoing any social life as most activities with friends or family are on weekends and would not be able to make ends meet. |
| 155 | Maida Vale | WA | I am not entitled to penalty rates, I have the "slavery clause" in my flexibility agreement. I do know of many others in the company that need penalty rates just to make ends meet! The cost of living, particularly here in WA under the Barnett Government has gone through the roof. We pay more for just about everything and a big cause of that is State Taxes. Penalty rates are more than just a means to supplement what are often inadequate base incomes, they are a mechanism that forces employers to respect the work/life balance. We have a real problem in Australia, it's is all about the greed of the top 10% earners. Executive salaries are well and truly out of control. The rich in Australia seem to be given the means to pay less tax. Soap box deliveries by employers about how they struggle with the wages bill is a smoke screen, have a look at what all the managers and executives pay themselves! Every four years we go into EBA negotiations, we are lucky to get just a bit more than the CPI cost of living increase. Every year the executive and the managers give themselves bonuses and increase their incomes by double digit % figures. |
| 37 | Morley | WA | The penalty rates my wife currently works with are suitable reward for shift work and overtime. She is stressed that by moving to a private employer conditions will deteriorate. If this occurs work place environment degradation occurs and as a subsequent productivity declines. |
| 243 | Nannup | WA | If I were to no longer receive my penalty rates, I would lose my house as I would not be able to pay my mortgage. Living in a small town increases the cost of living: food, fuel, natural gas, electricity etc, all cost more here. Travel to the nearest town takes 40 minutes and so expenses also rise due to travel costs. If I lost my penalty rates, my children would be disadvantaged even further due to financial stress and we may have to leave this beautiful town that we have made our home in. The stress would inevitably effect our health and our family dynamics as a result of that ill-health. At the moment I can't even take my annual leave for more than a week at a time because I cannot pay my mortgage on my base wage. This is also taking a toll on my health due to the stress of not being able to take leave and knowing that my financial situation is so precarious. |
| 294 | Perth | WA | Penalty rates are a recognition of the compensation for times outside of business hours which obviously impede on a normal persons' day and night cycle. Very simple. Labor, thank you. |
| 182 | Rockingham | WA | if penalty rates were cut. I wouldn't work weekends, and I would look for a new job. you don't improve productivity by cutting pay |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 65 | Samson | WA | Penalty rates are part of any remuneration package and will impact the household budget. For me the rates keep the request for work confined to normal Mon-Fri hours and work has never intruded on my activities around family and social life. They have enable a good work-life balance. |
| 446 | Scarborough | WA | It pays the bills penalty rates get families over the line without you just won't make ends meet. |
| 23 | South Perth | WA | Many people would be considerably worse off if penalty rates were cut - my mother when I was growing up chose to work as a night-shift nurse because the rates were better, meaning that she could work nights and still be around for the children when they needed her but making enough money to cover costs. I would hate to see Australia go the way of America, where people can have several jobs and still be in poverty with hungry children and no way out. Even at universities, the higher rates for casuals is a buffer for them as casuals don't get sick or holiday pay. |
| 255 | South Perth | WA | Penalty rates are very important to me. It cost me extra money to work evening and weekends (both Saturday and Sunday) as I cannot use public transport so I have been forced to buy a second car. My wife also cannot use public transport to get to her workplace as it is located some kilometres away from any public transport routes. I only bought an old cheap car but it is still an expense that I would prefer not to have as we already have significant levels of debt and are also approaching retirement age but cannot afford to retire. |
| 450 | Spearwood | WA | My wife worked shift work for many years and was paid the basic wage, in catering, Without penalty rates it would not have been worth going to work. Why should you be asked to give up xmas day, public holidays etc, while those who work Monday to Friday expect you to work on your weekends and be away from your family to provide a service for them without having to pay any extra. You are entitled to a social life also. My wife worked nearly every xmas day and nearly every public holiday for nearly 20 years just to make a living. |
| 127 | Sunset Beach | WA | I work the hours I'm given, generally, and work every second weekend. The extra money for penalty shifts helps towards the rising cost of gas, electricity, water, private health fund, and the general repairs on an older home, as well as the rising cost of rates and food. There's also ensuring my animals get their vaccinations, sterilizations and other veterinary costs involved in responsible pet ownership. How are we supposed to meet everyday costs with a lower wage when the cost of living just keeps rising? I really worry about the future and just meeting costs as it is. We don't have many luxuries at home, and do everything we can to limit our spending as it is. |
| 90 | Warnbro | WA | My daughter and son in law have 2 children and a modest 3 bedroom house. The both work regular overtime to meet their weekly expenses, they go out very little, and if there is an unexpected expense they struggle. IE A washing machine failure means they have to borrow money to repair or replace the machine. Penalty rates should not be eliminated or reduced to the detriment of families that put in the extra hours so that their employers can make even more profit. |
| 118 | Warnbro | WA | I work mainly night shifts and without that little bit extra, it would not be worth my while. There are less staff members on night shift, not to mention it has affected my physical and mental health as well as my social life. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 225 | Waroonna | WA | Penalty rate are what makes it worth doing the shift work you do t work for love. People will go under some may hurt themselves. As males think it's the only way out. You can see this in the media. |
| 6 | Yangebup | WA | A friend works the weekends as a registered nurse while her husband is at home looking after their two children. She is working to help pay the household bills and is away from her children and family every weekend and misses out on functions too while she is at work. She will be forced to get a day job and work longer hours if the penalty rates are cut. |
| 136 | Yangebup | WA | People in many industries make sacrifices in order to provide for their families. Many of those sacrifices occur at times when families could otherwise be spending quality time together, such as weekends and evenings. If employees are required by their employer to work across hours otherwise set aside for leisure, the only fair thing is to adequately compensate those employees for their sacrifices, by way of penalty rates. Cutting or abolishing penalty rates does nothing for the economy except to put more profit in the hands of employers. The 'trickle down' notion of economics is a farce and a lie. True economic growth can only occur when the middle and lower classes possess enough economic power to drive demand through their consumption choices. If that power is removed, Australia's economy will suffer. |

Wages

The question posed:

Let the Commission know if your wage is enough to get by.

For example: Have your household finances got harder or easier in the last few years? How often do you receive a pay rise? How would you cope if you received a pay cut or pay freeze?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 278 | Ainslie | ACT | With the government's policies leading to unsustainable rises in house prices I fear for the younger generation unless they have financial support from family. Pay rises should automatically rise annually for Commonwealth Employees at the same rate as that of Commonwealth politicians who do not have to put in any improved productivity to support their pay rises. |
| 41 | Banks | ACT | Decided to work time and live a life that is more work life balance, does not always work. So live on less money. But manage. We usually have a pay rise over the 3 years when the agreement is made. A pay freeze would be tough as the cost of living continues to go up. |
| 293 | Banks | ACT | I get just enough income to get by. |
| 305 | Calwell | ACT | Every time we get a pay rise it is only to help catch up with higher prices but recently it doesn't matter what we cut down on we cannot keep pace with all the price increases. I feel that we are no better off now than I was when I was on a much lower wage. |
| 341 | Holder | ACT | I try to live within my means but things have been getting harder over the past few years, we haven't had a substantial pay rise since 2008, we are well overdue for a couple of pay rises now but are being held off until the negotiations are completed. A pay cut would be unacceptable. A pay freeze after the owed back pay is paid out would be extremely disappointing and hard to justify without a resulting decrease in our expected workload and or increase in other benefits to compensate for the freeze. |
| 73 | Isabella Plains | ACT | As I work part-time for health reasons, I am able to pay bills because of my husband's income. I receive a pay rise according to the workplace agreement, but this does not provide wiggle room as my healthcare has cost a lot over the last decade. I like to support charities but need to be conscious of the impact on the budget. |
| 335 | Monash | ACT | My family have now just about grown up. What is affecting my concerns is that my husband has lost his job due to public service cuts and therefore my pay has become very important. I am hoping for ongoing pay rises to meet our mortgage and other payments. Without his pay managing finances is very challenging and requires many changes to what we can support i.e. charities etc as well as holidays. |
| 188 | Nicholls | ACT | Due to MoG (merging Departments) changes I now do the same job as a colleague at the same level but she gets paid more than \$10,000 more than I do.... All APS agencies should have the SAME Pay rates - I thought discrimination was against the Law. |
| 270 | Page | ACT | As a part time person, it is a constant hassle to manage finances. As I am only guaranteed 20 hours per week, I am unable to plan for the future as I am unable to predict my future income. I don't spend money on luxuries such as eating out, movies, and delay any medical expenses as much as possible. I have not seen dentist in 3 years as there are always more pressing things for what little savings I have. |
| 95 | Spence | ACT | My household finances have gotten A LOT HARDER in the last few years, the cost of living has sky rocketed. Bills, and food is all I can afford. New clothes, a holiday forget it. I can't even ask a woman out on date as I can't afford a meal out let alone two movie tickets. Growing my own veggie is the only way I can afford to eat healthy. Bad food is cheap and good food is expensive. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------|--------------|--|
| 308 | | | I am the breadwinner of my family. Any pay freeze or cut would severely affect my ability to provide for my children. I would have to consider selling my home and renting instead. |
| 45 | Arararra Headland | NSW | Financially times are tighter. Teachers pay rates are attached to CPI. A weak economy means lower salaries. |
| 100 | Avoca | NSW | It's definitely got harder over the last few years. With kids starting uni and the ever increasing cost of living. Petrol until recently was just going up and up. If we didn't have penalty rate we would have to question whether it's worth continuing to do the job we do. |
| 413 | Balgowlah | NSW | It is becoming consistently harder as the inflation rate has not been match by the wages. All bills have increased while the wages have not. |
| 233 | Ballina | NSW | We have received a paltry increase that is about five dollars spread over ten years. We spend quite a bit of money driving to clients for short shifts and it makes it hard. |
| 104 | Barden Ridge | NSW | A pay rise nowadays is unheard of all we get from management is work harder for less pay already. If I had a pay cut or freeze then again a massive financial impact on our family and could lose our house |
| 287 | Bellingen | NSW | No. Already living below the poverty line and other cut induces myself and family to be further impoverished. |
| 314 | Berry | NSW | Like many others, I am finding our finances tighter and tighter. I have a job and a wage, which means we never go hungry, and we are lucky enough to have paid our mortgage off. However, pay cuts or freezes would make life very difficult for us. |
| 416 | Blackbutt | NSW | I receive a pay rise less than yearly as I work part time hours. The cost of living is increasing significantly and while I am lucky that I have a small mortgage, I would not be able to cope if I had to pay rent in the current rental market as many of my colleagues do. If I received a pay cut or pay freeze, life would become much more difficult. I do not have another adult in the house to assist with finances and it may mean that I would have to find a second job, however finding child care is difficult enough. |
| 354 | Blaxland | NSW | My pay has been inflation scaled but my expenditure was much higher than this through massive energy cost increases fuel etc. Only historically low interest rates have made it possible. |
| 106 | Bondi | NSW | My wage is generally sufficient to get by but given my extensive experience and qualifications it seems quite meagre. A pay cut or pay freeze would involve hardship for myself and my family. |
| 50 | Bossley Park | NSW | Everything has gone up, we cannot afford to buy things that we need, not what we want, pay rises do not keep up to the rate of commodities going up. A pay freeze would seriously affect the family and it's ability to make ends meet. We want to live not to just exist.... |
| 184 | Bowen Mountain | NSW | After negotiating my salary two and a half years ago, I recently found that my cost of living had been creeping up. Both my daughters are now in high school, and I have started to struggle financially. I was working up the courage to re-negotiate my salary, but now I have lost my job. |
| 14 | Camden South | NSW | As a public sector worker, the NSW Government has already capped our wage rises. It's keeping pace with inflation, but it's still a struggle. I couldn't cope financially with a pay cut, not one cent. |
| 98 | Campsie | NSW | I have no complaint about my wage |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 178 | Campsie | NSW | No way can I live on my wage. I struggle and go without food and petrol to make ends never meet. I am only alive today due to the support of my partner. During my early years of my back injury. When debtors are chasing you to pay medical bills for a workplace injury and you have no income because the insurance company have changed your case worker and not told you so no payment has been made for months you give up hope and see suicide as the only option. When your employer is harassing you and you're in chronic nerve pain and can hardly walk 10 metres without collapsing. You feel like the system that is meant to help you is actually actively trying its best to kill you. You are dehumanised. You introduce yourself as a case number. |
| 206 | Canowindra | NSW | My wages are vitally important to us as my partner is unemployed. |
| 116 | Carey Bay | NSW | My income as a self-funded widower retiree is adequate for me to support charities of my choice to the extent of about \$1500 per month. Those charities have been chosen well in advance. |
| 271 | Carss Park | NSW | I get paid well but the household buying power has definitely reduced over the past 5 years. Any wage rises we have got have been less than inflation. The cost of housing has sky-rocketed in my area. I'm getting near retirement age & if there was a pay cut or pay freeze it would probably give me further inducement to accelerate my retirement plans as there would be no gain in continuing to work. |
| 237 | Casula | NSW | It's very difficult with what we are being paid at the moment, we don't have CPI increases, I mean even people on Centrelink payments have CPI indexation every year. This is unfair, we work hard, and only look forward to the department to offer a reasonable pay offer. But instead the offer is based on a condition by the department, which means we are not guaranteed a pay rise anyway. Daycare costs, before and after school care cost go up every July, but our pay doesn't. It's very difficult. |
| 55 | Caves Beach | NSW | Well, current LNP government and advisers seem concerned only with cutting salaries, wages, benefits - though not govt subsidies to BIG BIZ! Not Fair! |
| 296 | Cessnock | NSW | We have gone from fortnightly pay with penalty rates to monthly salary with time in Lieu which has made more difficult to bank and save money. Banks don't trade "Time In Lieu". Not possible to save money. |
| 448 | Chatswood | NSW | Wages have not increased compared to cost of living. Pay rise of 2.25% a year is a joke. Private health just went up 6%. Currently in NSW night shift penalties are 15% for public nurses. This is also a joke compared to other states. WA is 35%. |
| 439 | Clarence | NSW | Until recently I was a university student living on youth allowance. Now I am working a job which requires me to drive to work sites and my commute is 1 to 2 hours each way each day. Once I have factored in petrol, car maintenance and rego, I am only slightly better off working full time casual then I was on Centrelink. I regularly have to borrow money from my parents if an emergency comes up, like repairs to my car and an unexpectedly large bill. On weeks I get less than full time hours, it is even harder to get by. |
| 424 | Clothiers Creek | NSW | We only receive a few cents pay rise at a time. |
| 219 | Como | NSW | my wage is just about enough to get by |
| 402 | Coonamble | NSW | I would be looking for another job if there was a pay cut! It's hard to make ends meet, how can people work so hard and get paid so little? |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 165 | Croudace Bay | NSW | I am happy with my current wage |
| 212 | Diamond Beach | NSW | I believe household expenses have increased more than my wage which I currently receive a 2.5% increase per annum. I manage as we have two full time wages coming in but wouldn't be able to manager on 1 wage. My husband works in private enterprise and is earning less that he earned 5 years ago so this also puts stress on our finances. |
| 317 | Dorrigo | NSW | There is no doubt that working conditions including wages have deteriorated relative to cost of living pressures in recent years. Do those responsible really want to see working poor in Australia as is common in the US? It is not a pretty sight to see workers scramble for tips. |
| 66 | Dulwich Hill | NSW | Nothing is getting cheaper except a temporary lull in petrol prices due to international power games being played in the international oil industry. This in itself is a vulnerability that is not always apparent...but that's another story. Pay rises are less than CPI (Consumer Price Index) levels. Effectively the standard of living is falling. Theoretically our costs should be reducing because of the not so full nest (two out of three moved out). But with rentals at prohibitive levels to a late aged student, living at home is an almost unavoidable option. So the costs don't quite disappear. Pay rises are regular because of Union involvement but not at parity with real costs. |
| 241 | Earlwood | NSW | Our finances at home have been getting more and more difficult and I am sure the future will be even more so. Our last pay rise was in July 2013 of approx. |
| 343 | East Hills | NSW | In our EBA negotiations jobs was a higher concern than wage increases but it is very very hard to manage in my current wage |
| 275 | East Kurrajong | NSW | My wages have been getting much worse over the last few years. Wages that were quite good in comparison to the industry when I began employment have deteriorated to the point where they no longer make up for the loss of conditions we have suffered. Before I took a redundancy, I was away from home for more than 13 hours a day for 8 hours pay, with workloads increasing all the time to the literal point of breaking, incentives to work diminishing even regarding a boss' ability to show gratitude for good work. Ironically, I have found life to be much more affordable without a job at all than with one that had diminishing returns, after taking into account travel costs and other costs associated with employment. |
| 398 | Eastern Creek | NSW | They are harder with the carbon tax. Which is gone but the electric bill still goes up petrol is cheaper but is going back up. A pay freeze or cut would be disaster .the mortgage don't have a freeze interest rate cuts are a help to pay it off sooner but something usually breaks down and that extra for the loan goes to that. I just hope I can pay off all my debts by retirement. If I take my super as a lump sum which I'm just eligible to do .that will happen but will I get the pension. |
| 276 | Erskineville | NSW | It's getting harder, when the kids reach high school the only decent school around is private which I won't be able to afford. |
| 319 | Fairfield | NSW | There has been no pay rise in the last four years but the CPI becomes more and more inflated as years go by. The rental increase is every year with nearly 12% increase every week. All other bills go through the roof and am surprised what is left behind to survive. Families are always in red and it makes me wonder what Western Country we live in as compared to other countries in the world. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 310 | Forestville | NSW | I get paid for what I do. The level of responsibility in a shrinking work force. |
| 430 | Glenbrook | NSW | only just as I work without penalties Mon - Fri and am paid the same as a new grad or unskilled casual worker. |
| 141 | Glenmore Park | NSW | As it is we do deprive ourselves a lot at the moment by not having a Night out at Movies or Going out at all, this sometimes put a lot of Pressure on my Wife and myself thinking about the bills coming in. |
| 421 | Goonellabah | NSW | The less my paid work, the more time for me to do that homework to market and/or restructure my business. As a Regional resident, it is necessary to conduct two separate businesses to make enough money to actually save some of it. Thankfully, I have a long-standing interest/'hobby' which may enable me a profit - when I finally get it on the road! |
| 387 | Goulburn | NSW | I consider my wages to be sufficient but I would struggle if I was to receive a pay cut. At this stage of my life I am trying to pay off a mortgage and prepare for retirement so that I am not a burden to the taxpayer. I do not have any residual money for entertainment etc. I live a frugal but what I consider to be a comfortable life. This would not be the case if my pay reduced. The biggest outlays for me outside of my mortgage are medical expenses and vet bills. A pay cut may mean that I would have to make choices about not having medical treatment. A pay freeze would have the same effect. I am however mindful that I am in a better position than people on lower wages, such as my son. He struggles from pay to pay. This is even more so since he was moved from casual to permanent which resulted in a pay cut. He has job security now but a lower wage. When considering the fairness of wages I am baffled by the focus on low income people whenever there is talk of wage cuts or wage freezes. What about the top end of town? Executive wages are far too generous and the bonuses that they receive, which are supposed to be linked to their productivity, are outrageous. How can an employer ask ordinary workers to accept a wage cut or freeze and then give the top executives a wage rise or massive bonus (often in the millions of dollars)? Linked to this is the pay level of politicians. If politicians are advocating for a wages freeze or wage cut then they need to be the first in line. People have the right to receive a fair pay for a fair days work. We should not be expecting the most hard working and disadvantaged people in our society to carry the entire burden of economic growth. |
| 214 | Guerilla Bay | NSW | I am very fortunate to receive a super pension over \$50,000 pa. As well as having other income from shares and savings. That said I feel I have earned them though austerity and DIY in my early adulthood. Compared to my co-workers, I am rich and I wouldn't presume to tell them they are earning too much or to take away their penalty rates. |
| 152 | Gynea | NSW | My current income only just covers the basics to support myself, wife & two teenage daughters. Rent for a house we don't enjoy living in costs more than half my take home pay. We can't holiday, rarely eat out (& then it's at cheap places), can't afford entertainment or to pursue any interests/ healthy activities, have to try to fix most things that break, always playing catch up with the bills (don't have the chance to save in advance) & generally feel like I am existing just to work for others benefit. Only regular overtime & penalty rates keep our heads above water. A pay cut or freeze would mean the next annual rent increase would force us to have to choose if we would give up the luxury of electricity, eating on a daily basis or owning a car that makes it possible for me to work. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 404 | Gymea | NSW | Finances have got much harder in the past few years....food has got much more expensive, as has petrol and electricity. The increase in nurses wages has not been close to meeting these rises. A pay cut or freeze would be disastrous for me...I have paid out for so much education, I have a bachelors and masters degree plus postgrad intensive care qualifications etc.... I'm not recognized financially for any of it, it's bad enough that I get such an insulting increase each year, but to threaten to reduce or freeze my pay..... It's not worth it.... I laugh and cry with families, I look after dying babies and console their mothers and fathers. My colleagues and I provide such an important service to our society while people sleep, eat Christmas dinner, wish each other happy new year etc..... Yet apparently it's worth nothing extra. |
| 352 | Hamilton | NSW | I have had pay cuts: a recent pay rise was offset by a reduction in paid leave so it was a pay cut and not an actual pay rise. I have similar qualifications to nurses working in the public sector but lower wages and poorer staff to patient ratios so this is again evidence of lower wages. Perhaps the productivity commissioners would like to consider the consequences for themselves, their relatives and friends of not being able to access quality care when needed! |
| 260 | Hamilton North | NSW | Much harder at the moment. Pay rise every year but had a freeze for 18 months and haven't been able to catch up since. |
| 57 | Hobartville | NSW | Everything associated with the cost of living goes up and up. Wages are no longer keeping pace with cost of living expenses. More and more families are renting because they are unable to convince the money lenders that they will be able to continue servicing a mortgage going forward. How can this be productive for the economy? |
| 17 | Hornsby | NSW | Wages have not kept pace with inflation and many people I know are having trouble buying food and paying bills for their family. Social outings have been cut. An employee with lots of social events is generally more enthusiastic and optimistic. |
| 326 | Hornsby | NSW | I receive a base-rate pay rise for each year for up to eight years, then it is capped. The cost of living is increasing at a rate that far out-weighs the rate of increases in income. Working a 7 day rotating roster allows for penalty rates which makes the expenses of everyday life somewhat more bearable. |
| 138 | Kandos | NSW | Much worse. No pay rise. Have had pay cut due to boss not paying O/t and put onto part time even though still doing over 38+ hours a week. Frankly the wage system completely sucks and is not dumbed down enough? put into basic English if you do x you get x. |
| 34 | Kensington | NSW | My wage is enough to get by but is nowhere near equivalent to similar positions in other industries. The "value" of a teacher has been eroded over the past 50 years and it is therefore of little surprise to me that more parents choose to place their children in private schools. I see a crises looming where there will be less and less 'good' teachers willing to work in this industry. |
| 288 | Killara | NSW | The household and the MA000100 require that I work at penalty rate time. Should they be cut or abolished I would leave my job and work privately. |
| 173 | Kingswood | NSW | Since not working, it's been tough on me ,house hold finances got a lot harder, the wages I used to get was enough to manage my household expenditures, we receive pay rises every now and then. If I was to receive a pay cut or pay freeze, I would be struggle, with everyday life, as everything is so expensive today. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 16 | Koorinal | NSW | Cost of living is increasing, tax is increasing but my pay is frozen because enterprise agreement conditions can't be agreed upon. |
| 204 | Lake Heights | NSW | Hardly.....Living expenses seem to be getting higher and higher. I am unable to save up and buy a house, so am stuck renting, and my husband and I would love to have children, however are too concerned about the loss of income, so have to wait. Bills keep going up and up and wages are staying stagnant, which doesn't make sense. Why would people want to work their backsides off, for a poorer quality of life and no extra pay? The general cost of living has become noticeably more expensive in the last few years and no pay rise will really push people to the brink of financial hardship, including myself. |
| 367 | Lake Illawarra | NSW | It's getting harder to budget. We get a pay rise once a year as part of our Agreement. Our Agreement was hard fought for with great support from our Union. |
| 307 | Lavington | NSW | We recently had a very small rise, it happens maybe every 18 months, but household finances take up more and more of earnings and there is less and less to put away for retirement |
| 13 | Legume | NSW | It is very tough I get paid \$200 less a week than my city counterparts and up to \$400 less a week than my interstate counterparts and we all work for the same company. To stimulate the economy and help people become employed the working class need more disposable income. |
| 396 | Leichhardt | NSW | A pay cut would be devastating for myself and my family. |
| 70 | Leura | NSW | We receive the equal pay case increase in December of each year and the National Wage Case increase in July each year. |
| 285 | Lilyfield | NSW | ALL of my wife's employers underpaid her (\$3-\$10 per hour less than the legal minimum wage). |
| 378 | Lisarow | NSW | It has become more difficult to manage. The cost of remaining a nurse has increased - higher registration fees and the cost of continuing education also has risen. |
| 370 | Lugarno | NSW | My current pay is about 60% of what I was earning in private industry prior to my retrenchment. I supplement my lower income with a transition to retirement pension, but would prefer to cut that back if I could get additional work on the 4 days that I do work. |
| 253 | Macquarie Hills | NSW | It is hard for me to tell this as my circumstances have changed a lot in the last couple of years. My wages in my current job have not changed much in the two years I have worked there. |
| 213 | Maroubra | NSW | I live week to week as my wage increases do not cover the inflation of groceries, rent, electricity, etc. I receive a wage increase once a year. If my pay was frozen I would simply be unable to afford my rent. |
| 22 | Moama | NSW | Harder. Twice a year. I could survive so long as everyday living was frozen and things went down instead of up. |
| 443 | Moree | NSW | Yes my household finances have got harder over the years. Rural communities pay higher prices in most areas than the city. Recently the cities had a decrease in fuel prices. We did not have a decrease in our area. Rural communities pay too much for products. Too much is unfairly blamed on transport of products. EBA pay small pay rise. Every day worked I work unpaid overtime. On average I work half-an-hour extra. I pay for food and clothing and would really struggle on lower wages. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|---|
| 250 | Mortdale | NSW | My wage is currently just enough to get by. If my wages were decreased, I would not survive. |
| 108 | Moss Vale | NSW | Over the last ten years things have gradually got harder. Our money doesn't go as far and we seem to be worker harder. Costs have gone up more than our wages and we are able to manage because we live quite frugally now. Our shopping habits have changed and we do not shop as often or for luxury goods now. We seldom go out as it is too expensive. |
| 124 | Moss Vale | NSW | For my son in hospitality work, being employed does not bring in an adequate or reliable wage for a man with a wife and 3 children in a rented home. There is no hope of earning enough in the future to buy a house. Wages for 'ordinary' workers have not kept up enough to provide 'frugal comfort'. In the construction trade where a second son, a carpenter, is sometimes employed, wages also seem to be far less than award rates; you take what you can get. A son-in-law, also a carpenter gave up the tools and joined the Police Force, on the grounds that he'd never be able to buy the houses he built. |
| 379 | Mount Annan | NSW | Harder, we have received several pay cuts and reductions in overtime as our company makes profits in the "super profit range" |
| 347 | Mount Saint Thomas | NSW | With penalty rates and working weekends, my life financially is a little easier. Six months ago I worked just day shift. As I pay child support I was really struggling to get anywhere. I willing to cope with a pay freeze if it's for the best. When I see politicians and big businesses all giving their CEOs huge pay rises, I ask myself who really should be taking a pay cut. It seems the workers of this country are treated very differently to CEOs. Let's share the heavy lifting. We have not received a pay increase in hourly rates etc for eighteen months. Our company is stalling enterprise bargaining at present. |
| 69 | Narara | NSW | No they are very little money and fortnight is very hard to get by. Expenses at school for kid's rentals or mortgages are way too high. Living expenses are horrible in this country. Australia is country where life is very expensive compare to other countries. It is very difficult. |
| 33 | Narellan Vale | NSW | Few families can get by without overtime, it is as Australian as a Beer, a Bet and a Cigarette which was the premise this country was built on. |
| 115 | Narromine | NSW | My wage is enough to get by but nearly impossible to save anything |
| 353 | Newtown | NSW | Harder. Rarely receive pay rise. Already got pay cut and very difficult. |
| 205 | North Albury | NSW | The wage is good. The conditions are now very poor and upsetting. No one would cope with a pay cut. How about the politicians take a cut. That would help the economy. |
| 447 | North Boambee Valley | NSW | It has taken ages for Aged Care nurses to get a decent wage for the work that they do and it would be criminal to reduce the wage as it is a battle for employers to get decent staff it will only get worse and it is the residents that will suffer, the government does not seem to be showing any concern for them. A lot of staff would have to get 2nd jobs to make up the downfall. |
| 9 | North Curl Curl | NSW | All casuals like me live on the edge. A penalty or standard rate cut or an increase in or broadening of the GST would be devastating. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------------|--------------|---|
| 121 | North Narrabeen | NSW | My wage is tolerable, unlike that of my more junior staff. However, I am insulted that after 3 years of University and the work I have described, not to mention aggressive patients, death and bureaucracy that I find a photocopier salesman can earn more! |
| 126 | North Nowra | NSW | Our pay rises are pitiful and don't keep up with inflation and ever increasing living costs. A pay cut or freeze is completely unfair, as we are always asked to do more with less and CEO's and management get pay increases way above ours. |
| 160 | Nowra | NSW | I'm working my butt off to support my 4 kids Everyday life School Sports Trying to save for a house deposit (that the deposit amount just keeps getting higher & higher) It's getting harder & harder. I didn't get my 2nd job back because I was only casual!!! That's put a big hole in trying to save for a house deposit. |
| 381 | Nowra Hill | NSW | Household finances have become much worse as rent becomes a larger percentage of our take home pay and groceries cost so much. Also petrol is obviously taking a larger percentage now even with personal moves to drive less. |
| 415 | Orange | NSW | I can get by without penalty rates because I have cut out all entertainment, extras in life, holidays, replacing the car, turning off the power, going to bed early to save heating etc. The carers allowance and my mother's pension help mum and me get by. |
| 425 | Parramatta | NSW | By the end of the fortnight I have \$47 left for groceries. My diet consists of bread and canned baked beans for most of the week. My extended families provide me with a hot meal every few days. |
| 274 | Port Macquarie | NSW | Yes - I am well paid and think the annual increase in wages is an unsustainable position for the local government sector. |
| 298 | Queen Victoria Building | NSW | It's been dire. |
| 190 | Randwick | NSW | We seem to have received pay rises every 18 or so months. |
| 329 | Raymond Terrace | NSW | Nurses are under payed And it's a struggle to make ends meet we have to fight hard for a pay rise and it's only given if we give something up like a trade-off for our hard work. |
| 433 | Raymond Terrace | NSW | If I don't have penalties- then my wages would drop drastically. I could not manage. |
| 365 | Rhodes | NSW | A pay cut or a pay freeze will not be adequate to meet day-to-day expenses especially with the lifestyle and economic conditions in Sydney with expensive rental and housing. |
| 390 | Romarnie | NSW | The only thing that makes my pay workable is Salary Packaging. I could not live on my wage without it. Generally seem to get a pay rise every few years. Cost of living in rural areas can be more expensive, especially for fuel. In a rural area my hourly rate is relatively ok as I live in a low socio economic area, but in the city it would be very average. People who fix computers and cars get more money than someone who looks after and nurtures human beings. |
| 153 | Ryde | NSW | Costs have risen in the last for years. Pay rises are negotiated every few years. If my pay is cut or frozen I would find it very difficult to manage. |
| 321 | Ryde | NSW | Let's not go the American way with all the attendant social problems. Look to the Nordic Countries. |
| 129 | Saumerez Ponds | NSW | My wages are professional wages and supplement a two -income household. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 175 | Scone | NSW | I would struggle to pay my mortgage. We receive the minimum increase (2% /annum). |
| 191 | Somerton | NSW | I have been working now for about 35 years every year is getting harder to make ends meet working 25 years ago I was bringing home 400 dollars a week and had a good life style now I bring home between 1000 to 1500 hundred a week work more hours have less time to spend with family and friends or just relax if bosses don't want to pay penalty rates than don't work them hours |
| 434 | Springfield | NSW | I try to work alternate weekends so that my pay packet is reasonable. A reduction in take home pay would affect my lifestyle and possible make me have to work more hours to make up the pay resulting in poorer health outcome for myself. |
| 435 | Springfield | NSW | Wages are good when the work is available. |
| 198 | Springwood | NSW | I am fine as my husband and I both have income and no totally dependent children. Also we are exceptionally good money managers. I receive 2 increases per year and I am able to salary sacrifice into super as I am trying to make up for the years I did not work while raising my children. A pay cut or freeze would mean I would not be able to contribute extra to super - increasing my reliance on the pension in my old age. |
| 408 | St Clair | NSW | My household finances sort of balance out with my wife also working. If her hours are reduced in anyway though we start to struggle. How can anyone be expected to survive on a pay cut. How about cutting the cost of living or giving everyone interest free loans. |
| 185 | St Marys | NSW | As we all know our living costs has rose considerably in the past 3 to 4 years due to rising costs of utilities, insurances, groceries, etc... If I had a pay cut it'll be almost impossible to cover living expenses which may result in losing my house. |
| 80 | Sydney | NSW | I am already depressed as not sure how long this work will last ...some week I work 4 days a week some weeks none. |
| 419 | Sydney | NSW | Currently my wife's and my wages are enough to "get by". I don't believe there should be a pay cut. We would be able to live with a "pay freeze", although I believe we should be paid in accordance to the GPI. |
| 340 | Tabulam | NSW | Wages are fine. |
| 130 | Tallong | NSW | If interest rates go up significantly we would struggle if I am unable to find full time employment. If I was full time my wage would be adequate but as a casual it is not. |
| 222 | Tolland | NSW | Electricity and gas bills continue to rise and customers should not be required to continually trawl thru suppliers to find the best deal only to find out they are getting ripped off for essential services. I receive a pay rise every 3 years thru our enterprise agreement and I would struggle if I had to take a pay cut or freeze because of the above statement. |
| 342 | Toorooka | NSW | My income has dropped due to cutting an hour off every shift I work. |
| 227 | Urunga | NSW | As inflation rises pay also needs to. If productivity is good for the country then so are pay rises. It makes absolute no sense that inflation occurs and pay rises don't of course house hold budgets are going to get harder. My last pay rise was below inflation, so this year we can afford less, and my educated guess is that next year we will be able to afford even lesser. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 332 | Vacy | NSW | With the cost of living going up and up, and the added pressure of my wife losing full time employment, it is getting harder and harder to make ends meet. My current Enterprise Agreement has annual pay rises factored in. This gives me some peace of mind, knowing that I may be able to keep pace with rising prices to some extent. If, however, I were forced to lose my penalty rates, take a pay cut or freeze then it wouldn't be long before things started to go pear shaped. |
| 337 | Vauluse | NSW | For many of my colleagues it is. |
| 333 | Verona | NSW | Only just enough to get by on. A lot relies on interest rates. |
| 264 | Wagga Wagga | NSW | If wages do not keep pace with inflation we in Australia will have deflation. |
| 325 | Warrawong | NSW | Household expenses have gone up and our wages have increased slightly only because of the pay equity campaign. But I have had to drop a day so that we have enough money to pay my wages, admin, and program costs. |
| 187 | Waterfall | NSW | At present, just enough, but it is getting harder to survive because of the raise in all the household expenses that seem to keep going up. Mostly because of the privatisation of our current utilities, gas, water, electricity (which has gone from 12.6 cents per kilowatt/hour to 24.6 cents in less than 5 years and with further privatisation, will double again) vehicle running costs, land rates, council rates etc. |
| 146 | Wattamondara | NSW | Wages haven't gone up to the price of living power goes up even though coal is at rock bottom and the petrol everything just goes up |
| 436 | Wattle Grove | NSW | Although I still am a university student, I need the money. It is not cheap to live in Sydney. It is not cheap to live anywhere. Everything costs money and time, both of which are lost when you're a full time student who's working on her days off to make ends meet. |
| 112 | Wentworth Falls | NSW | I just manage to get by, I am living with my parents to try and save up for a deposit for a unit for my wife and myself. If I was renting there wouldn't be a chance to save. I need pay to increase at least by the CPI but everything else seems to be getting more expensive anyway. |
| 401 | Wentworthville | NSW | As a bus driver I was always happy with the rate of pay. Now I'm not able to do bus driving anymore unless risk further injury/aggravation. This is a real worry because I don't have a lot of skills where I could earn a decent take home pay. Not happy about my future prospects at all. |
| 406 | Westmead | NSW | Nurses do not get bonuses, big pay rises and currently Nurses fight to get pay rises in line with CPI and without sacrificing conditions that comprises patient care and safety and Nursing entitlements. I often do feel like Nurses are seen as caring and giving people and that these qualities are used against us. I feel like we are expected to give and give and give.... people can keep taking... and Nurses will not say anything and are shot down if Nurses do. It's not fair. Yes, we nurses are caring and giving people, but we still deserve fair pay and working conditions. Nurses shouldn't have to work for nothing because we are caring people and will do anything out of the goodness of our hearts. Nurses need to live, have families, bills and mortgages. How can we look after others if we can't look after ourselves because we are overworked, burnt-out and underpaid. People expect top care.... give us more nurses, fairer conditions and safer conditions so that care can actually be provided. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 323 | Whalan | NSW | It is not enough just ok for survival if nothing happening like my case, I think very soon must take my family on the street. |
| 239 | Wingham | NSW | I could not survive without Centrelink benefits due to the ups and downs of casual work. Mostly downs lately. |
| 249 | Wollongong | NSW | Satisfactory. Pay freeze has put us behind the rate of inflation. |
| 301 | Wollongong | NSW | As a home maker (and full time employee) I am impacted by the sharp increase in the cost of living. Utilities have gone through the roof, the cost of food and goods and services are bordering on being crippling. This is also impacted by the fact that there has not been a pay increase in the household for over three years yet we are still absorbing the rise in the cost of living. |
| 172 | Woodburn | NSW | My household finances vary from semester to semester, but regardless I need to put money aside to survive during semester breaks. A tafe year used to be 36 weeks, now it is 34. I am expected to live on this income for 52 weeks of the year. I don't take holidays as I cannot afford them. People think I get more holidays than most, in reality I am living frugally during the so called holidays, or I am seeking casual employment to make up for any shortfall during lean semesters. The last holiday I had was paid for by a relative. Increases in power bills, fuel to get to and from work don't help either. |
| 411 | Woodburn | NSW | Within the last few years our wage (including penalty rates and overtime) has become only just enough to pay bills. We live fortnight to fortnight without the ability to go on holiday, make savings for a rainy day or get ahead with the mortgage. We spread the payment of bills over pay days to make it easier to manage but live with the constant dread of having anything go wrong with the car, or house or needing to replace household items. |
| 60 | Woy Woy | NSW | My wages are enough, I am not greedy, I want for little, I do my work, pay my taxes, do good for the community, am a decent law abiding citizen. Pay cuts? Freeze? Hell... I am being made redundant! |
| 19 | Bayview | NT | Living costs in the NT have gone through the roof. For example in the last power bill mine had jumped from \$800 to \$1600 a quarter but no increase in wage. Same for just about every utility bill over the last few months. |
| 39 | Casuarina | NT | Wages satisfactory, it is important that wages are not further reduced though (several years ago a re-evaluation of positions led effectively to significant pay cuts for the same work.) |
| 202 | Nhulunbuy | NT | I live in a small town in the remote Northern Territory where everything is brought in by barge. It is a mining town and other people in town have an income that is twice or three times what I earn. Prices are high and I haven't had a pay rise since July 2013. A cut of 30% to my income would make living here untenable, which would make my remaining in my job untenable. I will have to go back to the city and try to find employment there and because of my age I don't like the chances of that. |
| 336 | Tiwi | NT | It would be good to get better pay |
| 412 | Acacia Ridge | QLD | Very poorly as this job is not the highest paying job around |

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|-------------|-----------------|--------------|---|
| 377 | Albany Creek | QLD | Cost of living is beyond a joke, It seems the lower middle class is picking up the slack for the rest of the country. Deregulation has pushed electricity, water and rates bills through the roof as well as fuel bills. Poor people apparently don't drive but how do we get to work when poor public transport. |
| 328 | Alliingham | QLD | As we all know the cost of living has sky rocketed over the last 5 yrs (electricity, petrol all insurances and rego) nothing will be getting cheaper, without regular pay rises and overtime as a family it's impossible to get by. |
| 193 | Annerley | QLD | once a year to try to keep up with inflation - they say inflation is low but still prices go up and things cost more - so a pay cut would be catastrophic as then there would not be enough money to pay the bills and support my four children. |
| 186 | Ashgrove | QLD | Once upon a time I thought that I and my partner made a good living. We are both tertiary qualified professionals. I have a 8yr old son who has some residual health issues arising from a life and death experience during his birth - we were told he may not survive once life-support was turned-off. Our family is struggling to make ends meet. The special school my son attends, the cost of psychometric and visual testing not to mention paediatricians, and medications. We had to sell our house because we could no longer pay our mortgage (especially during the Comcare case - no work). And it looks set to get worse. The current negotiations with my employer are unequivocally designed to serve government and likely corporate lobbying, in an effort to reduce costs (to government/companies) shoring-up profits, but making little consideration for the people actually performing the work. I want a more equitable arrangement, maybe even something like profit sharing - a bridge too far perhaps, but at least CPI and some consideration for growing productivity as I mature in my role. The effect of this bullying only serves to demoralise and weaken any commitment I may have to my work and my employer - if you treat me with little or no dignity, then I have very little to offer in return. We all lose. |
| 318 | Ashgrove | QLD | The wage rises we have been obtaining through the enterprise bargaining agreements are not sufficient to maintain current living standards. At present they barely keep up with inflation or the consumer price index. |
| 18 | Ashmore | QLD | Harder since ALP blew our money! We were in good shape. |
| 8 | Balmoral Ridge | QLD | I cannot afford a rental that allows me to have a bedroom for my son on my single wage. My son sleeps in the lounge room. it has become his room and I sleep in a separate room. 1 bedroom with living and kitchen abode. |
| 12 | Bargara | QLD | Certainly wouldn't cope with a pay cut... may manage with a pay freeze if all other costs where frozen too! |
| 395 | Boondall | QLD | With increasing costs I am always looking for extra work to increase our income. It is difficult as I already work more than a full time position, so am limited in what extra I can do. |
| 181 | Brackenridge | QLD | Household finances are increasingly more difficult over years, particularly when government postpones agreements on wage reviews and wages become fixed at lower than CPI. Pay rises are only received after EB sign off....this has been an issue with the prev. state government in Qld... so yes is has a bearing on families' finances...we won't be spending. |

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|-------------|-----------------|--------------|---|
| 113 | Bray Park | QLD | My partner's pay has increased 1.5% a year for the last three years. So technically he's paid less each year as CPI is around 3%. So pay is already cut and it hurts our household. The CEO of Australia Post's pay has risen over this period by \$2million to \$4.8million of tax payers' money. |
| 383 | Brighton | QLD | I am lucky that with my salary and my husband's shift work, that our wages are able to support our family expenses. We are seeing the impact of the rising cost of living and are having to manage our lifestyle choices to accommodate this. |
| 25 | Brisbane | QLD | Only union EBA jobs have pay rises, all other jobs have remained the same rate for the last few years with allowances such as travel and stand down coming off night shift being removed, so in real terms we are going backwards |
| 420 | Brisbane | QLD | NO I would not cope paying our bills. |
| 356 | Browns Plains | QLD | With mortgages, bills to pay, utilities, basic necessities considered, I have relatives in foreign countries have better situation because of cheaper things to buy in their country. I am struggling to live buy in this supposed to be a better country. |
| 445 | Bundaberg | QLD | Over the last 15 or so years I've seen the wage differential between my wage and that of teachers/principals increasing significantly. If wage parity had been maintained, I'd be earning about \$40,000 per annum more than at present. Also consider the recent increases in parliamentarian salaries ... 3 x 3% plus an additional 20% and recently a recommendation for a further 2+% increase. My last pay rise was 'forced' by the Industrial Relations Commission and paid in December 2014 ... 2%. This is the first pay increase since the Newman government came to power. My bills come to about \$555 per fortnight without the electricity bill, health insurance or mortgage! Without the pay increases and with increasing basic utility costs, it has become much more difficult to make ends meet. |
| 397 | Burleigh | QLD | Our Base wages are fairly standard compared to Electrical workers. We sacrifice home time to increase the wage, but the focus is on Keeping the Community's power On and restore supply in time of need. An increase in wage is required to keep with the CPI. |
| 427 | Burpengary | QLD | Pay rises have not kept up with inflation. I remember Quarterly CPI increases now we are lucky to get annual increases below the CPI level. A return to a Centralised Wage system is essential. Wage increases should be alternately dollar amounts followed by percentage increases. The same increase should apply to all workers tradesmen, Garbo's, clerks doctors and MP's. Arbitration Commission should have complete control over wages of all employees and all self-employed contractors. IF a contractor gets less than the Award he should be paid the Award. |
| 61 | Capalaba | QLD | My standard of living as been made harder to cope with because my employer just keeps pay rises to the lowest level they can get and threaten the employees with. A pay rise that acknowledges the changes we have had to go through and implement would be a boost to moral. I receive a pay rise each year as per our EBA but not enough to allow for extra expenditure of luxuries. |
| 84 | Carina | QLD | wages rises must be in line with CPI |

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|-------------|-------------------|--------------|---|
| 272 | Carina Heights | QLD | Yes, my salary is enough to get by, but not getting any increases in line with inflation will mean I need to find another income or cut essential items I use/need to just live in this country. Seriously, is this the way life in Australia is going to be? What is the real reason for the pay freeze? Be honest with the Australian public! I'd suggest looking for efficiencies first - there's so many ways to save money with the way things are done in the government now - without having to cut budgets - there is way too much excess and incompetence existing that could be cleaned up - then review just where the economy is at with regard to income and expenditure. Ask the Australian public to suggest ways to cuts costs - you'd get so many valid and sound suggestions, it would take 50 years to implement them all! |
| 125 | Carrara | QLD | Things get tighter and tighter. I used to as I work on the road buy a drink or a sandwich daily. However now most days I spend zero and bring it from home. We used to shop at the farmers market weekly to support local farmers -that has stopped. Entertainment or dining out no longer happens. Clothes are purchased off the internet from overseas to save money. If I did not get an annual pay rise I would have to seriously consider leaving this country. \$750 to \$850 per week after tax is not enough with today's housing costs and utility costs in particular. |
| 277 | Carrara | QLD | Household finances have been particularly harder since about 2007 and when the govt deregulated the electricity industry. Cost of living expenses have skyrocketed out of control and a single person and especially a single parent household simply finds it a struggle to live week to week. |
| 220 | Coombah | QLD | In my last job my boss would not hear of it ... no pay rise for a more than 2 years, yet workload more than doubled, took on extra responsibilities such as managing staff and training, my role was not reviewed ... plus was expected to work longer hours. In the mean time my rent went up, as did utilities, insurance etc life became a real struggle. Could not even afford to go out for a meal or a movie. Struggled to pay bills. |
| 194 | Cornubia | QLD | My household finances have got harder in the last few years. I have not received a pay rise for a couple of years. It is harder to cope as the virtual wage freeze I am experiencing continues. |
| 339 | Cornuiba | QLD | Harder to cope, a pay freeze would kill me. |
| 54 | Crows Nest | QLD | The cost of living is rising. Perth is the 13th most expensive place in the world to live. Most families would not cope if pay cuts were implemented. |
| 384 | Currmbin Valley | QLD | To put it in dollar terms, 10 yrs ago I was earning over 50,000\$ today (last year) I earned 25,000\$ and penalties comprised part of this. |
| 11 | Daisy Hill | QLD | Of course not. 35\$ x 6.5 hours per week? |
| 4 | Eight Mile Plains | QLD | Currently our pay offer works out to a pay reduction therefore we spend less which means less for businesses. |
| 46 | Eumundi | QLD | Just breaking even with wife doing small amount of work. Does not seem reasonable for a world expert to be just scratching through. |
| 157 | Forest Lake | QLD | Definitely my household finances got harder in the last few years. |
| 145 | Gracemere | QLD | It is hard to get by to get to work as in buying a work car, accommodation which you got to pay yourself and food for duration of shift. |

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|-------------|-----------------|--------------|--|
| 266 | Herston | QLD | We are definitely starting to fall behind CPI. Wage outcomes have been poorer in recent agreements and I think that is reflected in national economic data. The problem for workers and salary earners is that non-discretionary costs are increasing faster than CPI - housing, transport, health and education. Wage and salary earners are losing out. |
| 154 | Highgate Hill | QLD | It's getting harder to budget. We get a pay rise once a year as part of our Agreement. Our Agreement was hard fought for with great support from our Union. |
| 26 | Holland Park | QLD | \$80 per week in a spending environment that is one step short of utterly rooted. Tote that barge. |
| 149 | Holloways Beach | QLD | Pay cut for nurses unacceptable. Pay rise is only accepted. |
| 423 | Inala | QLD | If you don't know the answer to this you don't deserve to be on the commission bench. |
| 228 | Indooroopilly | QLD | What can be fairer than a standard rate of pay and penalty rates when extra hours or unsociable hours are required to get the job done. Many workers have unsociable hours as par for the course (doctors, nurses, police, ambos, garbos and firies etc). Their rates of pay include penalty rates as standard. They have commitments for their salaries. They might not have elected to those professions without those pay rates. |
| 359 | Ingham | QLD | I could not survive if I received a pay cut, I on average get a small pay rise every 3 years. |
| 376 | Innisfail | QLD | I was in the work force for 44 years and there's no way wages have kept up with the cost of living. |
| 247 | Kalynda Chase | QLD | We receive a small pay rise every year but it is not enough to meet the CPI. It is definitely getting harder to make ends meet as prices in every area are continually increasing. It would be devastating if I received a pay cut or freeze, it would mean I would have to do a total review of my finances and possibly cut out on some essential things. |
| 27 | Kawana | QLD | Never cope if I got a cut. More crimson come from the lower income ... obvious reason? |
| 410 | Kelso | QLD | Statistics from the taxation office will reveal a lack of income from the workers wages in relation to growth of business When companies close their operations and move off shore, there is a corresponding loss of income tax revenue to the government. This has placed a demand on jobs and employment that affects the incomes of families as the workers now have to accept lower wages to service mortgage repayment, meet education and health costs. Companies that affect a freeze on workers incomes are in effect freezing their own profitability as the workers have less money to spend on consumable items Pensioners are the worst hit as with lower income returns, there is less money to pay the ageing population an pensions equitable to the cost of living |
| 418 | Kelso | QLD | I have noticed a steady rise in the cost of our household bills - electricity in particular. A pay cut would definitely be hard to manage and a pay freeze will definitely slow our retirement plan down. We have a 20 year old daughter with some personal challenges who we will be financially responsible for well into the future, so it is not just us we need to provide for but another adult as well. |

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|-------------|-----------------|--------------|--|
| 262 | Keperra | QLD | My household finances have actually gotten easier in the last few years. I've gotten more hours so I'm earning more money. If I received a pay cut, I would not cope well mentally because I work hard and if everything else is getting more expensive, then so should my labour. The best thing about being paid well is being able to go out and spend money without worrying about rent and bills. This is also good for the economy. |
| 394 | Leichhardt | QLD | Yes household finance is ridiculously high. My water bill is \$600 every 3 months. My power bill is \$1000 every 3 months not to mention Gas and Phone and Internet. Food is about \$400 a f/n plus \$100 extra for milk or medications. We would sink financially and would have to sell out home which apparently is worth less now than what we paid for it 4 years ago now so we will have more debt to contend with. Can you imagine the stress this will place on a marriage, a family and persons self confidence, the children? We just wouldn't cope, we would have to rely on Centrelink and isn't that kinda redundant? |
| 200 | Malanda | QLD | It's hard. You do the math. Rent 780 f/n earning 1200 f/n after tax the utilities bill often goes unpaid there are always threats to be cut off. When we get a wage rise it's so little I don't even notice it. We never go on holidays. Life is dismal and if it weren't for my kids love I'd have necked myself years ago. |
| 215 | Maryborough | QLD | I have not received a pay rise for about 2 years. Our EB has been in a stalemate position for this time. I am a good manager of my money and spend it frugally. However, the general cost of living and those unexpected bills such as car repairs and children's expenses often leave us with precious little at the end of the pay week. A pay cut would result in austerity measures. |
| 169 | Mcdowall | QLD | Much harder. We are under severe stress. It could not get any harder. |
| 373 | Mcdowall | QLD | Pay rises are a battleground with the Union and Employer - the Employer always wins! If a pay cut occurred or a pay freeze, I would have to work elsewhere, access my little super and/or struggle on a pension as most elderly people do. |
| 21 | Moranbah | QLD | Our finances have got harder for sure as with part time or casual work I still need to make payments on debts I had prior to being made redundant. I also am unable to refinance or apply for other debt due to my work instability. Of most note is our credit card debt is rising and continues to do so. |
| 218 | Mt Gravatt East | QLD | Currently she is sharing a unit with friends but buy the time she pays rent food electricity running her car she doesn't have to much more left, our children were bought up to save hard but with wages today the cost of things it has become impossible How are kids going to save for a family home deposit if everything gets sucked up in everyday living. |
| 189 | Mudgeeraba | QLD | We are only just getting by. A pay cut or pay freeze would mean we couldn't pay the bills. We don't drink or go out on the town. The money we earn is for everyday existence. |
| 388 | North Cairns | QLD | Constantly prices go up wages crawl alongside them either reduce the burden by reducing taxes or we will have to have increases in wages. I watch foreign companies come to Australia and take billion dollar contracts and take the money and the tax offshore with them. |

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|-------------|-----------------|--------------|--|
| 234 | Oakenden | QLD | Wages in the Industry used to keep up with the CPI. But over the last 10 years I have noticed that it is now falling behind. The influx of Contract Employment has without a doubt cut wages and conditions throughout the industry. We now have Recruitment Companies negotiating with the Mining Companies and cutting Wages and Conditions in order to secure there Contract with the Mining Companies. We as the workers are now forced to find Employment through these Recruitment Companies because the Mining Companies do not hire directly but would rather use Contract Employment Companies because it cost them less and hence can post bigger Profits. We are already suffering from this situation, I cannot imagine the implication of further Wage Cuts or Wage Freezing. |
| 58 | Oxley | QLD | My wage is barely enough to get by on - and I earn a decent income (approx. \$70,000). As a single person who pays rent, I find myself living fortnight to fortnight. More than half of my income goes to rent (I live by myself due to medical conditions) and I do not regularly buy clothes, go out, eat out, travel or splash money around. I actually end up just getting by, with very little savings, because I financially assist my mother, 11 year old brother and 25 year old brother (who works part-time/casual) on a very regular basis because they struggle to get by. Sometimes, my mother gets only \$100 a week to live on. She is a disability pensioner and single mother with multiple chronic diseases and one terminal illness. She receives minimal child support from her ex. My 25 year old brother barely earns enough to pay rent and buy food. My family are all living together in one property to get by: my mother, my 2 brothers, my uncle, my aunt, my cousin, my brother's friend and my mother's friend all live in the one property (my other uncle's property) because they cannot afford to rent elsewhere. I often give my mother \$100-\$300 a fortnight to help her get by - she tries to pay me back, but has been trying for the past 4 years to pay me back, and the pay back loan just keeps on increasing. I will regularly wipe this loan amount for her, and then the process starts all over again. While my financial position has improved over the past few years due to job opportunities I have been fortunate enough to receive, I am struggling to save any money and I have not been able to save enough for even the most basic holiday in over 10 years of working full-time hours. A pay decrease or pay freeze would be a terrible impact on my financial situation. I hope to own my own home one day, but I am very apathetic about this opportunity (at the age of 27), even though I have a good job, a good education, and I am smart and articulate and employable, simply because the cost of living is excessive and the cost of a mortgage is unattainable for me. |
| 268 | Portsmith | QLD | My wage is OK, not up there with SES of course, which is why their obscene payments don't that they are ideologically driven, not driven by efficiency or cost awareness. Make financial sense. They cut positions without thought for the consequences and it seems |
| 292 | Redland Bay | QLD | Bills have outstripped any wage increase. Interest rates are so low that savings are being eroded to pay the bills. |
| 405 | Redland Bay | QLD | I am the income earner /2 family members. I have cut back on various things to take care of eroding income against rising costs. |

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|-------------|-------------------|--------------|--|
| 441 | Rochedale South | QLD | Cutting people's wages or even freezing them is uneconomic and socially unacceptable. Services costs are never cut only increased, so hardship and resentment are the results. Incentives don't necessarily mean a pay increase but could be a way of increasing job satisfaction. For example, a company setting up an education bursary for workers children; allowing time off with pay for training or further education for staff; special holiday packages and retirement packages. These incentives could be used in lieu of pay rises. |
| 330 | Sadliers Crossing | QLD | I have had steady but low pay increases under the last few EB agreements. This has allowed us to keep up with cost of living adjustments. |
| 389 | Sandgate | QLD | As a tax officer, it wasn't bad. Back then, I went from the dole (\$99/fortnight) to paid wages of \$99/week. Now, as a pensioner, if I didn't have a supportive family I worry I'd end up on the street. The disability pension just isn't enough. And no stuffed-shirt rich pollie who's never had to try it has any damned idea. |
| 103 | Springwood | QLD | My household finance have gotten much more difficult in the last few years. As a highly skilled and experienced Admin Officer / PA, I am prepared to work in temp roles for the basic admin wage rate which for me is approx. \$35 per hour less than I was earning 6 years ago. I have been made redundant 3 times in 6 years due to my employers closing their doors in Brisbane. Even so, there have been very few positions available over the last year and although I am registered with most employment agencies and go through every single job advertised on SEEK, I have only had 8 days work in the past 3 months. At this stage, if I didn't get a Centrelink top-up, we would not survive. Imposing a pay cut or pay freeze on the minimum wage would be counterproductive because Centrelink would just need to top-up more. |
| 263 | Stafford | QLD | With the hours that I get I would be forced to seek other employment or training which I can't afford at all. I'm only now starting to rebuild my life. All I have to my name is a bunch of cd's and a Bass Guitar. That's it. Everything else I have is from charity. |
| 163 | Stretton | QLD | I refer to the architect's award. Household finances have become increasingly harder. Day to day living is more expensive than ever in Australia, which leaves with less and less money to save for emergency situations, which unfortunately results in increased debt (credit cards, personal loans) and extra stress. I do not get a pay rise often enough, and at my age, with the financial obligations I have, and the cost of living, the minimum award wage and pay rate for someone in my field is not enough. Especially after having completed a degree, I feel the rate of pay for a graduate should increase, as the costs of living continue to increase. Wages and pay rates should be increased to reflect the cost of living, and in particular your age; because your age generally dictates the financial obligations you have. |
| 76 | Sunnybank Hills | QLD | My wage is nowhere near enough to get by. I earn about \$150 per week which understandably is extremely hard to get by on. Most of my wage is penalty rates. |
| 351 | Sunshine Beach | QLD | Our standard of living has always been pretty frugal we don't have holidays we rarely go out Most of our purchases as second hand we grow vegetables and source the cheapest in season Australian food. Now we don't use any heating in the winter don't have air conditioning we all live together ass rent is so expensive and we are looking at moving further out as the rents continue to rise. |

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|-------------|-----------------|--------------|--|
| 400 | Tewantin | QLD | The cost of living has increased considerably during the past 5 years. To receive a pay cut or freeze would make it very difficult to continue supporting the needs of my family. |
| 156 | Tin Can Bay | QLD | With being unemployed and having a growing debt, once employed it would take much longer to balance debt. |
| 417 | Townsville | QLD | It is but there are no extras like holidays and if there is it is usually a credit card to be paid back. There are just too many costs these days. I do not live above my means either. |
| 252 | Urangan | QLD | Household finances are at an all time low... Power water and rates are killing us. |
| 88 | Wakerley | QLD | Again let's be clear here the only time things get hard and unfair are when the LNP are in charge. 1% increase for federal public sector service employees says it all. Flow on effect loss of consumer confidence. |
| 348 | Warwick | QLD | My workplace location is the second lowest paid in the chain I work for, for Warehouse worker (\$45.000per yr). Any pay raise don't deal with the pay gap between other warehouses, all the past EBA we have to give up more conditions and it is the new or casual workers who take cuts. The pay different between the warehouse in Brisbane is \$10,000 per year. My employer used the cheap cost of living in Warwick as a reason for our low rate of pay, which is far from the truth we pay the same for food, electricity, and more for local council rates. However other industry don't cut employee wage just because they work in regional area. It have been hard for my family to get by one income need help from Family Tax Benefit A & B each year. My employer is asking the Australian Taxpayer to subsidize the income of all full time permanent workers on a single income. Our low wages affect my family and the Warwick community as well. |
| 256 | Withcott | QLD | The agreed amount in enterprise bargaining is always cut down in the wages but never seems to be cut down with taxes the government puts on petrol etc. The price of insurance has risen greatly and all commodities seem to go up but wages do not reflect this as they always try to negotiate small percentages for workers, however what was the percentage for politicians???? Much higher than an average worker! I thought we put them there to work for us!! |
| 36 | Wollongabba | QLD | Public service wages are stagnating. I am proud of the talented co-workers who I see working because the work is important more than because their pay is fair. |
| 248 | Wolvi | QLD | No - we are paid very badly in Qld - barely above the minimum wage and are struggling already. CPI pay rises only and a wage freeze would cripple us due to rising costs - we don't make enough money now to save and will never own our own home even though we are in our forties |
| 357 | Wyreema | QLD | If I received a pay cut it would affect my ability to pay bills. Over the last few years everything has gone up in price and wages have not always kept up with inflation. |

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|-------------|-------------------|--------------|---|
| 361 | Yeerongpilly | QLD | Over the past few years household finances have become much harder. I no longer do shift work, so no longer get penalty rates. The pay increases associated with Enterprise Bargaining Agreements have diminished as living costs have risen. My husband has become unemployed, and at 64 is unlikely to ever be employed again. A pay cut or freeze at a time when we are struggling to try to accumulate some retirement savings would see us very poorly off when I am no longer able to work at all. This may be well before official retirement age as I have several health issues that impact on my ability to work. Some of these issues have been created by my work. The costs associated with medications and health care have taken a very high toll on us, and those costs will only increase as we age. |
| 242 | Encounter Bay | SA | Pay rises happen with cost of living adjustments. |
| 49 | Enfield | SA | The cost of living goes up and up if there was a pay freeze it would be harder to get by. A pay cut would be disastrous. |
| 38 | Hawthorn | SA | I don't understand how I see a Qantas boss get paid 16% increase for 12 months but their staff a miniscule amount. Or a public service boss an extra 100k for the year, or 14% for 12 months whilst their staff are being offered 1.7%. My wages see me scrape by each week. I live week to week but it's very disingenuous to continue pay for the have nots being vastly different to the haves. |
| 315 | Huntfield Heights | SA | Finances definitely harder with the steep increases in utilities & general cost of living. Pay freeze would probably result in putting us in the group of people who have utilities cut off due to not being able to meet the cost. If you want to keep wages down you need stop the corporate greed which is choking the life out of both the economy & the ordinary Aussie household. |
| 414 | Macclesfield | SA | If penalty rates were cut I would have to negotiate with my loan provider a lower repayment on my mortgage. It would be difficult to cover everyday living especially with the rising cost of utilities and taxes that are burdening our lives. |
| 273 | Modbury Heights | SA | Finances have gotten steadily worse lately. My pay has been frozen for three years, so CPI has cut my effective pay by about 10%. The stress of getting by on less, as prices steadily rise, is a major issue. |
| 209 | Morphett Vale | SA | Since the cost of living has risen and the price of utilities and necessities have also risen, the wages balance has fallen behind. I understand that people are in business to make money and profit but at what cost? The people of this country aren't wanting massive wage increases but just an increase to be able to live, to purchase homes, cars, education, food, pay bills and still have enough money to be able to buy something nice which in turn keeps the economy moving. At this stage and if the government removes penalty rates in the future, this country will fall as the rich get richer and the poor get poorer. No one will work for less than they already get because what they get is not enough now! |
| 166 | Newton | SA | No, at present, I am the only income earner in the household and my income falls into the category, seen by Centrelink as a low income earner (some \$20,000 per annum). We are well below the poverty line. |
| 30 | Oakden | SA | My household finances have become incredibly harder - costs of living increases have by far outstripped most peoples' earning increases. |

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|-------------|-----------------|--------------|---|
| 449 | Port Pirie | SA | We generally receive a pay rise every 3 years but even with these increases my budget does not stretch to what it used to 10 years ago. |
| 83 | Sailsbury Park | SA | Only just |
| 267 | West Richmond | SA | At present my husband and I earn enough to pay our mortgage and bills and help out our middle aged children from time to time. Household finances have definitely become harder to meet in the past few years and Government charges and utility costs have significantly contributed to this. I believe single parents and families with children would be severely disadvantaged if they were to receive a pay cut or pay freeze. |
| 324 | Crabtree | TAS | I laugh at what politicians think the average wage is. They need to get out into the country towns and suburbs. At my aged care facility most would be on \$30 grand. Then you have management that are on lots more which when averaged out makes the wage look better but in reality it's very basic. The gap between high income and low income is increasing. |
| 107 | Goodwood | TAS | Once again think about it every day something else goes up groceries petrol hydro etc you never get ahead and they say save for your retirement HAR HAR and where does that \$ come from out of fresh air! No it's not enough to survive on AND forget a cut or freeze! |
| 362 | Kingston | TAS | I, like most workers, have a mortgage and a pay freeze or lack of penalty rates would affect me badly. Without the aid of a union, such as the ANF, I think workers would be at a disadvantage trying to obtain wage rises and fair conditions. |
| 312 | Launceston | TAS | My wages were something that I learnt that I could develop the ability to negotiate because of my level of commitment and work ethic. Regardless of the fact that wages could be negotiated up, I also learnt that without this power to negotiate I would have never been able to keep just ahead of the balancing the budget circumstance. A pay freeze is an insane idea considering that the cost of living rises every month or so, as the charges for services and commodities rise all the time. Utilities, services, essentials and fees rise constantly and these are being encouraged and facilitated by our Governments as well. |
| 7 | Lindisfarne | TAS | I struggle every day financially. |
| 258 | Pelverata | TAS | There is not much scope for advancement or pay rises and not much extra money for anything other than essential items and bills. |
| 311 | | TAS | Wage increases occur annually as part of our Award. Costs for power fuel etc have risen. |
| 179 | Primrose Sands | TAS | My household finances have become harder over the last few years.my take home wages went down because of a tax increase thanks to the Abbott government taking an extra \$28 a pay, does not sound a lot but when you count every cent that comes in the door it hurts. I would not cope well with a pay cut or freeze, as it is I have made cuts to my lifestyle to the point I just don't go out I can't afford to go out. |
| 132 | Trevallyn | TAS | Harder as my husband does not work and my son is only able to get very few hours casual work. Pay cut or freeze?-My superannuation would be affected and day to day living and mortgage repayments would be a challenge. |

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| 42 | Warrane | TAS | I'm the working poor - it isn't easy to manage on a single income household and a pay cut would decimate my family |
| 102 | | VIC | My two wages are just enough to get by, admittedly we are trying to start a business so it is our choice. But I am working 6 to 7 days per week, mostly afternoons and evenings. It is not sustainable. We only have one car and rent a two bedroom unit. We don't drink, smoke or do drugs, our money is going towards starting a business which will ultimately benefit the government as much as it will us. If they make it harder on ordinary people, they will only be making it harder on themselves and their precious surplus. |
| 232 | Albert Park | VIC | Wages haven't kept up with increase in cost of living, wages are more and more linked to unfair targets, Bonus are linked to unit results an error can be made and all staff in the unit lose their bonuses, a game. |
| 316 | Ararat | VIC | My pay rises have been borderline or just below CPI since the GFC. But my utilities and rates have skyrocketed. I would cope without a pay rise but only because my kids have left home. Maybe downsize our house. I already drive a 12 year old car. |
| 304 | Bairnsdale | VIC | TAFE are definitely the poor cousins to University workers and it is about time we were acknowledged for our similar work. I have yearly pay rises however I will reach the threshold soon and it will stop. If my pay was cut or frozen it would have serious consequences for my standard of living and for my family. |
| 56 | Ballarat | VIC | Over the past 9 years I have received a pay rise each year but I will shortly reach the top of my pay scale and as such my income will stagnate. With raising cost of living this will increase the stress on our household budget. |
| 59 | Balwyn North | VIC | I am finding it harder and harder to pay household bills. These is just to cover utilities and not to cover emergency medical bills. My pay isn't even keeping up with inflation. |
| 208 | Bayswater North | VIC | Almost fifteen years ago I was earning \$60k pa. I am now earning less than \$43k pa. While it is true I no longer have any family to support, I also no longer have a \$760 per month mortgage, but \$700 per fortnight rent payment. In the five years I have been working in my current position, my pay has gone up by about ten percent, but my bills have more than doubled, and then I have added to that by buying a car, under finance. I survive, but I have little to survive on. |
| 20 | Box Hill North | VIC | The low paid workers and full time carers should be better paid to improve standards of living. |
| 170 | Box Hill North | VIC | We barely break even on my salary. I just got a pay rise which was over 3 years coming and we got some back pay, which we could put into savings. |
| 291 | Box Hill South | VIC | It doesn't matter to me. I have lived on minimum most of my life. I make do with what I have. I can live on friend's lounges if I have too or in my car. This is why credit cards are good too. When things get a bit too hard I just rack up more debt. |
| 63 | Braybrook | VIC | Not enough, and it could even be worth if any more change happen again. |
| 110 | Burwood | VIC | Finances have got harder owing to living expenses not keeping in sync with pay rates. |

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| 192 | Camberwell | VIC | My pay and conditions are good. I am not totally against pay cuts or freezes if they apply to everyone who can afford them. That is a massive if because pay cuts and freezes are simply and only designed to pay for some bludgers new yacht. |
| 338 | Carnegie | VIC | Household finances have become more difficult to manage year upon year as the opportunities for additional income have eroded while household costs have increased exorbitantly. Pay rise levels have eroded also and are essentially cuts as cost increases outweigh the gains in annual income. Further cost increases together with a pay "freeze" would severely erode the quality of life for myself and my family. |
| 148 | Castlemaine | VIC | My household finances have not changed much in terms of being harder or easier. In the past few years 2 of my children have left home so our household budget does not have to stretch as far. However, I often have to help out my adult children financially, especially my son who is an apprentice chef. He has been adversely affected by cuts to financial support for apprentices which happened last year. He relied on some of the grants that used to be supplied for tools of the trade for the purchase of knives, aprons, hats, work shoes, chef's pants etc. Also, due to cuts to TAFE, his TAFE fees have increased from around \$400 per year to over a thousand dollars. As a second year chef's apprentice, my son earns \$12.50 per hour! (Up from \$10.00 per hour first year). He is 21 years old. He has to work at least 50 hours per week to pay his rent and support himself financially. His last lot of holiday pay was spent on this year's TAFE fees, so he could not afford to take a holiday or he would not have been able to pay his rent. Consequently I often have to help him out financially with bills. My other son is an actor who is finding it hard to get work in his profession of choice. He has been employed intermittently, and on Centrelink some of the time. He has a young child to support. He has had times when he has not had enough money for food or rent or to put fuel in the car, so I have had to help him out with this. I have received one pay rise in the last 12 months. My family just gets by on our income, a pay freeze or pay cut would mean we would not be able to afford basics such as food, fuel, power bills etc. |
| 28 | Cheltenham | VIC | Pay for me is ok because I'm near retirement, however others would not cope if frozen or reduced. I was on the economic bargaining committee the manager played very hard line with too much from management view with no real attempt for give and take. It was the most stressful negotiation in recent years. Managers can sometimes have a two way approach as in the past this one did not. |
| 245 | Clifton Springs | VIC | I have three children under 13 years old, and we are only just able to make ends meet on our current income. (I currently earn \$27 per hour) |
| 327 | Coburg | VIC | My budget has gotten much harder in the last few years dues to losing my job. I can live quite cheaply, but I am unable to save toward anything, go anywhere, buy anything other than essentials, and the weekly budgeting is stressful. |
| 101 | Coburg North | VIC | As my partner also does not have a permanent job and having a young family, we cope but all the amenities have increased, I should receive a pay rise every year as I have only started this job and went in at the minimum so again the penalty rates have helped out a lot. We would not cope at all with a pay cut or pay freeze, we would need Centrelink assistance. |

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| 386 | Coolaroo | VIC | I don't feel my current wage matches the escalating costs of running a household and find that more frequently I may cuts to my expenditure to meet basis needs. If I was to receive a pay cut or a pay freeze basically I would be disadvantaged as I don't feel there are any more areas in my budget I could cut. Talking to family, friends and colleagues I have gained the perception that in most case they are in the same situation. |
| 62 | Croydon | VIC | Centrelink welfare is NOT enough, no money for food, utilities, diesel or even paying the rates! |
| 360 | Croydon | VIC | Although I work full-time I am on a low income. I have two children; one is 17 and the other 11. I find it very difficult to meet the demands of our household budget and make my wages last the full fortnight. I am constantly trying to save but it is rare I can. |
| 128 | Elwood | VIC | Some weeks I spend more than I earn and dip into my tax refund savings. My wage is frozen and not likely to rise. |
| 246 | Elwood | VIC | A teacher's income compared to the national average is much lower than it was a generation ago. This is another reason that I am considering leaving the profession: if I want to raise a family and buy a property, I will struggle to do so on my current salary. |
| 251 | Elwood | VIC | I am lucky to have a partner with a high income. If I didn't, my wage would not be enough to cover my food, utilities and rent bills. |
| 409 | Epsom | VIC | Any changes to my income in a negative way would cause more stress as I am a single woman on a low income. |
| 221 | Fairfield | VIC | My award has not had an increase since December 2012. I am at the top of my pay bracket and there is no scope for internal movement to an AO5 bracket in my current role and no internal AO5 positions have been advertised in the 18 months I have worked at my place of employment. I earn a full time salary of \$45,000. I can, on this, afford (given that "affordable rent" is 1/3 of take home pay) rent on a \$250/week one bedroom unit and my bills. A rent increase or a pay cut would make it difficult to meet my weekly expenses. |
| 77 | Ferntree Gully | VIC | Like I said our site is the second lowest paid site in Australia, my wife is on minimum wage and I have 2 boys in high school. The sole purpose for me doing weekend school is to get a better paying job... Without penalty rates I would not be able to make ends meet. We do get an annual pay rise, but unfortunately the cost of living seems to go up annually too. |
| 105 | Footscray | VIC | Yes. A pay cut or freeze would be damaging. |
| 158 | Frankston North | VIC | Household finances have got harder in the last few years. If I was to receive a pay cut I wouldn't be able to survive. |
| 216 | Frankston South | VIC | Clearly, especially the cost of household utilities and food, have eroded household finances. Our salaries have only received major increases 4 times in my 37 years of teaching, which has meant that our real income has declined. I am obliged to have a second job to enable us to enjoy a decent lifestyle. |
| 217 | Frankston South | VIC | My wage is not enough to get by. Luckily my wife works also otherwise we could not survive on just my wage. If we receive a pay cut or pay freeze we would really struggle. |
| 114 | Gladstone Park | VIC | My finances did get harder, pay rise was lost in CPI. Any pay freeze will force me to consider selling my house. |

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|-------------|-----------------|--------------|--|
| 94 | Glen Iris | VIC | I received a pay rise in my company after working there for 2 years. The wages increased from \$19 to \$23 per hour and the difference it made to my health and well-being was huge. I would not cope if I received a pay cut. I am a student not living with my family or receiving any outside help- other than Centrelink occasionally. I'd be in arrears with my landlord as I am not qualified to be earning a lot of money on the side hence I don't have much savings if at all at times. |
| 93 | Gowanbrae | VIC | Every time I go shopping the prices have gone up or the items have reduced in volume or size requiring multiple purchases. Power, gas and water prices have gone up over 100% in the last 5 years and now you are considering a pay freeze or cut? Are you people on the same planet as the rest of us? |
| 334 | Great Western | VIC | I have received annual pay rises all of my working life but everything does not rise with inflation some things increase drastically. eg council rates, power, water and gas. |
| 133 | Greensborough | VIC | At the moment just getting by. |
| 438 | Grovedale | VIC | At my stage of life my wage is sufficient to pay the bills. It is not sufficient for me to be able to save enough for retirement that I am desperately looking forward to given the working environment. I feel very angry at the discussions that are occurring about Superannuation. There is a sense of hopelessness that comes about from politicians talking about what they may do with my retirement planning. I have spent my whole working life (40 years) believing I would retire at age 65 and enjoy retirement comfortably. I thought that was my right as an Australian citizen. Seeing the piranhas in the media and in Canberra talk about taking that right away sickens me. That combined with the direction we are going with unfair working place conditions concerns me deeply. |
| 269 | Heidelberg West | VIC | My household finances have got harder. Both my partner and I are earning quite a bit less than we were in our previous roles. Neither of us has job security. A pay cut for either of us would be devastating. |
| 140 | Ivanhoe | VIC | While I earn a very good wage now, as I'm single I basically pay the same costs of living that couples pay on two wages. I don't mind family assistance, but single people get nothing. Sometimes a little relief would help. Health care is too expensive especially dentistry. Despite my salary, I really can't afford things that I need to have done. |
| 428 | Keilorpark | VIC | As skilled workers on medium income we are ok , the unskilled workforce on out sight may be struggling |
| 35 | Langwarrin | VIC | Household finances have got harder over the last few years. We may receive a modest pay rise every 3-5 years. If there was a pay freeze we would be living without much food and stop using gas or electricity and have no landline. It's hard to tell young adults that we just can't afford mobile phones. |
| 265 | Lara | VIC | As stated earlier I have not had a pay rise in two years. My bills are going up, prices are going up. This means I spend less on retail and entertainment. If you want the economy to pick up you need the masses spending. |
| 117 | Leopold | VIC | I was surviving ok on the award wage. |
| 44 | Lovely Banks | VIC | No. I have to work 7 days to give my family a better life than I had. |

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| 81 | Lynbrook | VIC | I was fortunate in the fact that via enterprise negotiations, I received a good rate of pay as well as penalty rates. Pay increases whilst modest (2.5 - 4%) were annual which certainly allowed my wage to maintain its relevance. I utilize strong budgeting tools and found that any bill that increased greater than 5% needed to be looked at closely to either reduce usage or seek alternative billers. I found that council rates over the last 15 years in the city I reside in exceeded that growth consistently and was often as high as an 8.5% annual increase. There is no alternative to this bill. Electricity has often reached increases greater than 5% but was accommodated by using low wattage and energy efficient products but meant a constant awareness of energy use to keep things in check. Water costs have increased greater than pay rises over the last ten years and rises dramatically based on a three tier pricing rate, with a family of three daughters, reaching the third tier price was unavoidable even with usage adjustments. Insurances, car, building, contents, death, injury, have exceeded the rate of pay increases on a terrible scale and have shown increases >30% all due to high claim rates according to the insurance companies. Telecommunications appears to be the only utility that has grown slower than pay rises. Many workers that I know do not receive annual pay increases or very small increases which means they then rely on penalty rates even more so to survive. Many often rely on overtime to meet their financial commitments. |
| 67 | Maddingley | VIC | Answered already above. If the commission don't know the answer already, they aren't worth what they're getting paid. |
| 68 | Melbourne | VIC | I was on a pay freeze on my last role even though I had taken on many more responsibilities. This was another reason why I have chosen to start my own business, so that I now have control over what I am paid. |
| 309 | Melton West | VIC | I already said, life would be hell. Please do not change any of the current wages. Any changes to current system would be catastrophic to hard working people. |
| 226 | Mernda | VIC | As I mentioned before, I have had a wage freeze for the last 7 years! I get by okay but it would be much easier if my wages were keeping up with the increases in everything else. |
| 426 | Moe | VIC | I have found it more difficult to cope financially even though my wage has recently increased. I have enough to pay the bills and buy food but there is not much left over. Costs continue to increase, but my wages don't seem to increase to match. A pay cut or freeze would put me at risk of going into debt which I cannot afford. |
| 393 | Montrose | VIC | With a diminishing job market and slow wage rises, life has become a lot harder for many families. How can anyone on a limited income keep up with yearly 10-15 % living cost increases, when they only get a 2.7 % CPI wage or pension increase or none? How can anyone still expect that people can go out and spend? Every household has a revenue problem, because the whole system is going backwards. Lower wages means less taxes and less taxes mean less revenue for Governments. |
| 306 | Moonee Ponds | VIC | Not enough, far too big a share going to owners! |
| 207 | Mordialloc | VIC | Cost of living goes up much faster than salaries rise. Everyone has gone backward, paying a higher proportion of their wage to meet living expenses. I get an annual pay rise, as negotiated by my union, but that pay rise is barely keeping pace with CPI, so I am going backward. |

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| 399 | Mount Evelyn | VIC | They have gotten harder as the cost of living has risen. Our pay rises are linked to, a long fought battle for equal pay which will take a long time to be fully implemented. This did erode our above award conditions, so it didn't give us all we deserved. |
| 71 | Murrumbeena | VIC | My wage is not enough to live on. In my industry pay rises tend to be about \$10 flat every so often. These tend to be losing purchasing power, given rises in healthcare costs and utilities. I could not cope with a wage freeze or wage cut unless there was also a price freeze. This is not likely to occur. |
| 74 | Newport | VIC | I am lucky that my partner has a full time job, but my sense of dignity and pride in bringing in an income too is extremely challenged in this casual work situation. |
| 355 | Northcote | VIC | I am on a middle-manager's salary which I think is commensurate with my skills and experience, and receive annual increments. A pay cut or freeze would not be particularly welcome, but also would not pose immediate hardship. |
| 440 | Pakenham | VIC | I all ways thought I got a pretty good income. It was enough to pay the bills and live. Then I had the experience which has changed my mind. I get about \$34 an hour, no over time. 19 years' experience and a Masters degree. My nephew dropped out of high school and got a job working as a labourer in road construction. He gets \$42 per hour with unlimited overtime if he wanted. Made me think what I'm I doing? I've spent a fortune getting educated at university, I work unsociable hours, in high stress, dealing with life and death situation, with a threat of being sued for simply doing my job and I earn less then someone who dropped at of high school, has little responsibility, and never has people threatening to sue them. Why would you want to become a nurse? It's certainly not for the pay. |
| 223 | Preston | VIC | My wage changes every fortnight due to the 16week roster we work. I earn approx \$10 more in the hand for working a graveyard shift 2330-0730 which I do every 3 weeks. I have trouble getting back into a normal sleeping pattern after these shifts and if you were to be rostered on xmas eve start, you work 7.5 hours into xmas day and get no extra for it as the rate is based on the day you start, not finish. If you were to ask most people would you work 5 or 6 of these graves in a row over Xmas/nyr for \$10 a day more and sleep thru Xmas day/bbq with friends or family/day at the beach...they would say hell no. But it's part of the job so there is no other choice. Would I do it without penalties, absolutely not. Mortgage rates thank goodness are stable but we don't get pay rises except the negotiated eba rates of 3percent per year, never any more. Food, veg & groceries have gone up substantially. Even our English family and European friends who visited said Australia is expensive for meals and other consumables. A pay cut or freeze would cripple my household. As it is I only buy meat on special, and try to grow fruit and vegetables myself as we are lucky to have a back yard. I note fruit trees around the neighbourhood and scavenge if accessible in public areas and recycle and reuse a lot - we also collect rain water for our garden so as to keep our water bills manageable. We are very frugal by necessity. |
| 32 | Seaford | VIC | Have dealt with pay freezes as well as pay cuts in the past, with terrible consequences financially. Causes stress which impacts on work. |
| 303 | Seaford | VIC | Not enough at present |
| 2 | Seddon | VIC | Teachers continue to fall further and further behind other equivalent professions. |

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|-------------|----------------------|--------------|---|
| 229 | Shelbourne | VIC | With careful planning and budgeting we get by, we can still enjoy some special activities. I receive a small pay rise once a year but this hardly keeps pace with the rate that goods and services increase. |
| 302 | South Yarra | VIC | Finances are somewhat relative, as you pay down a mortgage it may get easier. My wage has reduced overall as once it was the equivalent of a backbencher. As I age it has got easier for me but I feel for the majority it has not. The biggest costs being housing, Gas, electricity, Petrol, insurance, food to some extent and even banking. These things have an unfair mark up and even though you might use \$20 of Gas your bill could be \$80 with all the added costs etc. It is very unrealistic. |
| 29 | Spring Gully | VIC | If the government has its way - I won't get any pay rises over the next 3 years! I am at the top of my pay group and the only pay rise I will, possibly, see will be less than CPI! And I won't be able to negotiate again for another 3 years. |
| 51 | Springvale South | VIC | No it's not enough. |
| 119 | Sunbury | VIC | My employer does not keep up with the inflation rate every year I go backwards in wages. |
| 147 | Sunbury | VIC | Pay rates seem to be going down in the industry I last worked in they dropped 10% on average last year. In a single income household it is getting harder. Although I will say that when working I am luckier than most and can make ends meet I do typically live modestly. |
| 235 | Tarneit | VIC | Only eba based and is just enough |
| 137 | Thornbury | VIC | We could not sustain any sort of cut in pay. |
| 331 | Upper Ferntree Gully | VIC | Certainly the cost of living has gone up far more than the CPI reflects. An employee really needs to gain at least 4% increase per year to maintain living standards. CPI is not a true indicator of inflation, but Governments and the Corporate world already know that. |
| 279 | Vermont | VIC | Household finance have been harder as we are a two income household with two kids with minimal pay rises, increasing bills and yet we pay more tax than some of Australia's most wealthy! |
| 282 | Vermont South | VIC | My pay has increased over the past 5 years but has not kept pace with inflation so in real terms it has gone backwards. I am coping because I live within my means. But a wage freeze or pay cut would significantly place pressure on my life as I am approaching retirement and furiously trying to save for retirement. |
| 150 | Wantima South | VIC | I have already taken pay freezes and pay cuts to help the company manage themselves into a better position but all I see is my CEO and all their Board Members and Executives living lavish lives, earning beyond their needs whilst the workers like myself would see even less in finance coming their way and work harder or get second jobs to sustain ourselves. |
| 97 | Warneet | VIC | My wage is ok. I can get by but it is considerably less than other people my age get and they work 38 hour weeks. 9-5 mon-fri and get 2 days off in a row and public holidays. |
| 31 | Warrenheip | VIC | My wages are adequate but overall education support people are grossly underpaid. |

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| 374 | Warsonia | VIC | The cost of living is increasing- all bills have increased over the last few years and pay rises not happening. A pay cut or wage freeze would make living more difficult and unfairly so. I am a single person earning an above average salary yet find expenses tough. How difficult must it be for people on lower wages? How difficult is it already for those on fixed incomes? |
| 281 | Waurm Ponds | VIC | I was lucky enough to have a good salary, with good penalty rates and superannuation, but again I am aware of many examples of workers who have not had any increase for some years, or the small increases they have had, have failed to match the huge increase in general costs of living anyway. I quick read of demands on charities, in this country, paints a concerning picture of life for many, and I would hope the productivity commission does not add to the already problem by taking away penalties. |
| 10 | West Footscray | VIC | Our pay rises are normally yearly but as our company has been sold and is merging with another company I don't know if this will continue. With a pay cut I might cope for a little while on my savings but would eventually become very difficult. |
| 123 | Whorouly | VIC | I don't earn enough for a 38 hour week so I have to work Saturdays and Sundays. Makes the competition for Overtime fierce and embarrassing. NUFF said on that. |
| 322 | Williams Landing | VIC | Wage rises have been sparse while trying to negotiate new agreement. A pay cut would put me behind the rate of inflation. |
| 344 | Wodonga | VIC | Absolutely not as is I live week to week take out bills I can't even take my kids for an ice cream. |
| 289 | Woodend | VIC | My wages haven't kept up with inflation for a few years now. Household finances are very tight. I have a 'good' job, but we still all wear op shop clothes and never go on holidays. When something around the house needs maintenance it's a big stress. Hours of |
| 350 | Yarraville | VIC | Wages must at least keep up with inflation. Anything less is pure injustice. Shareholders must suffer before employees. |
| 283 | Aubin Grove | WA | Household finances are always a struggle because of the constant increase in living. Pay rise is yearly. If I had a pay cut or price freeze I would have to look for more work. |
| 24 | Baldivis | WA | with everything going up mortgage rates even if it's gone down a little bit it's still quite high you pay 2000 off from the mortgage and then interest comes out 2100 we are not paying the mortgage off efficiently are we it will take years to pay off I will be 80 yrs before I pay it off and Australia will be even more in dept. |
| 82 | Bassendean | WA | Wages are basic and most families need two incomes to cope with household bills, not expensive living just the basics. |
| 224 | Bertram | WA | We barely cover a mortgage and normal household bills, never enough for a holiday. |
| 437 | Bibra Lake | WA | I am dropping from a \$92000 administration position 9-5 job to pursue my passion of nursing and will then have a base rate of \$60,000. This drop in pay from a non-university degree qualification job to one seems silly but I would rely on penalty rates and allowances to boost the wage and pay. A pay rise to nurses considering the education and work hours would be fantastic although I know it is always a battle. |
| 345 | Bulgarra | WA | Our expenses have increased over the last 3 years (\$3000.00 for unground power) and our EBA was due in 2010, Offshore Companies are stalling in negotiations with Fair Work. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 240 | Floreat | WA | Wages haven't kept pace with inflation for the last decade. Our country is the most leveraged economy in the world. Either two things will happen. 1, Wages will double in order to pay down personal debt (unlikely) or 2, The overstretched, banker caressed housing bubble will burst, decimating our economy (most are preparing for this). |
| 349 | Forrestfield | WA | If I received a pay cut or freeze I would have to sell my house. |
| 257 | Leschenault | WA | As I only work fifteen and half days a week I receive part new start allowance so no my wage is not enough to live on. Yes my pay does go up - example this year I received a \$5.00 a week rise, the new start allowance reduced by \$3.00, so I was \$2 better off - 2 loaves of cheap bread instead of 1. The cost of living seems to be going up far more than any wage rise I receive. |
| 155 | Maida Vale | WA | On a flexibility agreement, I have no mechanism by which I can earn more, but I can be forced to work more hours for nothing. As the sole provider for my family, and the pressure to also provide into retirement, which has overnight for me jumped from 63 to 67, I would say I do just make ends meet on \$125K gross. I just pray that neither I nor my wife gets sick and that I am able to work long enough to have the required nest egg. Now if I was on \$200K pa with a pretty much guaranteed 30% productivity bonus, I would be rolling around like a pig in poo. But I am not a manager, and never will be because as a union delegate I stand up for the little guys rights! As a result of standing up for workers' rights, I am a marked man and my career prospects have gone down the toilet. |
| 37 | Morley | WA | I am retired so my income is fixed. However my wife is still in the work place and is in the process of more or less forced transfer from government employment to private. Indications are that her income will reduce and she is still getting the details. |
| 243 | Nannup | WA | Household finances have gotten harder over the last few years, as inflation takes its toll. Nurses award rates, for a long time there, were not keeping up with inflation and living in WA, one of the most expensive states to live in, hasn't helped. I do receive a small pay rise each year due to our award but as things stand at the moment, a pay cut or even a freeze could be detrimental to my family. At the moment I can't even take my annual leave for more than a week at a time because I cannot pay my mortgage on base wage. |
| 294 | Perth | WA | I have earned a fair wage as an electronic technician for the past 15 years. The price of living is outrageous!!! So... my estimate as requested. In Perth, Western Australia, I estimate to actually live as a single person you need to earn over 750/week, clear. You would be a normal citizen. |
| 182 | Rockingham | WA | I fear over time my pay will go down. |
| 65 | Samson | WA | Personally I am in better circumstances than a few years ago as I have achieved a promotion. Never the less the value of that remuneration does need to keep pace with the cost of living and society's expectation of wealth standards. |
| 446 | Scarborough | WA | Harder to get a head pay cuts will hurt. |
| 23 | South Perth | WA | My wage is enough to get by on, but not to do something like buy a flat or save a deposit for one. |
| 255 | South Perth | WA | Our household expenses have worsened however my income has decreased significantly. I have recently been working extra unpaid work to keep my job. Hours vary however are in the region of an additional 20 hours a week. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 450 | Spearwood | WA | As mentioned earlier I did not receive a pay increase in more than five years. I may have got a pay rise every 5-7 years in my 22.5 years of employment. Cost keep going up and I had to absorb them by going without essential items. I do not smoke, drink or go out for any entertainment. |
| 127 | Sunset Beach | WA | A pay cut would be devastating. The rising cost of daily living has meant less luxuries, more scrimping, often buying things that are cheaper rather than being able to buy what we really want but just can't afford - and I don't mean expensive gee gaws. I'd love to buy organic food and better cuts of meat, but we buy sausages and mince and a lot of frozen food because it's cheaper and lasts longer. |
| 375 | Waggrakine | WA | The latest pay offers to the majority of Australian Public Service agencies do not reflect the inflation rate, low as it is. This means that workers will, if they accept, face an effective pay cut. Leaving aside the morality of such actions, it means that their household budgets will come under increasing strain at a time when other costs such as utilities are rising. |
| 118 | Warnbro | WA | The 12 months I was permanent (my grad year) were fantastic. I had a stable income with leave so was able to prevent myself from being burnt out. Since being agency, this has become a lot harder as I am having to force myself to those few extra shifts as the work may not be there next week. |
| 225 | Waroona | WA | My wage is enough now but I wouldn't work for any less. Condition must get better with inflation and the economy. So everyone gets off poverty line. |
| 6 | Yangebup | WA | Our household budget would seriously suffer is there is no pay increases. Everything else has gone up including food and we are falling behind. |
| 136 | Yangebup | WA | My household budget has become tighter due to the passing of my wife 18 months ago. I'm keeping my head above water, but only just. |

Hours of work

The question posed:

Tell the inquiry how much say you get over the hours you work.

For example: Are you able to strike a fair balance between doing family friendly hours on the one hand, and earning enough money to get by on the other? Do you perform much unpaid overtime? If you are a casual, how much notice do you get of shifts? What issues do you take into account when accepting or refusing to do a shift?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|--------------------|--------------|---|
| 41 | Banks | ACT | 64 hours, do not do over time not worth it due to the tax and the extra stress as usually it is when we are short staffed, usual unpaid work does occur at least twice a month |
| 293 | Banks | ACT | My part-time work hours are shift work and not family friendly. My casual employment is weekend work only. I can sometimes be called into work with only hours' notice. |
| 231 | Garran | ACT | Work life balance is a joke. When you start work at 8am and go home at 5pm, 5 days per week, every week for 30 years you know that there is no such thing as work life balance. |
| 341 | Holder | ACT | Our rostered shifts allow for a good work life balance and the department is generally helpful in emergency situations. We always perform unpaid overtime. And there is never enough notice of changes of shifts or for casuals being called in. |
| 73 | Isabella Plains | ACT | Previously I have had problems with expectations of working unreasonably high hours in healthcare, but in my current position I am encouraged to work my paid hours. I work much less unpaid overtime that I have elsewhere. If there is project work to be done I am paid few additional hours - this was not true elsewhere. |
| 335 | Monash | ACT | I work business hours and do unpaid overtime to complete my daily tasks as necessary. This may at times be 1 to 2 times per week. |
| 270 | Page | ACT | As a part time person, I get a maximum of one weeks' notice of the shifts for the week ahead. As such, I am always having to sacrifice social and family activities for work not just due to the lack of notice, but also because my employer expects me to sit by outside the meagre hours I am rostered ready to work in case of a break down/someone called in sick/etc. I quite regularly get 'broken' shifts which are 6 hours in total, but start at 730 am and finish at 730 pm, with six hours of 'standby' in between. This 'standby' is unpaid. |
| 308 | | | No fair balance. I work overtime every week. I get this accrued as TOIL but I never have time to take it. If I do take time off work there is no one to perform my duties whilst I am on leave which means I have so much to catch up on when I return. This means I only take very short periods of leave and this effects my children. |
| 45 | Ararwarra Headland | NSW | Teachers face an ever increasing workload...curriculum, professional learning, mandatory training, WH&S, community expectation, new policy etc. I work far more hours now than I did 5 years ago. |
| 100 | Avoca | NSW | I refuse to do unpaid overtime .I just won't do and consider it unAustralian to expect others to do it. Sometimes it's just expected of you and of course that's when people start to resent it. If it was a negation then that would be ok but quite often it's not and the implication is you either do it or walk. Is that fair. Is that the type of Australia we want. Not me. |
| 413 | Balgowlah | NSW | So far, in my line of work I have managed my hours as I see fit to provide to my family however it mean to do with less (money)to be able to look after 3 children and hopefully be present enough to help with their schooling and assist them to be reliable citizen in the future. |
| 104 | Barden Ridge | NSW | We have no say, we are told if you don't do shift then take it or leave it, that's a threat. No overtime has been available for a long time. It is given to contractors as it is cheaper. |
| 287 | Bellingen | NSW | I have struggled to find work places that are truly family friendly. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 314 | Berry | NSW | My particular job is one which demands much of my time - I am paid for 35 hpw, but often work 50 hpw. I am only paid overtime for a small percentage of that - maybe one or two hours out of 15. This is typical of teachers (school and TAFE). There seems to be a growing expectation that people will be given more and more tasks and are expected to meet all goals, without any reference to what is possible in a set time. I think this is generally occurring throughout society. |
| 416 | Blackbutt | NSW | At the moment I work part time and then accept extra shifts when I am able to. Due to child care commitments I can usually only accept extra shifts at short notice during school hours. I usually try to do one or two extra shift per fortnight as my regular hours do not provide enough income to get by on. If I work some weekend shifts during the fortnight the penalty rates increase my pay to a liveable amount. |
| 354 | Blaxland | NSW | My hours are fairly fixed but my partners are quite variable in she works 7am til 5:30ish depending on the schedule for the day staying on time two days a week but she can be cancelled if the doctor is sick. |
| 106 | Bondi | NSW | I work a normal school day but am often required to work outside of standard hours at weekends and evenings for no pay and with no say over dates and times set in the calendar for school events. |
| 50 | Bossley Park | NSW | I work on a split shift roster, I do have time to do things however it can be a very long day. I am on leave for 4 weeks but ending out going to work for a week because of lack of staff and several handing their notice because of the way they were treated. I refuse to do a shift if management do not adhere to the fatigue law. |
| 184 | Bowen Mountain | NSW | My salary was dependant upon doing 45 hours per week, with Sundays and Mondays off, which worked well for me, and was reasonable. In the past though, I have worked for many employers that expect over 60 hours per week for the same money. They often make you sign a contract that virtually allows for any amount of hours with no overtime. |
| 14 | Camden South | NSW | I work a rotating roster. There's a bit of flexibility to request days off for family events, but someone has to work 24/7 and I can't avoid it. It's part of the job. |
| 98 | Campsie | NSW | I am currently under the threat of changes to the days that I work in order it see if this will improve my time efficiency. Really scary threat |
| 178 | Campsie | NSW | Current employer is good. Get fair notice and lots of time off. Due to medical restrictions. I cannot work more hours. |
| 116 | Carey Bay | NSW | Neo-liberalism should die quickly. We should be generating employment in worthwhile manufacturing industries, not in industries that just manipulate savings such as superannuation funds. Too many politicians do not understand the role and potential scope of a currency issuing government. It is ridiculous to base an economy on the export of natural assets such as fossil fuels and minerals. Fiscal space diagrams show that it is stupid, and I mean stupid, to aim for a budget surplus while there is a continuing Current Account deficit and underemployment. |
| 271 | Carss Park | NSW | I work a basic week. I don't get the opportunity to do any overtime or shift work. I get a great work-life balance but the opportunity for more money would be nice too. |
| 237 | Casula | NSW | At the moment my hours are good as I can balance work life and family life. I will get harder to do that when my youngest child gets older. Eventually you won't have a choice in the hours you would like to work. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 55 | Caves Beach | NSW | As a former teacher I spent many nights and week-ends working - checking student reports/papers - preparing lessons etc. I saw that as part of my salary - and professional responsibility. But there were many over-and-aboves which I and my teaching colleagues performed which might properly have in other professional contexts attracted bonuses/extra considerations! (Excursions/Conference presentations/etc.) |
| 296 | Cessnock | NSW | With our current Supervisor and who was our previous company supervisor us P/T were advised up to 4pm the day before a shift we were treated as "on call" but without an on call pay rate. Now we get a roster on a Friday for the following week. Though some shifts and jobs are booked within 24 hours. |
| 448 | Chatswood | NSW | My wife and I are both nurses. Both of us do shift work. We have 2 children. The rostering is ridiculous. It makes it impossible with family time. The way the rosters are done is criminal. Once again because it's public health the managers get away with it. Without the union God help us. |
| 439 | Clarence | NSW | I am a casual and sometimes I know what my roster is at the beginning of the week, but often I will not know if I am working until the night before. Sometimes I am rostered onto shifts which are over 2 hours from my house, if I can't find a friend's house to stay at closer to the work site I am unable to work the shift. However it is often awkward or difficult to reject a shift on this basis. |
| 165 | Croudace Bay | NSW | I am happy with my current hours, though sometime I don't have enough hours to get everything done and this leads to a fair amount of stress. |
| 212 | Diamond Beach | NSW | Our working hours including flexi-time which I really enjoy having. Overtime isn't expected to be worked. Having time off for appointments and family is encouraged. |
| 317 | Dorrigo | NSW | When an employee has no leverage he has no choice but to comply with the demands of the employer. The employer makes the rules. It is as simple as that if one wishes to keep their job. |
| 66 | Dulwich Hill | NSW | My work hours are underpinned by a low level guarantee of 30 hours a fortnight. This means an expectation of between 30 and 39 hours. Cohort holidays can create temporary spikes but nothing is guaranteed. |
| 241 | Earlwood | NSW | Not so much these days as we are required to work more hours and the department is putting forward that our hours be extended for a pay increase, however, this is not really an increase as we are working more time for the same pay. My family is struggling at the moment. There is a freeze on Higher Duties as well as Overtime, thus making it harder to make a living. I would take the extra hours if they were offered but this isn't going to happen as the government is cutting back on all these things and providing a poor customer service to our clients. |
| 343 | East Hills | NSW | I try to do as much OT as I can. I also try to work the Sunday shift they offer once a month to help with paying my bills |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 275 | East Kurrajong | NSW | My previous company was moderately good with balancing hours of work to family needs, however this tended to more be dependent on the kind of boss you had than any written conditions. If you were in the wrong team your work-life balance could be radically different from other people doing the same job. If work-life balance clashed in any way with the company line, work-life balance lost out. This is why I ended up having to travel 4 hours a day to a location deemed to be "my office" when the company I worked for has buildings in every town of every state in Australia, including several within 5 minutes of my residence. Moving residence to minimise travel was not viable, as the company moved offices regularly. In 26 years of employment I worked at 11 "permanent" locations, and dozens of temporary ones. At the end of my working life, working from home was an option grudgingly offered by management, however it was still subject to arbitrary restrictions on how often it could be participated in. Unpaid overtime was rife, I personally was routinely doing 4 to 5 hours a week without being paid. On one occasion I had worked several 7am to past-midnight shifts to repair a broken system, receiving only 8 hours of normal wages, and my team leader could not even get permission to give me acknowledgement in my performance evaluation because they had "reached their quota" of excellent evaluations. Although our company was making billions in profit, by restricting the budget to any given section of employees bosses could cry that they couldn't afford to pay overtime. I was occasionally offered time-in-lieu, but certainly not at the same rates that overtime would be paid at. The work environment was structured so that any performance measurement was contingent on getting more work done than could be performed in the allotted hours of work, and even then the budget was restricted to a point where only a very few people would be awarded with "above average" performance...so even acknowledgement from your team leader for good work was discouraged. |
| 398 | Eastern Creek | NSW | They can change your hours with 1 weeks notice.though now the union reckons fair work Australia has fixed this. Problem is I think it takes longer than 1 week to lodge a complaint at fair work. What happens in between I get the sack. |
| 385 | Erina | NSW | None on casual call-in, and often with 1 hours' notice to work. |
| 276 | Erskineville | NSW | The most difficult is taking leave at the right times when kids are on holidays. Making travel plans is stressful. |
| 310 | Forestville | NSW | I can usually control my hours. There are other influences that affect my hours. |
| 430 | Glenbrook | NSW | no and yes much unpaid overtime to finish paperwork, less client contact due to too much paperwork, stats etc |
| 421 | Goonellabah | NSW | I am my determinant (but not really!) If I don't maximise my superannuation potential now, while I'm fit and healthy, I won't have the same chance later. So I have to continue working bloody hard to maximise my chances! |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 387 | Goulburn | NSW | My current hours are in the main family friendly but not necessarily 'stage of life' friendly. I would like the freedom of choice to opt to work from home if the work I am doing allows for this. If I choose this option however, the employer should still be required to pay for printing and telephone calls etc as if I am in the office. It is a reduction in overheads for the employer anyway, but there should not be a complete cost shifting to me so that it becomes too expensive for me to work from home. This can be achieved by still being able to access the office for these tasks. Another area of concern is the amount of additional work I am required to do without any reimbursement or time off in lieu. Over a year it would accumulate to at least 150 hours. I am generally told "it is swings and roundabouts"; but I find there are far too many swings and not enough roundabouts (i.e. it goes all the employers way and when you want the time back you can't get it). This rests purely on goodwill and is not regulated in any way. I have little say over this as I just have to do the work when it needs to be done and I am worried if I don't do it I will be made redundant. |
| 214 | Guerilla Bay | NSW | As an executive level officer, it was expected that you would take work home. I got sucked into this for a while because it was the real worker thing to do. It's crap. Even SES friends who still work in there have realised this. If you cannot do it between 8.30 and 4.51 then don't. You are not paid for it, your family suffers for the sake of your ego and the boss thinks you're a sucker and you are. At my current place of employment, I was able to refuse shifts any time I liked because I was not reliant on the job. This was not and still is not the case for the young people and permanent staff. |
| 236 | Gunnedah | NSW | 4 & 5 12hr shifts, take it or leave it! |
| 152 | Gynea | NSW | Very little. Each depot is given set job schedules which must be written into a master roster. The master roster is then written with consultation. However it can be changed without our consultation every fortnight for operational needs. The master is also changed on average twice a year. There is the provision to try & swap shifts with other workers before the fortnightly roster is released however there are so many conditions to prevent swaps it often doesn't work out. Predictably this results in people taking sick leave so as to attend social events, such as their children's birthday or to have a weekend for their wedding anniversary. Work life balance is very poor, most social events are on weekends, Friday nights or public holidays. |
| 404 | Gynea | NSW | I stay at work until my notes are written and I have safely handed over the care of my patients to the next nurse/midwife. Paid overtime is like hens teeth. |
| 352 | Hamilton | NSW | I have very little say in the hours that I work. I work for an agency and am only offered work when someone else is unable to attend the shift so my income fluctuates every week and this makes it very difficult to plan. It also reduces my discretionary spending which quite obviously impacts on theatres, cinemas, restaurants, cafes, clothing stores and the list goes on. |
| 260 | Hamilton North | NSW | Never say no to overtime when it was available on the weekends. |
| 57 | Hobartville | NSW | For some vocations the hours of work are being re-designed around a 'work from home' agreement. This may work for a minority but electricity workers, miners, bus drivers and the like are unable to work from home. Thus an unfair culture is being born. |
| 17 | Hornsby | NSW | There is no say in the hours my friends work, in general- absolutely no flexibility, unless they are academics. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 326 | Hornsby | NSW | Working a seven day rotating roster means I have a very poor work-life balance. I am entitled to two shift requests a month, which have NEVER been granted. It would be GREAT to have input in the way my eighty hour working fortnight is arranged - such as the option to work 10days/fortnight in eight hour shifts, or 8days/fortnight in 10 hour shifts, or 7days/fortnight in one 8 hour and six 12 hour shifts. |
| 138 | Kandos | NSW | Hell no. From full time to part time to save the company money..... |
| 34 | Kensington | NSW | I have suffered from workaholicism for many years and it is only due to a crises some years ago that I sought help to combat this illness. It is very easy in this industry to work 50 hour weeks and indeed in the past I have worked much longer hours than this. Being a workaholic is a badge of honour for some and there are a number of us working in my place of employment. |
| 300 | Kiama | NSW | There is a pressure to work constantly. Work you miss out on today may not be there tomorrow. Even as a full time employee I was required to monitor the internet and email so I would be able to respond to student enquiries during my annual leave in the Christmas period. I was also contacted by my line manager and asked to come into work during my annual leave to assist in the solving of a problem created by the implementation of SALM. These interruptions to my Christmas period had major impacts on my family life and caused a great deal of friction. |
| 288 | Killara | NSW | Typically work runs 15-30 mins late each shift. I do not claim this time. Online training or paperwork completed at home is not paid. I am very fortunate to be associated with a 24hr care household and, at present, earn sufficient to pay my way. A factor that affects my shifts is if I am unwell. Although I apply for leave at least three months in advance (I have plenty of leave hours), I do not always get it as it is difficult to find staff to cover my shifts. |
| 173 | Kingswood | NSW | The hours were great for me. |
| 16 | Koorinal | NSW | I'm lucky - I have a pretty good work/life balance and I don't need to take work home with me but there are many people that aren't so lucky. |
| 204 | Lake Heights | NSW | I work overtime every week at the moment, which is excellent as the penalty rates help with the cost of living. I am able to strike a fair balance currently between work and life, however I am concerned that this will soon change. Our hours have already been increased once without a sufficient pay increase, and in light of employees health and wellbeing, I would think making us work longer hours is just ridiculous. How can the government believe it is fair to have people working so hard, and not reward them, or even make it worth their time? Are we all that worthless? |
| 367 | Lake Illawarra | NSW | I do miss out on some family occasions due to the hrs I work but I need to work the hrs I do to get by. |
| 307 | Lavington | NSW | The hours are fairly family friendly, except for weekends where I'm unable to go to any social /family events. I need to work the Sundays at the higher rate so to make my earnings better. Always do work overtime for no pay. We are called in to work extra hours sometimes not given the right amount of notice and only paid at part time rates, we could turn it down but have to find someone else to take our place which makes you feel like you are a bad employee. |
| 13 | Legume | NSW | I do a standard 38 hour week Mon-Fri 7-3. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|--------------------|--------------|--|
| 70 | Leura | NSW | Yes I do perform unpaid overtime however my workplace is flexible in its treatment of the staff and I feel I need to be flexible to suit my workplace. |
| 285 | Lilyfield | NSW | My wife had almost no say over her working hours. |
| 378 | Lisarow | NSW | Night duty nurses do an average of 5 hours a week unpaid work. |
| 370 | Lugarno | NSW | I get a fair balance between doing family friendly hours on the one hand, and earning enough money to get by on the other. As my family is grown up I can work different hours but my employer does not offer them. Due to security issues I cannot perform unpaid overtime as building is closed and nature of work is confidential, but lately I have been doing unpaid research for my case work at home after hours because the system does not recognise that research is needed and time constraints are not taken into account. I have 2 sons with part time casual jobs and they are treated very badly in terms of notification and if they are unavailable when called. One has even been sent home on arrival without compensation. |
| 253 | Macquarie Hills | NSW | I have good control over my working hours. Shifts are posted well in advance and you can ask for particular days off if you request them well in advance. There is no unpaid overtime in my job. I sometimes do feel pressure to work additional shifts when I get called in - this is mostly because if you accept shifts when called, you are more likely to be called in the future etc |
| 213 | Maroubra | NSW | Due to medical issues brought about as a result of an extremely stressful workplace I requested with doctors approval and letter to be reduced to part time hours and was denied even though we have a casual team member for just such circumstances, as I was told HR would not allow it. |
| 22 | Moama | NSW | None. |
| 443 | Moree | NSW | As a Registered Nurse I do have a say in the number of days worked. I work half an hour overtime each day. I notice the Assistants in nursing's workload is physically demanding. They mostly all work ten days per fortnight. Often they finish a shift at 10.30pm and begin again at 6.30am. Some have large distances to travel. Time off between shifts needs to change to 10 hours not 8. Staff do not have much say. Some travel one hour for a five hour shift. |
| 108 | Moss Vale | NSW | My job contains no penalty rates but over recent years I find I am expected to do about double the paper work I used to do 5 or ten years ago but this is just expected on top of what I have always done. No extra time is provided in which to complete these tasks so I have to do it in my own time. |
| 124 | Moss Vale | NSW | When I was working in High Schools, I was always paid for the period from 8-30 to 3-30. However, I was often working longer for many reasons, including school meetings and staff development. Just to adequately prepare the next day's work took an hour. Often one didn't get a lunch break due to needing to speak to or supervise students. |
| 379 | Mount Annan | NSW | Our hours are regimented but reasonable or better than most as far as family friendly goes. |
| 347 | Mount Saint Thomas | NSW | With penalty rates intact I am happy with the current status quo regarding my work/life balance. |
| 69 | Narara | NSW | No like I said expectations are high but nothing in return if you refuse shift you are being questioned and given a hard time. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|---|
| 115 | Narromine | NSW | Sometimes through the year get extra hours but not penalty rates just flat rate. |
| 205 | North Albury | NSW | I should be working 35 hours per week but I put in at least 45 hours per week. I work on weekends to ensure my students have the best possible educational outcome. and this is without management help |
| 447 | North Boambee Valley | NSW | Not as much as we were able to as the "HR person" has made life unbearable by reducing staffs hrs without notice, taking them off weekends without notice. We have a lot of senior staff leave as there is no discussion, they were told either you work your shifts provided or I can help you with your resignation. |
| 9 | North Curl Curl | NSW | I have no say at all about my work hours. They are at the whim daily of my employers. |
| 126 | North Nowra | NSW | We always work unpaid overtime, as handover time in the morning and at night are too short to give a precise report about the condition of the patients. Often we don't have time to take our meal breaks, and have to stay longer to finish paperwork or other uncompleted tasks which can't be left for the next shift. |
| 160 | Nowra | NSW | No. They're not family friendly. Bad rostering also. They tried to get me to do x5 days per week 7am - 7.45am doing personal care? Who is going to mind / have my 4 kids while I do that? I put my availability down for Monday Tuesday Thursday & Friday (Wednesday off) but I've worked EVERY Wednesday since returning to work. My mum looks after my little one & she works her but off as a night shift worker / packer (hardly gets sleep / enough) & lives off \$50 per week for fuel & food because she's got bills / mortgage to pay.... I've been working 5 days per week & pretty much earn maybe \$700 per fortnight (and do all the running around with my kids for school & sports also). |
| 381 | Nowra Hill | NSW | As a casual teacher I take what I can get in terms of hours. You really can't refuse a day of work or it's likely you won't get called back again. |
| 415 | Orange | NSW | I am fortunate I work to work 40 hours per week in staff health which means I am not working with patients at this time of my working life. Instead I am working for and caring for staff. My nursing job is quite rare I am so so privileged to be able to walk out and leave the back log of work for another day. Nurses at the bedside cannot do this. I could not leave work on time for many years, I know the pressure nurses are under to stay and get the work done. Unpaid overtime on the wards is normal and expected. One does not dare ask to be paid. The only overtime nurse get paid for is that overtime previously arranged by nursing administration when a nurse replaces another on sick leave. . But the day to day hours and collective hours of overtime that nurses do before they can get off their shift is never counted. This is why it is so unfair for the government to want productivity changes . They want us to give up something to get a pay rise. Nurse already do half an hour to an hour routinely every day on top of paid hours. This is conveniently ignored. But no one who knows the hospital system could not say this occurs in every hospital and I have worked as a nurse in several hospitals and they are all the same busy busy places. |
| 425 | Parramatta | NSW | If the penalty rates go the minimal social life that I have (19 hours a fortnight to catch up with loved ones will be lost). |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------------|--------------|--|
| 274 | Port Macquarie | NSW | We have flexible work hours available at Council which allows a large amount of flexibility in the hours that I work. I am able to schedule my work to meet my personal needs. However the contracted hours are 35 per week and it is usual for senior staff such as myself to contribute significantly more than this. Most evenings I complete emails remotely and usually complete a 9 hour day. All additional work is unpaid. |
| 298 | Queen Victoria Building | NSW | Due to the nature of work, I can work the maximum safe hours of work and the only limit is the physical capacity to undertake the job and the safe working environment I have at work. Change in shifts are commonly given just about 24 hours' notice. |
| 190 | Randwick | NSW | Yes I have a good work-life balance. |
| 329 | Raymond Terrace | NSW | 76 hours per week No say in the shift I get managers do rosters and You have to swap with co-workers or have sickies to juggle personal life with work hours. |
| 433 | Raymond Terrace | NSW | I work full time. I do most weekends. I still do night shifts and afternoon shifts. No- it's not family friendly. I am a single parent and my sons father does not contribute financially, and is overseas somewhere. When my son does not have me, he has no one. I struggle with this roster by roster. |
| 365 | Rhodes | NSW | Obviously, you compromise family/social/extra-curricular activities if you prioritise earning more money I.e. Working the graveyard or public holiday shifts. |
| 390 | Romarnie | NSW | I am fortunate to have a fixed roster, meaning I can organise my life around work most of the time. My fellow staff will swap shifts with each other when possible. I perform at least 8 hours of unpaid overtime each fortnight...a boon for my employer. I have worked as a casual and understand how disruptive it can be to be available at a moment's notice, trying to organise child care etc. I try to be understanding when finding staff to replace someone who has rung in sick, it can be very frustrating when people don't answer their phones or call back. |
| 153 | Ryde | NSW | I have contract hours which I'm obliged to complete and am often offered work beyond those hours, which I don't have to accept. Work can be offered literally hours before it's due to be done due to staff illness etc. If I'm available I'm happy to accept extra work. It supports clients and creates goodwill with the supervisors and colleagues. |
| 321 | Ryde | NSW | Overtime must be PAID. |
| 129 | Saumerez Ponds | NSW | At the present time I am working overtime by not being given release-time, but it is unrecognized and, therefore, I feel it is not sustainable over a long time. |
| 175 | Scone | NSW | As a senior employee, my hours extend well beyond the teaching hours. I am first to arrive each day and usually last to leave each evening. I work in excess of 10 hours each day, and some evenings are spent at meetings e.g. P&C, Local School Management team meetings |
| 191 | Somerton | NSW | sometimes yes and sometimes no but when you do have something to do on a Saturday it's no you have to work because it is in your EA that we never got to have a say about they expect us all to do everything for nothing anywhere from 10 minutes a day to half an hour and as soon someone writes down that they did 15 minutes overtime they start complaining. |

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|-------------|-----------------|--------------|--|
| 434 | Springfield | NSW | We have "self rostering" that means you put in your wish roster and may get 25% of that. I work 7 shifts a fortnight. I try and balance it throughout the fortnight but end up with 5 in one week and 2 in the next. So not a lot of say really. I get called to do extra shifts almost weekly. I get asked to do short call double shifts. There is definitely a guilt factor involved when being asked to work longer or extras. I take into account my colleagues and what is happening in the unit. Often there is the comment made "there just isn't anyone else" Due to constant asking I have actually become much better at saying No. There is rarely a week goes by when I do not work unpaid over time. Almost seems to be the cultural "norm" these days. |
| 435 | Springfield | NSW | I am under employed and punished when I can't do a short call shift by being reduced to one shift or no shifts |
| 198 | Springwood | NSW | Yes my balance is fine. I was able to reduce to 4 days a week giving me time for friends or personal business and now time to look after my grandson. Overtime is not available but I do not want to work overtime. |
| 408 | St Clair | NSW | There is no fair balance when I have to do shift work to get penalty rates as I am at work when the rest of the family are at home and vice versa. We see each other about three days per week. |
| 185 | St Marys | NSW | I do work extra hours unpaid. |
| 80 | Sydney | NSW | It depends ...I work whenever I can ...never say no. |
| 419 | Sydney | NSW | I am contracted for 40 hours per week, although I often work 6-12 hours overtime each Fortnight- which is unpaid and I don't recoup "time in lei". |
| 340 | Tabulam | NSW | Full time can choose four a fortnight rest set/ self-rostering but not that flexible. |
| 130 | Tallong | NSW | I accept all of the work that I am given but am at the mercy of my employers as far as the number of days that I get. When on contract and managing my own classes there is always a lot of work that I do on my own time. |
| 222 | Tolland | NSW | I work weekends and sometimes it is not possible to attend my children's sporting activities. |
| 342 | Toorooka | NSW | As mentioned I am only able to do afternoon shifts, therefore I make myself available for shifts 6 days a week most of the time. This is so I can get enough income to cover my bills. I rarely actually work 6 shifts but accept all that are offered to make ends meet, because next week there might only be 2 or 3 shifts available. Sometimes I am actually rostered in advance but usually I am rung on the day with barely time to arrive before I am supposed to start. The staff are aware of how long it will take me to get there but sometimes people call in sick at short notice. There is also a policy on some wards of trying to replace staff with a permanent part timer rather than a casual employee so I am sometimes the last one called. Also as a casual employee my shift can be cancelled with only an hours' notice (by which time I am half way to work) or I can be sent home after only 4 hours work if patient numbers drop due to discharges. |

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|-------------|-----------------|--------------|---|
| 227 | Urunga | NSW | I used to have very little say over the hours I worked and that resulted in poor health, depression and relationship strain. I changed roles and took more control of the hours I worked by saying no to unpaid overtime. I will not be threatened anymore by more employer, if they want the work done, fine they can pay for it. There is a high expectation of doing everything for nothing the organisation I work for and I and many colleagues have suffered physically, mentally and this has been passed on to our families. Not productive at all. You have to be prepared to be treated poorly if you say no to doing the work. |
| 332 | Vacy | NSW | Myself, I have a set roster of work. So when I need to plan things we do so around my shifts. This doesn't help though when we are invited to attend something some else is arranging. Many times we have had to decline invitations, and there will be many more into the future I am sure. As for unpaid overtime, I have done some in the past. With some being given back to me as time in lieu rather than payment. However, my wife over the years has done countless hours of unpaid overtime. While her employer at the time was very grateful it was not even enough to save her when the new company took over the business. |
| 337 | Vauluse | NSW | Some people I work with do more than 20 hours unpaid overtime per week. I would do about 10. |
| 333 | Verona | NSW | Yes |
| 264 | Wagga Wagga | NSW | n/a I am full time with overtime there if I want it. |
| 295 | Wallsend | NSW | Not at all 24/7/365 my job and my boss has no heart at all when needing help at home she says suck it up and get on with the job you whinger just not human at all. |
| 325 | Warrawong | NSW | Yes time in lieu is always over 30Hrs per month. |
| 187 | Waterfall | NSW | I have had to work shift work most of my life, just to keep my head above water. I have worked 2 jobs most of my life and have had to work the more penalty hours in sufferance to my family. |
| 146 | Wattamondara | NSW | I had to work away from home 5 days out of 7 to live there is no home life and the kids suffered because of the conditions of my employment |
| 436 | Wattle Grove | NSW | The rostering has been pretty fair. Obviously I can't work and study at the exact same time. But the balance has been pretty stable. I get paid the correct amount that I work. |
| 112 | Wentworth Falls | NSW | I do unpaid overtime. From calls and remote access at home to an hour or two here and there. There is no option. |
| 401 | Wentworthville | NSW | It's pretty much do what is required or you won't be hired. |
| 323 | Whalan | NSW | No too bad |

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|-------------|-----------------|--------------|---|
| 239 | Wingham | NSW | As a casual I have no say in how many hours or when I work. I get about one hours' notice usually when I am required to work. We are required to arrive a bit before time to read all the toolbox paperwork, including all the toolboxes missed in the last fortnight when we were not working. This reading is usually done with the 2IC tapping her foot for us to hurry up and get on the floor with the service users. If we forget to sign the toolbox to say we have read it we are given a file note and threatened with job loss. Usually we finish 15 or twenty minutes after our official finish time. I once finished on time and received a harsh words and a meeting the next day advising that if I have to pick up grandchildren, I maybe should consider working less to make sure I can cope with it. I am a very fit, health 61 year old and fully capable of doing this job really well. But perceptions of my age can create stereotypical responses from poorly trained managers in positions they feel unprepared for. This lack of management expertise is a major issue with welfare workplaces in particular dealing with the stresses of change, like the NDIS and an ageing population in the workforce. |
| 249 | Wollongong | NSW | Standard roster for industry. Lots of night and weekend shifts. |
| 301 | Wollongong | NSW | I am fortunate in the fact that I am only expected to work my full time hours of 7 and a half hours 5 days per week however in the current climate it would not be possible to access part time hours due to business needs. |
| 172 | Woodburn | NSW | On average I would spend 2 days a week performing unpaid work just to stay on top of my workload. I do not refuse work when it is offered or it may not be offered again. Sometimes this causes me a lot of stress and anxiety. Not a pleasant way to live. Occasionally I am given 2 hours' notice that I am needed to cover for a colleague who cannot make it to work. On a good day I receive 24 hours or more notice. |
| 411 | Woodburn | NSW | We work a set rotating roster over a 6 week period. There is considerable to extreme non-negotiable forced overtime. You are expected spend 15-30 minutes of your own time every shift in unpaid overtime. |
| 60 | Woy Woy | NSW | Not concerned with earning much money, I go out of my way to accommodate fellow colleagues with their shifts, I am a saint in comparison with some people! |
| 39 | Casuarina | NT | Working hours are set and clear in government job. Some unpaid work is expected in private employment. |
| 201 | Herbert | NT | Yes I have a fair balance at the moment. |
| 202 | Nhulunbuy | NT | We recently had a Tropical Cyclone go past and all the staff of my office worked extra to serve the public. We were told there is no money for overtime, but we worked anyway. Because of a sense of public service. Normal work rosters are decided in head office and although it is said they can be varied, in practice they are not. Start times of shifts are decided by the employer, days off are decided by the employer, and overtime worked, if any, is decided by the employer. Unless an emergency occurs in which case free overtime is decided to be provided by us, the workers. Do we get a say in whether overtime payments are made or not? No. I suppose we could have withheld our labour, but that would put the community at risk. Caught between a rock and a hard place. |
| 336 | Tiwi | NT | This is not a problem and overtime is not an option. |

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|-------------|-----------------|--------------|---|
| 412 | Acacia Ridge | QLD | I was casual called in about an hour before. Not really as I am a sole parent I have to work every second week end. Or I would not survive. But it is not fair one child. |
| 377 | Albany Creek | QLD | We all work every second weekend and night shift when required, weekly roster includes early and late shifts and public holidays. Will always put up my hand for overtime, children are now leaving school, feels like I have missed their growing up, nil holiday taken in 4 years as trying to improve work skills and getting degree. |
| 328 | Alliingham | QLD | Even though I was employed to work a 12hr day I would say 50% of the time it was extended to a 16 hr day with no extra payment, as I was told by the office that the skipper would be monitoring hours so this would not be happening. (which is why I kept my own diary) |
| 193 | Annerley | QLD | Working afternoon and into the evening and also doing nite shifts - means that I miss out on spending quality time with my children. I get these shifts as they are the least desirable and these are the ones that get offered to me... unpaid overtime is done because it has to be prearranged and when extra paperwork has to be done there is no time to ask for the extra time - and its unprofessional not to do the work properly and paperwork about what I have done is not something that can be handed on to the next shift and when you have to give hand over three times in 15minutes - it's not possible so it takes an extra 30 to 45mins to do each time. |
| 318 | Ashgrove | QLD | Fortunately, the hours I work are flexible. |
| 18 | Ashmore | QLD | It's called LIFE. |
| 8 | Balmoral Ridge | QLD | My work hours are great and I would dislike any future changes. |
| 12 | Bargara | QLD | My wife often works over her hours, not always gets overtime.. in fact employer encourages TOIL but being able to take this depends on staffing levels. However as these staffing levels are constantly low it is less likely that management will agree to TOIL when requested. |
| 181 | Brackenridge | QLD | fixed hours, though as need arises am able to work extra....which is often as staffing is an issue...unpaid work is an issue in the workplace many give their time without pay as they feel obliged, due to disorganized work schedules. if I do accept extra shift, considerations include...length of days worked, family commitments, recreational time, finances...and simply just looking after myself first...the workplace is not capable of doing this. |
| 113 | Bray Park | QLD | Most of the jobs I see advertised are part time or casual. Definitely not enough to live on, let alone get a mortgage. Owning your own home is impossible for many workers. |
| 383 | Brighton | QLD | My husband and I both have full time employment and we are lucky that any overtime or additional shifts is paid with full penalty rates. This is always an incentive to take on additional work when requested and makes us very productive. |
| 25 | Brisbane | QLD | Yes, higher reward from penalties when we are working means that we can take other time off to spend time with our family |
| 420 | Brisbane | QLD | DON'T do shift work. |
| 356 | Browns Plains | QLD | I am a shift worker so I don't have any convenient time for my family or myself. Every time there is a party in our family I would be at work fantasizing the BBQ. While others who work less gets more money, like management for example. |

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|-------------|-----------------|--------------|---|
| 445 | Bundaberg | QLD | In recent times (with my wife's illness) I've been forced to make choices about work and family time. It has not been an easy decision but the decision to take time to support my wife has not been met with expected support from management. Pressure is being placed (though slight) on me to return to work. |
| 427 | Burpengary | QLD | As a public servant I was able to strike a fair balance between work and Family. However it was only centralised rules that enabled this to happen. Local managers resisted this in some cases. Since leaving public service I would say I have seen half a dozen cases of employees whose managers were positively hostile to any flexibility. Education is not the answer regulation is needed. |
| 61 | Capalaba | QLD | I work unrecognised hours for work that so far works for me. I work 8.25hrs per day that gives me 1hr flextime per day. My official work time is from 6am to 14.45 pm but I start at 5.30am have no 30 min lunch and leave at 13.45pm. Because of this unrecognised arrangement I answer my phone when after hours, on sick leave, annual leave and long service leave, so who's the looser ??? This suits my family friendly hours, but would like it officially recognised as a part of my needs. This works for me, |
| 272 | Carina Heights | QLD | Yes, I often work more hours then what I get paid for. This is to try and keep up with the volume of work I have due to the budget/staffing cuts! It is difficult to have a pleasant, relaxing work life balance when home time is spent worrying about how much work there is still to do. |
| 125 | Carrara | QLD | I work 4 standard 10 hour day per week making up my base 40 hours. On top of this I work 3 or 4 hours overtime. I leave home at 450am and get home at 5 to 630 pm. I usually get home tired and stressed. |
| 230 | Carrara | QLD | I believe paying casuals is not the answer, FT staff who are fully trained and working their 38 hrs get less than someone who has been in the dept for 4 months if they work 40 hrs and do not know as much as FT staff. |
| 277 | Carrara | QLD | As a single parent I would like to cut my hours down to about 25-30 hours a week so that I can spend more quality time with my children. However, I simply can't do that and make ends meet at the same time so it's a constant struggle to get the work/life/family commitments balance correct. Sometimes I knock back shifts because of my family commitments and my last employer penalised me for this and hardly gave me any work. Unless you say "YES" all the time companies penalise you for saying no and don't offer you any work. Companies seem to forget that being CASUAL should be a two way street and it is the companies employing you on a casual basis yet they expect you to be at their beck and call like a permanent employee and penalise you if you aren't. It's not fair. |
| 220 | Coombabah | QLD | Working for a small/medium business your hands are tied ... you do as they say or else ... Wish there was a union to turn to, my boss might have been fairer. Instead he expected we work extra hours without pay. |
| 194 | Cornubia | QLD | I work at least 50 hours per week and 12 of these are unpaid. Since I am my family's sole bread-winner, I must do this work in order to have a chance of keeping my job and supporting them. |
| 339 | Cornubia | QLD | We get zero input to the hours of work. |
| 54 | Crows Nest | QLD | I have to accept all shift offers as I am afraid of dismissal if I refuse. I have to do night shift because of this on a regular basis. |

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|-------------|-------------------|--------------|---|
| 384 | Currumbin Valley | QLD | Some say over hours worked as I am casual, but it would not be wise to refuse work when I am required. |
| 11 | Daisy Hill | QLD | Don't think working Saturdays or Sundays is family friendly since that's the only time I catch up with my kids. |
| 4 | Eight Mile Plains | QLD | Always work extra time for no pay |
| 46 | Eumundi | QLD | Yes I can squeeze my week to four working days but still have a lot of travel time in my time. |
| 157 | Forest Lake | QLD | I have enough notice in regards to my shifts. I never did not refuse to do any shift. |
| 266 | Herston | QLD | We are able either to be paid overtime for additional hours or to earn time-off in lieu of overtime (at over time rates eg time and a half). We are also able to access flex time for important appointments, family emergencies etc We are under no illusion that these conditions are under constant threat and that we have to stand firm to maintain our decent conditions. |
| 154 | Highgate Hill | QLD | I do miss out on some family occasions due to the hrs I work but I need to work the hrs I do to get by. |
| 280 | Highgate Hill | QLD | Construction Industry in general is a daylight hours industry, so in general I know what my hours will be. |
| 26 | Holland Park | QLD | 80 -90 hours per week, to put food on the table and pay the effing tax bill. |
| 149 | Holloways Beach | QLD | I can request certain days I want to work. However I have to work 24/7 and can't choose not to work certain shifts. This makes family life and relaxation very hard. |
| 359 | Ingham | QLD | Where I work I have to do 3 eight hour sleep-over shifts a fortnight we never get 8 hours sleep and then we have to work a 10 hour shift before and after the sleep-over shift, the allowance we get paid for this sleep-over shift is a lousy \$52. |
| 247 | Kalynda Chase | QLD | Again in the section I work in, it depends who you are as to whether or not you can work family friendly hours. We are not allowed to do paid overtime, we have to claim time-in-lieu and then fight to get the time off at a later date. |
| 27 | Kawana | QLD | No say. |
| 410 | Kelso | QLD | Company employment policy is currently that overtime is a must to be considered for employment. The times of overtime available are at the discretion of the employer and is not compulsory despite having the clause in the terms of employment. Employment and payment conditions are based on the ancient process whereby it was difficult for time keepers to work out wagers payments so a penalty of 30 minutes was imposed on workers being 5 minutes late, clocking off 3 minutes early unpaid overtime is still be employed by these outdated accounting policies as all wages are paid by the minute calculated by a computer process. As a result unpaid overtime is a valuable but illegal income resource for the company. Casual workers by definition are casual have to be notified of the next work period prior to end of shift but this condition is not being adhered to by labour hire companies, so shift times notifications are short and mostly not being met by casual workers. There is a legal requirement for breaks between shifts but many companies override this requirement and include the travel time in the break time (Mining companies are the most involved in this practice where a shift ends but the time taken by the workers travelling to accommodation cuts into the actual break time allowed.) |

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|-------------|-----------------|--------------|--|
| 418 | Kelso | QLD | Under the DECA I am able to have a good work/life balance. This is certainly a balance I would like to keep due to our family responsibilities. All flex time is agreed between myself and my supervisor and mostly the time off is able to be accommodated. |
| 262 | Keperra | QLD | As I am a casual worker, I take whatever shifts I can. I have worked for my employer for two years and have developed a relationship with my supervisors that enables me to approach them and negotiate hours that are suitable. I accept the need to compromise and I mostly get what I want. I usually receive about two weeks' notice of shifts. I usually accept shifts because I have no guarantee that I will always get the number of hours that I want in following weeks. |
| 299 | Kirwan | QLD | To be fair, I am able to work the times I want inside the standard day. However I have so much work, I find myself increasing having to work longer days and through lunch hours. I am not one of these people who can say bugger it and just not reply or complete tasks. I like to see things out in a suitable time frame. This is probably why I can't really believe the 'Productivity' offer being given. I not sure if I am able to do more work a day, when I get home, most days I am mentally exhausted. |
| 394 | Leichhardt | QLD | I work an 80 fortnight, on a rotating roster. I have a great 12hr flexible roster. It gives me a decent break between shifts and believe me in my role you need the time away. With that I can recuperate, spend time with my family and prepare myself to perform at my best for my role. |
| 200 | Malanda | QLD | We have very little say in when we work. Although as a reliable worker they do allow me to take time off if the kids are sick or need me but if it happens too often the hours drop off again and you have to prove to them your reliability again. So anyone whose kids get sick too often soon gets very little work. |
| 215 | Maryborough | QLD | There is a bit of give and take at my workplace as long as I fulfil my responsibilities. Many of my colleges, including myself, do much unpaid work because of their value of duty of care to their students. This happens after hours at work, at night, on many weekends and even on holidays. |
| 169 | Mcdowall | QLD | I work from morning til 10.30 at night with breaks in the middle and work when I am told with no choice. |
| 373 | Mcdowall | QLD | Very little say, New management as this antiquated idea that all nurses wish to work full-time. Rosters are often a shambles, too many shifts are filled by casual or agency nurses. The workload almost doubles for the regular staff like myself as we pick up what is ignored by the casual or agency staff. I try to support the younger nurses but at my age I am getting tired of heavy workloads, unsupportive management and too many casual workers. |
| 21 | Moranbah | QLD | I have little say how many hours I work. I work whatever is available. Some weeks this is little as 6 hours per week, other weeks I manage 40 hours. |
| 218 | Mt Gravatt East | QLD | she does plenty of unpaid overtime because she is full time she is the one expected to stay back and get the practice ready for the next day so yes she is quite often left on her own to finish up. |

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|-------------|-------------------|--------------|---|
| 189 | Mudgeeraba | QLD | Each week i do over time because in the childcare industry a finishing time is just a guide to when your shift will end. The company only pays 37.5 hours anything over is taken as time in lieu. The time in lieu must be taken within two weeks or you lose it. I always have time in leiu hours which are lost as there is never time to take them. It's just tough luck. If casual you can be expecting to be working a full day but sent home after 2 hours. If this happens a couple of times per week or no shifts at all how do you survive on no income. My husband has been classed as casual worker even though he had worked for the same company for same company full time for over 12 months. That company has every one on casual except management. |
| 234 | Oakenden | QLD | The hours of work are usually negotiated within the EBA process. Rosters are also negotiated through the same process. Employees really only get a say on these matters when the EBA is negotiated, usually every 3 years. For those on Individual Contracts I would imagine that these issues are reviewed every year upon your performance review. Most workers would be on a Yearly Salary and therefore do not get paid overtime. I have in the past had meetings with management about working Unpaid Overtime and always told it is part of your Salary Package. |
| 58 | Oxley | QLD | I am absolutely unable to strike a decent work-life balance - I have tried and tried to do so, but cannot get through 2 people's jobs (and do this well) in a standard working week. I regularly perform a great deal of unpaid overtime, and this isn't even recorded on my timesheets because I fear I will be reprimanded or fired for doing so, even though it is a well known fact that I do this overtime. I just want to get my work done - I take pride in my work and I want to perform to the best of my abilities. I don't want dissatisfied clients or managers. I therefore struggle to maintain a decent family and home life balance as I work so much overtime and I don't have time to exercise, see friends, pursue hobbies, etc. when working excessive hours. I am also not physically capable of keeping up this level of overtime for extended periods due to health reasons and burn out. This has happened to me multiple times over the years and it has caused major issues in my jobs. But I've had no choice but to work the overtime and burn out in order to support myself and keep these jobs and in my experience there aren't too many jobs out there where management doesn't give workers excessive workloads that are almost unmanageable. |
| 268 | Portsmith | QLD | My line manager is very understanding and flexible and tries to assist with work life balance |
| 292 | Redland Bay | QLD | No there is no fair balance for family time with doing shiftwork. Sometimes you have to do extra shifts just to pay unexpected or household repairs. |
| 405 | Redland Bay | QLD | Currently I have worked out a work life balance by working later hours. I have to plan 2 months ahead as the hours are locked. I don't find this to be a problem. |
| 441 | Rochedale South | QLD | My grandson works to a roster which on paper is quite fair. In reality, it is impossible to follow because insufficient staff are employed to do the work. Long working hours affect all aspects of the family and set up a resentment against the employer which is counter productive. |
| 330 | Sadliers Crossing | QLD | I was able to negotiate part-time work when my father was elderly and needing more support. Other teachers have much more difficulty negotiating part-time work because it makes timetabling more complicated. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 389 | Sandgate | QLD | When working, none. Now, none. I supposedly had flex time as a tax office employee, but I was pretty low on the totem pole so didn't get treated fairly. |
| 103 | Springwood | QLD | As a contractor / temp, I am paid for the hours I work. However, whenever I have worked in permanent roles, I have often worked many additional hours for no extra pay. Bosses will often come out to me at home time with work that must be done and sent out today, and I then do the work whilst they go home. |
| 263 | Stafford | QLD | I am of Casual employment and I get paid per hour. The most I've done in a week is 24 hrs and I average around 19 hrs a week. Without penalty rates I would seriously be better off in the unemployment line |
| 163 | Stretton | QLD | In the building industry, unpaid overtime is unfortunately and sadly something that occurs on a weekly basis. Because there were job shortages and scarcity of work, there was an expectation to take on more and more work load in order to keep business afloat. When deadlines approach the hours can be taxing, which makes me want to advocate for an increased minimum wage as it a high pressure industry, which as a result makes you have to spend more money and time on stress relief and health related activities to alleviate and balance this. Family friendly hours and flexibility in working hours could definitely be better received in the private sector of architecture - it's something I feel that would be exceptionally well received if it were offered by employers. It would also boost productivity immensely! It's something that I know improves my productivity astronomically; when I am offered some freedom and flexibility in hours and the way I work. |
| 76 | Sunnybank Hills | QLD | I value my family time however because of my wage and my study I'm required to work on the weekends. This has meant that for over a year I miss out on essentially all the activities I used to do on the weekends plus can't meet with friends. I also work at nights which means that I sleep in quite late the next day. |
| 351 | Sunshine Beach | QLD | When I was a head or executive chef I literally worked 100 hours a week mostly starting at 7.30 am and working through till 8.00 pm if not later if I got 2 days off in a row in the middle of the week I thought I was lucky, my mobile phone was on all the time it was common place for staff to call in sick in the early hours of the morning or late at night. When I was casual usually if the roster was a week ahead you were lucky. |
| 400 | Tewantin | QLD | Rarely do I strike a fair balance between work and family life. Those that are familiar with the working hours of Education personnel know that more often than not that work does not cease at the end of a school day. |
| 156 | Tin Can Bay | QLD | In construction you know the hours required to work and have to accept this or you don't get a job. |
| 417 | Townsville | QLD | I am lucky as I do not have small children so I am more flexible. But for the other nurses I work with I don't know how they do it |
| 252 | Urangan | QLD | No Holidays at all....I have had "one" holiday with family in 15 years and that was a 4x4 trip with all my grown up children to Fraser Island, which is a 15 kilometre drive from home.....Only because the kids paid their own way. |

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|-------------|-------------------|--------------|---|
| 88 | Wakerley | QLD | The hours of pay remain the same however the fast paced changes to life style of technology has resulted in increase work loads and an expectation of you should be able to cope because we just spent a million dollars on a systems upgrade and the \$6000000 consultant to tell you that you can do better for the share holder. |
| 348 | Warwick | QLD | I am a permanent and I do get a 38hrs per week. However the casual can get anything from 4 to 25 hrs per week, there is no notice of shifts for the week and the company have no consideration for start times (a work could start a 4am one day and then 10am the next day). |
| 256 | Withcott | QLD | Issues I take into account when accepting a shift is if it is fair to other colleagues as sometimes you have to swap to try and help people as you may need that in return sometime, especially when shifts have to be covered. This can depend on the person in the charge position if they are fair and equitable. |
| 248 | Wolvi | QLD | Never refuse a shift - need the money. Work like slaves - 40+ hours a week over days & evenings - to receive the same wage I was getting when I was 21! My son earns more money than I do! |
| 357 | Wyreema | QLD | I normally work about 38 hours per week and normally don't get too much say on the roster that I have to work. |
| 361 | Yeerongpilly | QLD | Healthcare workers, police, prison employees, and emergency service workers are disproportionately disadvantaged by the toll that shift work takes on them. Unpaid overtime is rampant. Meal breaks in some areas are non-existent. Those who wish to work part-time are often pressured by management into working on their days off to fill deficient rosters and cover sick leave. Short notice of these shifts can create havoc with childcare arrangements. Many informal childcare networks (e.g. grandparents and other family members) become overstretched. |
| 242 | Encounter Bay | SA | Within both industries in which my sons work there is no negotiation of work hours. |
| 49 | Enfield | SA | I work long hours Monday to Friday but rarely work weekends so I have time for the family then. |
| 38 | Hawthorn | SA | Our work hours have increased 3 times in the past 2 agreements. It's ongoing and eats into work life balance. It used to be that work life balance and flex leave were true allowances for staff. Now they are little more than Orwellian words designed to give the impression of flexibility whilst allowing none. I have to roster my daily hours 3 months in advance, my days off 3 months in advance and my holidays 3 months in advance. If I have a roster and my niece is born not on my day off, I can't go be there. The flexibility that is meant to be in place is not and it yields stifling quality of work and productivity. |
| 315 | Huntfield Heights | SA | I have a set amount of hours per week & in a lucky position to do another workers shift so he can be with his family detrimental to his finances. |
| 414 | Macclesfield | SA | I am lucky to have my rostered shifts, but many of my colleagues who are casual either don't get many shifts allocated or have them cancelled 3-4 before they are due to start. |
| 273 | Modbury Heights | SA | Working 6 days on, 3 days off, most break time is spent adjusting to the fatigue of night shift. When others get a weekend off, I cannot guarantee I will be free at the same time. Being on a fixed salary, all overtime is effectively unpaid. |

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| 209 | Morphett Vale | SA | It's hard to tell how much I get paid as it changes. From one fortnight \$1400 to another fortnight \$1800 but I am working long hours for this. I see more of my work colleagues than I see my family. I am always too tired to do anything with my family. If I ever get offered an extra shift I usually turn it down because I want to spend time with my family and when I do turn it down, I may not get asked again for a month or 2 as I am classified as unreliable. |
| 166 | Newton | SA | The problem is that travel is a part of my work and no one wants to countenance this. Nor do they want to compensate us for expenses. The demands upon us only increase - they want us to pay for parking at hospitals, we are sent to jobs, booked for 2 hours by hospitals with full car-parks and where street parking is limited to two hours. In the end, we need time to get to and from the car and we are expected to pay the fines. There is no other parking. When this happens, I end up out of pocket and not paid at all for my services. We are itinerant workers. Our hours are haphazard and we don't really get paid by the hour. We bear all our expenses. I work long hours, but not always every day and clear, after expenses, about \$20,000. I don't pay tax. |
| 30 | Oakden | SA | Shift workers deserve higher wages due to the terrible impost upon the lives of their families of those hours. |
| 254 | Parkside | SA | I work a rotating fixed roster. If I need a day off, I have to request it. Depending upon the needs of the organisation as to whether you succeed. Casuals employed so I don't work overtime. |
| 449 | Port Pirie | SA | I work 4 days a week so can find a good balance between work and home life. Luckily my position does not require too much work outside normal hours but I know of many classroom teachers who spend hours and hours outside of school time doing work. |
| 83 | Sailsbury Park | SA | Sore point, part time workers and casuals are exploited heavily. IE many people are given hours that do not reflect the true hours to do the job, but overtime does not start until you have worked fulltime hours. Again as we don't have a real say in the content of the EBA we can't get this changed. |
| 267 | West Richmond | SA | I regularly work up to 50 hours a week. I usually prepare and mark work at home as being a teacher / counsellor I get very little uninterrupted time at work to do these things. I regularly work from 8.30am to 5.30pm at school and then work several evenings at home. I often hear students complaining about the hours they work and that they are called in at short notice. Some students are working very long hours and for financial reasons feel they have to work as much as possible, despite the negative effects this has on their studies and long term employment prospects. As they get older their hours are often reduced so that the retail / fast food businesses can employ younger, cheaper staff. |
| 324 | Crabtree | TAS | I only get paid for 8 hours if I'm in the middle of doing personal care (e.g. showering) with someone and my shift finishes and I choose to finish because I can't leave a resident naked sitting in a bathroom then that's my choice and they don't have to pay me overtime. On the other hand if the showering was deemed necessary at that time and I didn't do it I get hauled over the coals for duty of care. In all aged care facilities you have service workers (cleaners, laundry and kitchen staff) who come in up to an hour earlier so than can get all their work done. If they don't get the work done they get into trouble. As management says it's their choice to come in early. |

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|-------------|-----------------|--------------|---|
| 107 | Goodwood | TAS | I have worked for this company for 27 years and by god they owe me heaps as far as unpaid overtime and no breaks. I start work at 9am which is half hr early and run all day no breaks I'm to knock off at 5.30pm but rarely get away till 5.45 pm or later. |
| 362 | Kingston | TAS | Unpaid overtime occurs frequently in the nursing profession. It might be only 15-20 mins per shift but this certainly adds up for all the times it happens & no. of nurses doing this. It is a 'chore' to fill out additional paperwork and get this approved for O/T so mostly it is don for free. |
| 312 | Launceston | TAS | Working hours should be kept at the forty hours a week maximum without penalties etc, unless being forced to work weekends when family time is a consideration. All people have the right to be able to secure adequate employment/work hours for maintaining their survival and to keep their already accrued living costs under control. Employers or governments should not be producing circumstances which cause people to leave their homes and to sacrifice essential living requirements. Shifts should be done with the needs of the employee being first consideration. Shifts shouldn't be governed by the need to eliminate workers entitlements and rights. We live in a time where the rights of the individual/employee in the workplace should be a matter of respect and decency. We all need to live and more importantly our children have the right to be raised in appropriate circumstances, rather than poverty. |
| 258 | Pelverata | TAS | I could have more hours if my body could take it. |
| 311 | | TAS | Employer is open to arrangements for work-life balance allowing reduced hours and flex to meet family and other responsibilities. All overtime is paid but avoided where necessary to avoid unnecessary further expenditures. |
| 179 | Primrose Sands | TAS | As a full time employee I have to work a set number of hours , I can accrue flex leave but it is hard trying to get a day off when you want one. |
| 132 | Trevallyn | TAS | My hours are set and that's OK although I do lots of unpaid overtime. I do not finish the bulk of my shifts until 10.30pm. We are effectively supposed to ring our managers up and get the OK to work and then permitted to claim for it. This is so impractical and not pleasant to call someone at that time of night...so I often don't unless there is another more urgent reason to do so. |
| 42 | Warrane | TAS | I have limited say in my working hours, the flexibility that was there in my previous department is now gone |
| 102 | | VIC | It is fairly limited but I have a reasonable relationship with management so I get looked after. |
| 232 | Albert Park | VIC | I don't work overtime, some of my colleagues do 1 to 2 hours extra daily as they cannot complete their task (One stating that they do it by respect for the client) Bank loves it. |
| 316 | Ararat | VIC | I have worked full time for years, and during vintage often 7 days a week, my kids hated it, I was always tired and missed out on the family events on the weekends. My life gets put on hold during vintage (harvest) but it's part of my job so I have no choice. I also used to work afternoon shift which is very family unfriendly, and I hated it - so did my kids. |

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| 304 | Bairnsdale | VIC | My immediate manager is excellent at allowing me flexibility in my hours however this is not within the acceptable standards of the organisation. We are careful in how we manage this so that we don't alert HR to the flexibility in which we work. We are not diddling the employer of our time, in fact we often put in additional hours, after hours and weekends when necessary and do not get paid for it. We just feel that if we followed the organisational policies they are more geared to managements satisfaction that employee satisfaction. |
| 56 | Ballarat | VIC | I am paid only 35 hours per week I work at least 10 hours a day and often longer. Which amounts to a minimum of 15 hours unpaid overtime each week. If I were able to claim payment for this overtime it would make a significant difference to my weekly income. I often work through my lunch hours. |
| 59 | Balwyn North | VIC | I currently have over 150 hours of unpaid work in my 'book' and I know that I will not be able to use them this year. I generally work 9 to 10 hors a day at the office and about an additional 5 hours a week remotely from home. |
| 208 | Bayswater North | VIC | In theory, the EBA we have gives us the right to negotiate a "mutually beneficial" work contract. The bank of hours we use permits our employer to NOT pay overtime penalty rates when they decide to increase our weekly schedule, because we get paid the same amount of money when our employer decides to cut our weekly schedule. As long as we work the annually contracted number of hours, all is fine. In theory, any surplus number of hours is paid out to us, any deficit is taken off. We are given an opportunity to adjust our work hours bank, but ultimately, we have no input or right to determine our work hours. When I had my heart attack a few years ago, I was slotted in for "high priority" open heart surgery. My bank of hours was over what my contracted hours should have been, and I asked if I could either get paid out those hours, or carry them over to the next financial year, in order to supplement my income as I recovered from the open heart surgery when it occurred. Despite my vocal protestations, I was compelled to take a week off to cut my bank of hours, and a week later, I was in the Alfred undergoing surgery. Four months later I returned to work, having exhausted my four weeks holiday pay and another two weeks of sick pay. Income protection insurance didn't kick in because the period wasn't long enough after I stopped receiving an income, but the \$900 federal sickness benefit at least paid my rent. |
| 20 | Box Hill North | VIC | If we were employed adequately for the needs of services, and part time shifts of 32 hours per week and no overtime would create job satisfaction and loyalty to employers. People should not have to do extra shifts if staff are employed adequately. |
| 170 | Box Hill North | VIC | I have flexible of hours around my family commitments because I have negotiated to work my 30 hours over 5 days - and am able to vary when I work those hours each week. I do have a work mobile phone and respond to queries out of hours. My husband works casually and sometime gets a days notice of work but sometime is rung to come in straight away and we have to make on the fly arrangements for caring for the kids |
| 291 | Box Hill South | VIC | I have worked seven jobs at one time. I know how to work hard and seven days a week if needed. My biggest issue is how unfair some situations can get. I just did after school care work where the people working an hour less than me were getting the same amount of pay because there is a minimum three hour pay condition. Even though I had a very large amount of qualifications-more than management. |

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|-------------|-----------------|--------------|--|
| 63 | Braybrook | VIC | A lot of problem, but no right. |
| 284 | Brunswick | VIC | For the last two decades of my career in the financial services area, I was told to do my job and that I was assessed by what I got done, not how many hours I worked. I took work home, to have more time with family. I worked back late to get things finished (I took pride in my work and accomplishments). My hours were about 36 a week, but I was there more than 40 (plus the at home work or reading on public transport). |
| 286 | Brunswick West | VIC | The hours worked by teachers are very long and very hard and consist of a lot of unpaid overtime. The nature of some subjects compared to others means that because of the type of assessment for subjects such as English that consist of a lot of essay writing, there is not an equitable distribution of work across the school. It is just accepted that English teachers have to work longer hours assessing student work. |
| 110 | Burwood | VIC | Not set in terms of hours of work, many unpaid hours expected. |
| 192 | Camberwell | VIC | This will always be a problem. The fringes of the employment sector are always going to be more problematical for both business and employees. It is just the way it is and will always be. Australia generally is reasonable in this area, examples of the unscrupulous will be easy to find on both sides. |
| 338 | Carnegie | VIC | The balance of family friendly hours is generally a fair arrangement at the moment from the time perspective but not from the income perspective. Unpaid overtime is not excessive. |
| 148 | Castlemaine | VIC | I work a combination of weekdays and weekends. I work every Saturday morning and every second Sunday afternoon. I also work a sleepover shift every second Thursday evening, for which I only get paid an allowance (not an hourly rate) between the hours of 10pm and 7am, and I work till 7pm every Tuesday. I regularly perform unpaid overtime on a Sunday afternoon as the client I work with on this day is too demanding for me to get my paperwork done during my shift. On average I would work 20-30 mins over my 4 hour shift. None of the shifts I work are family friendly, but I feel I can strike a balance between this and family as I am usually home for 3 days during the week so I can get housework done and prepare a nice meal for my family on these days. Also, my children are older now, and more independent. I would not have been comfortable working these hours when my children were younger. As a casual worker, I have a regular base roster, which I receive 2 weeks in advance. I then get offered extra shifts as part of a group text message which can vary from a few hours notice to a week's notice. The issues I take into account in accepting these shifts are: how much else is going on, what are my children/family up to, how tired am I going to be, how much do I need the money, is it a penalty rate shift, how hard is it going to be for my boss to fill this shift? etc. |
| 28 | Cheltenham | VIC | I can't complain in this area ok |
| 245 | Clifton Springs | VIC | I did not have a choice about the hours that were offered to me when I accepted this position. In my previous position, my hours were cut from full time to 0.5 EFT without consulting me or including me in this decision. |
| 327 | Coburg | VIC | I am at the mercy of a casual job, and don't have any say in how many hours I work. I only have right of refusal - and if I did refuse too many shifts I would get offered less - not that I refuse any! |

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|-------------|-----------------|--------------|--|
| 101 | Coburg North | VIC | I am on a rotating roster with casuals not promised any more than 10-20 hours work a week, I currently try to get at least 20-30 hours to get us over the line with our weekly costs. My partner can get paid sporadically so it is good for me to have an income coming in. I get paid fortnightly so we still have to budget. My shifts are sent out on a roster 6 weeks in advance but if I don't get enough I have to put my name down as available so could be called in at an hours' notice, which is not a fantastic way to live with young children needing pick up and drop offs. I can only do the shifts if the children's needs can be met first, ie my partner can take the load. |
| 386 | Coolaroo | VIC | Without getting a second job, particularly one that would fit in with my existing work hours and the needs of my family, it is as previously stated somewhat difficult to earn sufficient income to meet needs. My current wage does not match the breath and amount of work I do. I currently on a regular basis perform unpaid additional hours, I do so to meet the requirements of my role and ensure I'm delivering quality in my workplace, this is only sustainable to point, if I was correctly remunerated for me I would be happy with increasing productivity. |
| 62 | Croydon | VIC | No say. |
| 128 | Elwood | VIC | My hours apart from working the weekend are family friendly. I am required to do unpaid overtime, sometimes. |
| 246 | Elwood | VIC | Very little. As a VCE English teacher, there are very few lull periods in the term when I am not expected to be correcting drafts and meeting with students in my own time. I work many hours overtime every week of the school year, and my holidays are often given over to camps and Year 12s' feedback/marking. |
| 251 | Elwood | VIC | I usually do around 10 unpaid hours of work each week. I need to do this for my job. Some people at my work have negotiated part-time arrangements. |
| 221 | Fairfield | VIC | I have asked for 48/52 or to reduce my time fraction to .9 in order to better accommodate my work-related study (which I do not get time in lieu for) and been denied. I do not have a flexible working environment. I used to work as a casual teacher. I usually had less than an hour's notice of shifts and was afraid to turn one down because I knew that doing so would give me a black mark against my name in the agency's books. I accepted that I would pay the \$40/day booking fee because I needed the work. |
| 77 | Ferntree Gully | VIC | We do rotating shift at our job. If I work avo shift the wage is not bad, but with school on weekends I see my family after 5pm Saturday and Sunday then I won't see them again until the following weekend. If I do day shift Monday to Friday I can't live off the wage without doing a Saturday shift. For a casual to get a shift the agency sends a group text too about 10-20 workers and it is a first in best dressed process. If you are not quick enough to respond, you miss the shift. |
| 105 | Footscray | VIC | I get not much say. |
| 158 | Frankston North | VIC | I was lucky enough to get hours that suit my life style, mainly during the day. I do some unpaid overtime but this is by my choice as I can't just leave part way through doing certain jobs. |

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|-------------|-----------------|--------------|---|
| 216 | Frankston South | VIC | Teachers work absurd hours; of this there can be no doubt! As a senior teacher, I mark continually and have work to do almost every evening (other than Saturday). Coupled with my Senior School Leader role, I typically arrive at school at 7.20am and leave around 5.30-6pm. After dinner, I undertake another 1.5 hours of work. At the weekends, this often extends to 5-7 hours! |
| 217 | Frankston South | VIC | I do have some say in when I can work, but that's only if there is a shift available and if it suits my qualifications. Quite often I work unpaid overtime. Working casual you are notified on the day of your shift it may only be 2-4 hours' notice. |
| 114 | Gladstone Park | VIC | I work 42 hours a week, my hours all over the place, starting early in the morning and finishing late at night Monday to Sunday, no family life. |
| 94 | Glen Iris | VIC | When accepting or refusing a shift on short notice I take into account the potential passive aggressiveness of my employer and acknowledge my future shifts will be reduced if I'm not available 24/7 regardless of my family and study commitments. |
| 93 | Gowanbrae | VIC | Currently undergoing EBA negotiations and once again the company is out to get the worker, because god only knows a BILLION DOLLARS PROFIT isn't enough!!! |
| 334 | Great Western | VIC | With a good working relationship comes flexibility so I have been very lucky in that I have always been able to achieve a good balance with a bit of give and take |
| 133 | Greensborough | VIC | No say you know you will get 38 hrs but that's all you can count on. |
| 438 | Grovedale | VIC | I am now choosing to work the hours I am paid for and very little more. For years I worked 2 or 3 hours a day longer because of my loyalty and belief in the work we do. I still work longer than the 7.6 hours required if something needs to be done. |
| 269 | Heidelberg West | VIC | I have no say over my hours. I either agree to work the specified hours or I don't work. I can be let go with no notice whatsoever. I can't turn down shifts as I need the money and I don't want to be let go. |
| 140 | Ivanhoe | VIC | I have no complaints about the hours I work, which are reasonable. There is not much honesty however, just implied unpaid overtime for people at my level or above. I would really just like things to be honestly stated instead of veiled references to working conditions that avoid saying what is really expected. The uncertainty is stressful and I think tends to give the impression that if you don't work extraordinary hours that you won't get on. This can create a bit of a fearful environment. |
| 35 | Langwarrin | VIC | I have no say over the hours I work. That is decided in union negotiations. We get a salary and no overtime. |
| 117 | Leopold | VIC | I believe in give and take when you are dealing with a good company. I wouldn't go out of my way for some. I normally get a couple of days' notice for casual work. Enough to plan children around etc. otherwise I have to let it go. |
| 44 | Lovely Banks | VIC | None. Work what you are told to, or don't work. They will get someone else. |

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|-------------|-----------------|--------------|---|
| 81 | Lynbrook | VIC | There isn't a lot of say on selecting family friendly work hours. As a shift worker I understood the requirements, sacrifice was unavoidable, working unsocial hours, missing children's special events, turning down invitations to family events and gatherings was often unavoidable and was part of the shift workers routine. That is where penalty rates tend to compensate the worker. Overtime is a little different due to the fact that you could reasonably refuse on special occasions. Working as a casual is even worse now than years ago as labour agencies now have the advantage of mobile phones and will now call a worker on instant notice when required. I know many casual workers who would be pleased to know at the end of their shift if they are required the following day but are now phoned at 6am to report for work at 8am. I believe this has a detrimental effect on an individual's well being as they must sit in wait for work that may or may not come. This is even made worse when the person is a mother who needs to make arrangements for childminding at short notice. A regular spot at the childcare centre is not an option as fees need to be paid whether the child is dropped off or not. |
| 67 | Maddingley | VIC | To raise a family properly, and full time job is required, not casual, permanent part time or 30+ hrs, a full time job! |
| 68 | Melbourne | VIC | In my past role I had issues with my work life balance and even when I was not at work I was anxious and checking my emails, as stated above if we left on to e and did not work back regularly it was noticed and discussed why, making us all feel that it was required to keep our roles. Now that I am my own boss I am much happier. |
| 309 | Melton West | VIC | I Work on average 45 hours per week. |
| 226 | Mernda | VIC | Since I have moved to a part-time roster, I work the same hours all the time. Although not everyone has that luxury. Others are bounced around quite a lot as far as hours and days worked. Most others have to wait for the roster to come out to know what shifts they will be working. They have tried to shift my Sunday shift to Saturday a few times but I told them that I did not agree to that and they can't just arbitrarily switch me when they felt like it. No problem since. |
| 426 | Moe | VIC | I would much prefer to work part time but am unable to due to the reduced wages I would receive. I perform a lot of unpaid overtime due to the high workload I currently carry. |
| 393 | Montrose | VIC | In Australia today people work a lot of unpaid overtime, which is very unfair to family life. If you work in an Office you either come in early or work 1 or 2 hrs back. On top of that you often have an hr or more travelling time each way. This means people leave about 7AM and come home between 6-7 PM. That is nearly a 12 hrs day without any overtime pay and they can hardly say NO, before being replaced. |
| 306 | Moonee Ponds | VIC | Not enough warning if you are not going to get a shift, turning up prepared to work a shift that you were assured you would get the previous day, then being told "we don't need you this shift, come back tomorrow" |
| 207 | Mordialloc | VIC | Family friendly hours are a mirage. The words sound nice, but employers still expect you to stay until the work is done- family commitments or not. I am on an annualised salary so do not get paid overtime. I do unpaid overtime hours most weeks. |
| 399 | Mount Evelyn | VIC | I am fortunate at this time to work Monday to Friday 8.30 to 5, but under NDIS this might change. |

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|-------------|-----------------|--------------|---|
| 71 | Murrumbeena | VIC | I get no say over hours of work. The answer is always business needs. I have been seeking a contract on full time hours for a number of years and this has not happened. We have a number of casuals who would like part time or full time hours and they have no control over these. The business always has the upper hand |
| 74 | Newport | VIC | In my casual situation, I do not know when or if I will be offered further paid work. I get the sense that if you decline work you will be left off being offered further work. Furthermore the shifts offered are not substantial and it leaves you to take what you can get. This includes back to back shifts e.g. morning short shift and go home and come back for short afternoon to evening shift several days in a row. This is also all over Melbourne and can take up to 1.5 hours to get home than then go out again to another job destination and then take 1.5 hours to get home again. |
| 355 | Northcote | VIC | I am able to work flexible hours, and time worked outside standard office hours can be offset by personal time between 9 and 5. I am not micro-managed in this, and the arrangement works well - it needs to, because I am standardly on-call and needing to respond to phone calls and emails till late most evenings. This provision was won through union action, and was not an easy gift from management. |
| 440 | Pakenham | VIC | Our rosters gets change without notice. I've turn up to work in the morning, only to find I've been moved to an afternoon. People with young children often have problems with day care for the kids. Sometimes their shifts get changed. When they say I have no child care that day the answer is well you better find some. If I am doing an education session at work all the preparation time is done without pay. There is never time within a shift to put together a presentation or to research a topic. If you stay back 30minutes due to a busy shift it is not paid. To get a car park on the afternoon shift you have to get to work about 45 minutes earlier. Other wise it'll take about 15-20 minutes to find a park and get a permit so you aren't fined or towed, and by that time you are late for your shift and get told off for not being on time even though you were on hospital grounds before your shift started. And parking fees are taken out of your pay even if you don't get a park in the staff car park. |
| 223 | Preston | VIC | Little say on hours of work/shift times. Always pressure from work to be flexible, but it's not reciprocated. Depending on the part of our roster if we can socialise with friends and family or have together time. We try to plan occasions on evenings or weekend time off, but mngt are also trying to change these shifts in the days leading up to these shifts which is frustrating and unacceptable often due to their actions for eg forcing people to take annual leave when they don't wish to at a time when 2 or 3 people in our area are also on scheduled leave or its a busy time therefore there is a shortfall of cover. I try to accommodate shift changes but if I have organised something with friends or a loved one 4 months ago I must refuse. I will often help out by changing my days off to work penalty shifts if asked to for the money but that is time with my partner I must forego to earn those extra \$\$s so there is usually a trade off. I get home late so he is asleep, and he leaves to work early so it can be 6 days before we are in each other's space and conscious again and try to have quality time. I'm just trying to earn a reasonable wage and pay my mortgage, maybe a holiday each year. My GM's annual performance bonus on top of his normal wage is over 10x plus my annual salary. So do I think I'm being overpaid for working unsociable hours and sacrificing normal quality home life - absolutely not!! |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|---|
| 32 | Seaford | VIC | We are told by local govt (who run Family Day Care) that we should be doing paperwork after hours because we are contractors, that is expected of us. |
| 52 | Seaford | VIC | I officially work four days a week so as to be able to spend some time with my family. I have three children under 6. However, I work nearly every weekend and many evenings, and more often than not at least some time on the one day a week that I am supposed to have off. I went to 4 days a week simply because I found the demands of my work were too much for me to manage on an on-going basis, so I effectively took a salary cut of 20% to try and make things more manageable. I still think I struggle to balance work and family life. |
| 303 | Seaford | VIC | None |
| 2 | Seddon | VIC | As many hours as it takes to do the job. 14 days straight at the start of this year. |
| 229 | Shelbourne | VIC | Because I work permanent part time I can choose the hours I work. I work set night shifts (the same nights every week) and I could work more shifts if I wanted to. Occasionally I get phone calls to ask if I can work an extra shift (with 3 - 4 hours' notice for night shift). I usually refuse these extra shifts because I've usually worked the night before and have had very little sleep. If I am asked days in advance that I may be able to accept an extra shift. |
| 302 | South Yarra | VIC | I get to work at 5:30 am and leave at 4 pm, plus take home work to do at least some time each week. I would say I do at least 15 hours extra per week. I also do some work in each set of holidays at least three days to a week. I cannot refuse a shift nor can most people on contract. |
| 29 | Sping Gully | VIC | At present I have access to hours which can be flexible when needed - however if the push to "policy" comes to fruition I fear this may change dramatically. |
| 51 | Springvale South | VIC | Need more of full time work |
| 119 | Sunbury | VIC | I have no say in the hours that I work. I have no consultation in the rosters and we are penalised if we undertake any training to benefit our employer and to meet our legal obligation to the courts we are penalised and have to do unpaid extra work called overs and understand. They state that we are removed from shift, do the training then return to shift so if I do any training I could have to work up to two full days at no pay to cover the shift penalty that I was paid. |
| 147 | Sunbury | VIC | My previous job was a fifo position it saw me work at least 182 hours per month. But with many fifo positions now demanding employees work at least 336 hours in a five week period in extreme environments I know I have nothing to complain about. I had heard that it was supposed to be 38 hours a week plus reasonable overtime. I guess working 67.2 hours a week as an aggregate for the five week fifo cycle mentioned above is reasonable I'm just not sure who considers it reasonable? |
| 235 | Tarneit | VIC | Is just enough but always afraid of losing it |
| 137 | Thornbury | VIC | At the hospital I undertake some overtime but it is minimal and occasionally if more is required we generally get paid for it. In the university sector I would work a few hours overtime each week but this work is more family friendly hours wise. |
| 331 | Upper Ferntree Gully | VIC | My hours of work allow me time for balance in my life. Mind you I have to work 50 hrs per week to make ends meet. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|------------------|--------------|---|
| 279 | Vermont | VIC | I often work a little more than paid but fortunately I am limited by personal commitments. Mostly I end up taking on most carer and household tasks due to my husband's long hours in the private sector. |
| 282 | Vermont South | VIC | I am required to be logged on ready to take phone calls at my start time. This requires me to actually arrive at work 30 minutes early (my own time) to login to all the systems and allow for computer upgrades and other IT issues. This 30 minutes is unpaid. If I login a few minutes late my roster is instantly updated to reflect this. Staying back however may take 24 hours or more to be updated. |
| 150 | Wantirna South | VIC | As it is, I often stay back to complete my work for which I am not compensated. Management feel staying back should be the norm and submitting a half hour stay back is looked upon and made to feel as though you are a traitor to the company. With my unsocial hours, already I do not have a fair work life balance to spend with family and friends. Company shift swaps are common and do not give us sufficient rest or commitment with family |
| 97 | Warneet | VIC | I get no say. I work what they say. |
| 31 | Warrenheip | VIC | I have always had a good working relationship with my Principals and have always been consulted regards Time fraction, days worked, etc. |
| 374 | Warsonia | VIC | Unpaid overtime has become the norm in order to complete required tasks with fewer employees in the workplace. Job demands are unrealistic in the restructured workplace! |
| 281 | Waurm Ponds | VIC | I have not seen any rosters, worked by family or friends, that are provide a work life balance, and I would believe the workers receiving penalties for those extra hours, are with employers and doing jobs not possible to have a work life balance anyway. |
| 10 | West Footscray | VIC | Our roster system is quite good as we get a reasonable say over which shift we take. |
| 123 | Whorouly | VIC | No not family friendly. I have to wait till dayshift comes around before it feels like a normal family. |
| 322 | Williams Landing | VIC | I don't get paid overtime, but often find myself working long hours to get my job done to my level of satisfaction. |
| 344 | Wodonga | VIC | by law I get 38 hours but the way Abbott is going I'll be lucky to get that. |
| 289 | Woodend | VIC | My hours of work are ok. But I could do more hours (and manage the household budget better) if I had proper access to working from home one or two days a week. |
| 350 | Yarraville | VIC | As a musician and director I often work family unfriendly hours. I can get by with this by being available in the afternoons, but getting paid appropriately for the imposition is very important for me. |
| 283 | Aubin Grove | WA | Doing night shift only is very convenient for me. It means I can spend time with the family during the day. The hours and days I work enables me to balance my family life well. |
| 82 | Bassendean | WA | My hours are what I applied for so no complaints, and I can work paid extra hours if I choose and with the freeze on employing new permanent staff there are many extra shifts |
| 224 | Bertram | WA | In hospitality there are no family friendly hours, the hours are set, accept the roster or don't go to work and be unemployed |

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|-------------|-----------------|--------------|---|
| 437 | Bibra Lake | WA | Shift work 7-3:30pm, 1pm - 9pm and 8pm to 8am (8 hour or 12 hour shift work) normal nursing hours of shift. It is expected to rotate between these shifts to make it even and equitable to all workers. |
| 345 | Bulgarra | WA | I work 5 weeks on 5 weeks off which means we are on call for 24 hours for 5 weeks, if I don't take a shift I might not get work for up to 3 months. |
| 240 | Floreat | WA | Having worked on the mines in WA for over ten years, I had to earn, my way up the pay scale and down the hours scale. My first shift was six weeks on, one week off (12 hrs a day, 13 day fortnights) on nearly minimum wage. When I finished up there a couple of years ago I was working week on week off on a decent tradesman wage. You do what you have to do to get by. |
| 349 | Forrestfield | WA | I have no balance between work and social or family responsibilities. I am required to work at least 48 hours per week and up to 84 hours per week. This creates an enormous physical strain and is debilitating emotionally. It leads to a completely isolated and alienated existence where I have limited contact with friends or family as often I'm required to work away. |
| 257 | Leschenault | WA | I do not really get any say in the hours I work - I can ask for more work. I do not work family friendly hours, I do not earn enough to get by without new start. I try to avoid 3 hour shifts and work 4 hour ones as often as I can get them as financially 3 hour ones do not really help much. |
| 155 | Maida Vale | WA | My work life balance is OK, but I don't know how long that will last. I am paid 7.5 hrs a day but most of the time I put in 8.0 hrs. That's 130 hrs a year for nothing! If I refuse, to work on a Saturday or Sunday for nothing, I get disciplined, if I refuse three times then its three strikes you're out! |
| 37 | Morley | WA | My wife work shift work at a hospital. Some shifts are harder to manage than others but if penalty rates remain in place some degree of harmony is kept. |
| 243 | Nannup | WA | As I am employed full-time, I get little say over the amount of hours I work. However, my workplace attempts to give everyone their requests on the roster each fortnight and so my shifts are somewhat flexible. We do sometimes stay back after a shift to assist, especially when there is a presentation in the emergency department or if we are expecting an ambulance to arrive. This is mostly as a support for the next shift and often we are not needed so we do not record this overtime on our roster. Even if we did, we would not be paid for it. This is because it was out choice to remain the workplace and we were not needed, therefore, we will not be paid for it. |
| 294 | Perth | WA | Very little indeed which is the main reason I resigned from my last employment as it directly interfered with my half-week caring responsibility and that was irreconcilable. My advice on this situation is simple. Organise a business around people and the business's interest, not only heavily around statistics and geography. |
| 182 | Rockingham | WA | I don't have any say over work hours. But if pay was cut I would tell the boss I'm not working. |
| 65 | Samson | WA | I get a very flexible arrangement around core hours to suit the business. Unpaid overtime does not occur although there are occasional situations which involve small amounts of time off in lieu of some overtime/afterhours assistance. |
| 446 | Scarborough | WA | Casual worker no time just do it fear of job security |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 23 | South Perth | WA | I do some unpaid overtime and used to do more, but I negotiate to take that as flexitime. This is not as common a system as you may expect - other schools in the same university do not permit flexitime at all, insisting on a 9-5 day, or refusing to allow people to job-share or be flexible. |
| 255 | South Perth | WA | I have no say in the hours that I work except that I have been given personal/carers leave in an emergency. |
| 450 | Spearwood | WA | I can't say for myself on this issue, but my wife works casual and can't refuse any work because this may all the work she may be offered. If she refuses she will not be offered it again. She has to go to work even when she sick because she can't afford not to work. |
| 127 | Sunset Beach | WA | I'm really lucky in that I currently have a good life/work balance. |
| 90 | Warnbro | WA | When I was working I was fly in fly out into the Pilbara region of W.A. doing a 4 week on 1 week of cycle, We would have every second Sunday off. We worked 84hours 1 week then 72 hours the following week. So in the 4 week cycle we would do 312 hours then fly home in our time (after finishing a day's work). I was one of the lucky ones in so much that all my kids are grown up. But the time spent at home was never sufficient in my ability to see my kids and grandkids as well as to wind down from the demands of work. |
| 118 | Warnbro | WA | As agency I can't be too picky with what I work. I mainly work nights because that is where the shifts are available. I am lucky that I get some notice but I am also on standby if shifts come up. I do not work family friendly hours, my sleep suffers as a result. |
| 225 | Waroona | WA | Work and family life is great now overtime is paid work if you like. The day before is the generally the time period we're given. Accepting shift depends on if I've seen the children enough. |
| 6 | Yangebup | WA | I do not perform any overtime. |
| 136 | Yangebup | WA | I am on a salary, and I perform quite a bit of unpaid overtime. My work/life balance is becoming more strained. |

Improving workplace relations

The question posed:

What key changes would you like to see to Australia's Workplace Relations system? And why?

For example, it could be maintaining penalty rates, improving the minimum wage, giving people more job security, or to make it easier for them to be represented by a union. Should the Productivity Commission recommend reducing any workplace rights? Is there anything else you want to tell the Productivity Commission?

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 278 | Ainslie | ACT | With the government's policies leading to unsustainable rises in house prices I fear for the younger generation unless they have financial support from family. Pay rises should automatically rise annually for Commonwealth Employees at the same rate as that of Commonwealth politicians who do not have to put in any improved productivity to support their pay rises. |
| 41 | Banks | ACT | Maintain penalty rates. Fairer hours for those who work part time and have no families. Stop discrimination of single people. Stop the fill in gaps around full time work. Improve minimum wage. |
| 293 | Banks | ACT | I believe employees should be able given more freedom to negotiate workplace conditions. Each employee's circumstances vary. |
| 305 | Calwell | ACT | Give us a break and tell whoever is responsible - "change for change sake" does not work. We have had enough of constantly reapplying for our jobs just so that senior leadership group can look back and say that "they were responsible for that change" even though if cannot be proved to have been of any REAL benefit to anyone. No one has ever said "that change didn't work" so they just move onto the next change. |
| 341 | Holder | ACT | The Commission should get the government to cut the red tape checks and balances are all well and good but there needs to be some balance to it and business has to function, changes need to be able to be made without filling out a seven page document to change the content of a single page form. Workers rights should not be compromised. Penalty rates need to be left alone not reduced. No standalone contracts for workers. All awards should be lifted to the same as details as the current enterprise agreement Investigations should be handled in a rapid, transparent, considerate manner without fear of recrimination from above. |
| 73 | Isabella Plains | ACT | Make it easier for people to be represented or accompanied at meetings. In healthcare demands are often dropped with short, unrealistic deadlines, without prior notice. Penalty rates need to be improved, as many workers are on low, unpredictable hours which means they find it difficult to manage their budget. |
| 335 | Monash | ACT | Any reduction in pay or job security will have a negative impact on workers lives. As a health professional I know that having a job has benefits beyond just pay and conditions. It has a great social and personal benefit that affects mental and physical health. The costs of losing a job, searching for another and having to be paid benefits are also beyond just pay and conditions loss. This is also for the government as well as each person. Loss of a person's expertise to the workforce will result in reduced quality in the services supplied to the government and to their clients. Paying people out in 'packages' or 'redundancies' is very expensive, more than the original wage. I feel making cuts is a very clumsy way of trying to saving money. It indicates a lack of understanding and vision and is not effective. |
| 188 | Nicholls | ACT | Get rid of Nepotism and useless leaders in Government Departments, promote people on their skills Not how much they suck up someone's backside. Stops screwing the lower paid workers in society, tax big business and churches then there will be plenty of revenue. Heads of Government need to get their priorities right - their ancestors (and mine) will be left to clean up their mess for generations otherwise. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------|--------------|---|
| 270 | Page | ACT | Claims to remove penalty hours have nothing to do with businesses being able to open on days that they currently don't. It is all about profitability. Workers don't choose the hours they work. Often, they are all that are available. There needs to be harsher penalties for employers that don't comply with their obligations, and there also needs to be a stronger umpire, as often the employer is the one with all the power. I think there needs to be a regular review of workplace rights, but there needs to be a constant realisation that workplace relations is about evening the playing field, not picking winners. |
| 95 | Spence | ACT | Maintaining penalty rates, improving the minimum wage, giving people more job security, should be key. It seems every week I hear of another job or type of work that is been done by computers, or machines. Gone are many checkout jobs, to self-service, gone are many admin jobs to computer programs. There is even robots to replace bricklayers these days. This is a problem because lower wages less jobs and a higher population means a working poor. Serfs or slaves is our children's future unless we protect our workplace rights and condition. The watering down of our hard won rights and conditions by our fathers and their fathers will only make this happen by making the rich richer. Class warfare is in the shadows. Don't bring it in to the light of everyday Australia. |
| 308 | | | I would like employer harassment and bullying stamped out particularly in the not for profit community service sector where it is rampant. Boards of Governance should only be allowed to be made up of qualified and suitably experienced individuals - I believe that these people should be vetted by a government agency and there should be systems to have Boards removed when their conduct is not appropriate. |
| 45 | Arararra Headland | NSW | Retain penalty rates, cut paid parental scheme. |
| 100 | Avoca | NSW | The big end of town seems to get so much Govt assistance while the workers who are those who actually do the work always seems to get the raw end of the deal. I would like to see a real dialogue about and between the parties and an arrival at a real solution that meets especially the needs of the workers as these are the people who are actually making the profits for the big end of town. Life is not just about profits. Profits flow when the workplace is happy and when all concerns are discussed in a respectful and genuine manner. |
| 413 | Balgowlah | NSW | I wish that my union could represent me more easily. The minimum wages needs a review to match the increase bills (health care, electricity, gas, phone...). The workplace commission should reinforce the workplace rights and maintain the penalty rates for shift workers. |
| 233 | Ballina | NSW | Maintain penalty rates, make employers more answerable for their decisions concerning employee welfare. |
| 104 | Barden Ridge | NSW | Reduction of any workplace rights would cause massive disruption to many Australians. The commission should be listening to workers rather than business, all business want to action is reduction after reduction and maximize profits to share holders |
| 287 | Bellingen | NSW | Reduced taxes on small to medium businesses. Increase minimum wage and penalty rates, job security. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 314 | Berry | NSW | This will require maintaining penalty rates in their CURRENT FORM and increasing job security. The PC needs to be aware that, at the coalface, employers already hold the vast bulk of power and rights. Reducing any workplace rights will only make things tougher for workers. There are no unreasonable rights in the current system - just ways of protecting the more vulnerable! |
| 354 | Blaxland | NSW | I would like to see better protections for workers of small business. |
| 106 | Bondi | NSW | I would like to see the government recognising the enormous contribution our poorly paid and funded teaching service make to society and paying teachers appropriately. I am so grateful that we have a union who will represent us and ensure we are heard to some extent. |
| 50 | Bossley Park | NSW | Maintaining penalty rates is paramount, job security too, treating people as human beings, working together to improve and raise productivity without having to resort to threats and intimidation. Giving a fair go. |
| 184 | Bowen Mountain | NSW | I personally would advocate that for anyone working outside the norm of 9-5 working hours, penalty rates must be maintained. If anything, the minimum wage should be lifted. Workers who don't need to worry about being able to support themselves do better work, and are able to contribute to the economy. Union representation is a fundamental right of every employee, as unions help to maintain workplace rights for all Australian workers. |
| 14 | Camden South | NSW | Whatever the PC does, it MUST build the strength of unions - they have achieved more for working people than any employer and any government. Any changes that give more power to employers or governments will negatively impact workers, and that is not acceptable. |
| 98 | Campsie | NSW | Maybe creating an avenue for unfair treatment of workers to be heard without having to jump through bureaucratic hoops. |
| 178 | Campsie | NSW | Penalty rates are the only reason I would work non regulation hours. Removing penalty rates would push myself and many of my friends to commit crimes to make ends meet. |
| 206 | Canowindra | NSW | Improve and protect the minimum wage. Making sure people who are working have some job security so that they can get loans and help keep the economy running. People in Australia need a 'living' wage. One that enables them to pay the rent and meet the needs of their families. No one working in Australia should need to be unable to make enough to pay the rent and buy food. Any employer who doesn't pay a decent wage is contributing to social inequality and injustice which will ultimately lead to social problems and a further drain on government funds. |
| 116 | Carey Bay | NSW | I once addressed the assembled senior staff, including the CEO, and quoted a management text "The Managers" by R. Lewis and R. Stewart "it is management's job to make workers feel that their humanity is recognised, to give their individual worth its due, to consult them about changes, to encourage them to express their opinions, to listen patiently while these -however inchoate - are expounded, to set up for them a ladder of promotion (but only to promote those good enough), to be immensely considerate and to be seen to be considerate; and thus to put into operation the one formula which psychologists say will get more out of working people than any material incentive scheme." |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 271 | Carss Park | NSW | More junior positions for our young people trying to enter the workforce. More full time jobs rather than casual positions. More job security so that people can make financial commitments without worrying they'll have to default on the loan. Let's get more people into work. In the 80s there was 13 workers to every aged pensioner, now there are 5 workers per pensioner. This is why the government hasn't got enough money. More workers mean more taxes to look after our elderly folk. |
| 237 | Casula | NSW | I would love to see penalty rates stay as is, I hope that minimum wage would improve, Job security etc. Departments should work with Unions to secure workers' rights and conditions better. Even consider that wages should have a CPI indexation every year to keep up with the cost of living. |
| 55 | Caves Beach | NSW | Recommend unionisation/union bargaining/union reps at the table of bigger companies - consultation on changes to company plans etc! |
| 296 | Cessnock | NSW | Maintain Penalty rates, Job security. |
| 448 | Chatswood | NSW | We can't survive without are penalty rates. Leave our penalty rates alone. Secondly much more family friendly and life friendly rostering. |
| 439 | Clarence | NSW | It would improve workplace relations if it was easier to even join the union, as most young people don't even know how to join or that they can. The increase in casual working is having a horrible effect, making it hard for people to live normal lives. Increased security and more part time permanent work would really help. Too many Australians rely on the minimum wage and penalty rates, these need to be protected. |
| 424 | Clothiers Creek | NSW | Nurses do not want their penalty rates abolished. It will harm the industry if it happens. We don't want to work PM, night duty and weekends without adequate pay. |
| 53 | Coffs Harbour | NSW | Penalty rates and union representation need to be maintained. Minimum wages and job security needs improvement. |
| 219 | Como | NSW | Maintaining penalty rates in Australia is crucial as is union membership. |
| 165 | Croudace Bay | NSW | I would like to see that the everyday Australian worker is protected from the political and policy decisions of right wing government. It is all very well for them sitting in Canberra to be earning hundreds of thousands of dollars, leave the worker and their meagre pay alone. |
| 212 | Diamond Beach | NSW | Yes I believe maintaining penalty rates to some extent & increasing the minimum wage is also important. Rent has increase significantly so if your take home pay is around \$600, half of this could be eaten up by rent or mortgage payments. |
| 317 | Dorrigo | NSW | I do not trust employers to be fair, most of them are too greedy to exercise fairness by treating the employer/employee relationship as a partnership. If handled properly it could be profitable for both parties. Trust is essential for successful partnerships! |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 66 | Dulwich Hill | NSW | The question of reducing work rights for the struggling is a real no brainer. Only the uninformed and distant aristocracy could say that "the poor don't drive cars", yet this is the mindset that sees the lower paid or the not paid at all as legitimate targets for "savings" while political agendas of another sort have an open ended availability to funding I won't insult my cohorts by calling it the oxymoron of an open ended budget. Protective work legislation is needed as well as a reframing of the positive role of Union support as a social sanity saver for a vulnerable workforce. The alternative is a dying population of an increasing underclass. |
| 241 | Earlwood | NSW | I think maintaining penalty rates and helping people on the minimum wages are important as to are Job Security, however it is just as important for the union to support employees as employers are not fair and bully staff, the union provides us with support and makes negotiating fair. This is because both parties know the rules and regulations. Most employees require this help and assistance. |
| 343 | East Hills | NSW | Keep minimum wage it should be indexed. Keep penalty rates for unsociable hours and weekend work. People should be offered full time jobs after being employed by the same business for 11 months it's impossible to live when you don't have a permanent full time job. |
| 275 | East Kurrajong | NSW | The key change I would like to see to improve workplace relations is a shift of power away from the companies making billions of dollars profit and towards the hard-working Australians who give their all, sometimes including even their lives, to make these billion-dollar profits possible. There seems to be a distinct swing towards global slavery occurring, of which Australia is very much a party, where the profits go to the few while the labours go to the many. If this continues, I fear there will be a great increase in the number of civil uprisings the like of which we have seen around the world. History has shown this to be the path the human race takes when inequality exists. Penalty rates should certainly *never* be scrapped. The minimum wage should be set so that it covers the basics of life, i.e. food and a home for the family unit...if this means a higher minimum wage for places such as Sydney that have a higher cost of living, then so be it. I greatly disagree with the stripping of rights from Unions, as in many cases they are the only way to balance the inequality of power between employers and employees...as their power lies in the number of members, ease of joining a Union should be a basic right of all workers. I agree oversight is required to prevent fraud, however this is not limited to Union activity. I would like to see as much scrutiny given to the practices of corporations as seems to be getting put on Unions at the moment. I have experienced many instances where the power of a corporation allows it to run roughshod over its workers, even beyond the limits set by the law. I trust the Productivity Commission will look at all angles of working life with fair and open minds, and hope that no body, be it government, business or other, can influence their outcomes. |
| 398 | Eastern Creek | NSW | Something has to be done about people who don't join the union on a majority union site. They want all the benefits but don't pay dues.it is not fair on the majority as I am sure without the union we would be a lot worse of .I know this for a fact as in my 16 years at the current job the first half we had maybe 10 percent members .now it's 80 percent because the bosses hard line drove even liberal voters to join .the foreign bosses are the worst they just don't care about people. It's not their country we are just like cattle. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 385 | Erina | NSW | Keep penalty rates Allow Managers authority to improve ratios when shifts are busy, and call in more staff. Encourage staff to submit Incident reports. Encourage staff to collaborate with unions encourage staff to have more educations, AND ALLOW THEM TO GO TO IT RATHER THAN CANCELLING IT BECAUSE IT IS BUSY. Provide food out of hours i.e. evenings and nights. Provide proper meal breaks all shifts Provide communication books where the NUMs respond to the staff concerns Provide care for the staff if they get sick on the shift (in our hospitals they won't care for you, they said it is not their duty of care) stop staff having to work double or triple shifts provide more staff when things go wrong. provide debriefing for staff (never once in 40 years have I been debriefed) provide access to a social worker provide medical care when staff get sick at work provide safe parking out of hours provide a place in every hospital for decent coffee breaks. |
| 276 | Erskineville | NSW | Maintain penalty rates, improve the minimum wage, stop insecure employment and casualisation. Make it compulsory for the employer to inform employees on an annual basis about union representation available. |
| 319 | Fairfield | NSW | Pay rise need to be as negotiated by the staff and CPI must be met in the settlement of the agreement. Staff shortage must be addressed to help relieve staff stress and no cut to penalty rates. Management should provide affirmation of job security and the Govt should listen to its staff rather than trying to employ bullying tactics to have their own way. |
| 310 | Forestville | NSW | There is too much conflict. People expect others to do that which they would not do and not do it themselves. Employers seek to gain advantage from their workers. This is short sighted as it kills trust. |
| 430 | Glenbrook | NSW | No reduction in workplace rights as Indian and overseas workers will always work for nothing and long hours not in the union and undermining the rights we have fought for. |
| 297 | Glenfield | NSW | Take the vindictive bullies out of the workforce. |
| 141 | Glenmore Park | NSW | At work sometimes you get in about five minutes late you get told off, but for the times when you finish work late you don't get paid that time and you don't get as much as a thank you for that "It's like you are expected to do that it is part of your job. |
| 421 | Goonellabah | NSW | Anything that the Productivity Commission can do to more effectively assure the least well-off that they effectively have a minimum and sustainable weekly wage/minimum payment would be magnificent. Governments of both persuasions have, for political reasons, victimised many of our poor - and continue to do so. It may take a more independent body such as the Commission to set in place measures which effectively - at least over a minimum of time - remove anyone from below a 'poverty line'. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 387 | Goulburn | NSW | <p>I don't believe workplace rights in Australia are excessive and in fact I think they can be improved. There definitely needs to be a lifting of the minimum wage and a reduction in casualisation and contract work. Low income earners need to be given more protection. Where possible, job security should be ensured, especially to younger employees who are in the stage of life where they are seeking to buy their first home. If a job is a continuing role then it should be filled in a permanent capacity. Working on weekends and shiftwork has a social and possibly an economic cost to workers and they should be fairly compensated for that. Older workers also need to be protected in the workplace. Ageism is alive and well in Australia and while employers would never admit to it, they can find many ways to make life at work difficult for older workers. If older workers are to remain in the workforce until their seventies, more flexibility in the workplace is needed. Working from home can be a good solution for both older employees and employers but it requires a shift in thinking from "constant presence in the office" to "outputs". Older workers have a lot to offer and maintaining their employment assists the overall economy. Health and/or disability does not have to mean "inability to work" and the employees need safeguards in place to ensure their right to work is protected. Sick leave and carers leave should be maintained and consideration should be given to expanding carers leave to include sick animals as many people are single and their animals are like children to them, especially for older employees. Older employees are less likely to take carers leave for sick children etc.so this would be a reasonable consideration. Many savings can be made for employers by reviewing the rights and entitlements of managers. A lot of wastage occurs at the management level.</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 387 | Goulburn | NSW | <p>A wage freeze or reduction on management wages would have a much bigger impact for employers without disadvantaging anyone. Their access to perks such as cars, business and first class travel, frequent unnecessary travel, cab vouchers, mobile phones etc should be reviewed. The recruitment of staff from overseas when there are staff within the local area who could meet the job requirements should also be controlled. There are a lot of savings to be made there. I would like to see more genuine effort made to give employees a say in the workplace. I think the Australian Workplace Relations system is too adversarial. Human resource areas are frequently too focused on seeing employees as a problem that needs to be controlled rather than trying to facilitate a fair and productive workplace. Introducing regulation on human resource practices within organisations to make them fair and unbiased would be the single biggest contribution to improving workplace relations. A requirement for procedural fairness when employees raise a grievance/complaint/issue needs to be put in place and serious penalties applied when it is breached. It is too often the case that human resource units collude with bullying managers to force out employees who try to raise issues (such as bullying) in the workplace. I have seen employees dragged into a false disciplinary process without any due process being applied. The unions seem to be ineffective when this happens and the current Industrial Relations laws do not protect the employee from these bullying tactics. They are frequently unaware of their rights and afraid to challenge what is happening. A fresh look at Industrial Relations in Australia is needed if we are to move forward. Productivity will increase when workers are valued and respected and are empowered to have a say in their workplace. They need to have autonomy over their own work and provided with fair reward for their work. Management needs to be better controlled and made more accountable for their treatment of staff. Human Resource staff likewise need to be made accountable for their actions. If managers are in breach of industrial laws or the EBA they need to be made accountable rather than HR staff colluding with them. Penalties should apply to managers and HR staff who are wilfully in breach of the EB agreement and/or industrial relations laws. I think there needs to be an external watchdog to ensure this. Australian workplace relations declined during the Howard era and have never really been repaired properly since. The way forward from an adversarial to a collegial system requires the goodwill of employers, employees and government.</p> |
| 214 | Guerilla Bay | NSW | <p>I would retain penalty rates, increase pay rates and listen to unions. The halcyon days in Australia and the United States were 1948 to about 1970. People got decent pay and conditions and few contested it. Economies prospered. Now we have people running ridiculously high priced restaurants claiming that penalty rate are killing them. If only it were so. If we don't look after workers and our people, as Bob Menzies was acutely aware, home grown terrorism might have a new meaning.</p> |
| 236 | Gunnedah | NSW | <p>Try to steer away from a 'casualised' workforce because as a permanent employee you feel more 'ownership' of the job which leads to job satisfaction and productivity.</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 152 | GyMEA | NSW | Penalty rates are a must. It is unfair to workers whose lives are irreconcilably disrupted by unsociable shift work to be paid the same as a Monday to Friday day shift worker who can spend time with family & friends & live a healthier lifestyle playing sport on weekends. The additional cost of working outside of 'normal' hours needs to also be taken into consideration. There is also a push for more part time & casual work. How can you support a family if there is only casual work to find? I guess if the majority of workers are struggling to make ends meet with no guarantee of being offered shifts then no employee will question an employer for breaching OH&S, equal opportunity or dignity & respect for fear of losing their shifts to a subservient employee. I admit I am lucky to be in the job I am currently in, even though I have to check each pay very carefully & chase up shortfalls in my pay, I usually end up being paid for the hours I work. In retail & hospitality I worked a large amount of hours I was never paid for, I know people I used to work with who are still experiencing that. |
| 404 | GyMEA | NSW | Penalty rates need to be maintained. I truly believe that the health care system in Australia is in danger if penalties are cut or withdrawn. We simply cannot affordable mass exodus of nurses from our health system. This will lead to a dumbing down of nurses as we struggle to fill jobs with people who simply are unable to perform the skilled craft of nursing a sick patient with the care and attention to detail that each person who is admitted to hospital or attends a health care centre has the right to expect within Australia today. |
| 352 | Hamilton | NSW | Penalty rates must be maintained and wages in the aged sector need to be improved as they are not adequate to attract enough people to employment in aged care and staffing levels are often below the industry agreed rates. Presently, much work goes undone. There simply is no more scope to reduce the budget and increase productivity. |
| 260 | Hamilton North | NSW | Unions can be the link between the employee and employer to keep a harmonious working relationship but it seems to me there is never enough money made to pass on to the workers unless you fight for it. Pay rise must be every year with the minimum reflecting the inflation rate that should be the law. And if your workplace has a better year, then some monetary appreciation should be forwarded as a pay rise. |
| 57 | Hobartville | NSW | It can be readily agreed that workers are well represented at discussions surrounding wages and conditions but do the people doing the negotiating have my personal situation at heart or do they have their own personal axe to grind? Would not an audit of the workplace by an independent auditor prior to an industrial commission hearing be beneficial in ensuring all facts are known, verified and tabled? |
| 17 | Hornsby | NSW | Mandatory guidelines could be introduced to make the workplace more respectful of others. More flexible work hours should be a right. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 326 | Hornsby | NSW | Penalty rates should remain in place - for myself and many of my colleagues, penalty rates are the difference between getting by and struggling. Repercussions for award violations, especially when repeated. Where there is the flexibility to do so - employers should consult with employees as to how they work the hours they are paid (eg splitting an 80 hour fortnight into 8/10/12 hour shifts). Union membership should be encouraged and supported by employers. Employers should be upholding employee workplace rights so that unions are not such an essential and necessary part of working in Australia (ie - if employers were fair, just, ethical and employee-focused, unions would not be necessary). Wages should reflect moral, ethical and legal responsibility. Government employees remuneration should be voted on by the public, not the politicians, and any increase in their pay should be in line with the people that of minimum wage earners. |
| 138 | Kandos | NSW | Frankly the wage system completely needs a complete overhaul and is not dumbed down enough? put into basic English if you do x you get x. Dumb it down so EVERYONE can understand if they do x hours at x rate they get \$x. + super + O/T. Plain English stating if an employee uses their car you must pay for it. reporting of employee wages via electronic system to test if it is fair with periodic online surveys to employees to ensure they are being paid fairly for the work they do instead of investigating the business get more information first and be aware that's one you hit one place any place nearby will hide information. |
| 34 | Kensington | NSW | I would like to see the maintenance of current work conditions and not have the Liberals continue to attempt to erode. Any improvements would be a bonus for me in this current political environment. |
| 300 | Kiama | NSW | Restore the position of the trade union. Promote permanent professional level teaching positions. Investigate poor upper management decisions that force staff into unnecessarily stressful working conditions. |
| 288 | Killara | NSW | I would leave this industry should penalty rates not be maintained and wages not increase. The MA000100 needs to be less restrictive in terms of minimum hours between shifts and maximum hours per shift. |
| 173 | Kingswood | NSW | No way should the productivity commission recommend reducing any work place rights. That would be bad for the workers. The government changed the work cover laws giving us less rights to our injuries and now their going for our work place rights, leave our workplace rights alone. |
| 16 | Koorringal | NSW | Maintaining penalty rates, improving the minimum wage, giving people more job security, or to make it easier for them to be represented by a union. Reducing rights and allowances will make the working population feel undervalued - less workers = less taxes. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 204 | Lake Heights | NSW | I would like to see employees' rights protected by legislation so that we don't have to go through this stressful time every time there is a new agreement or the government is trying to save money. Everyone is entitled to a fair pay rise, fair work conditions, fair working hours, penalty rates, these are the same as basic human rights in my view. We are not slaves, we are people trying to work and make a living for ourselves, help our community, and make a difference within our workplace. Take away our job security, pay, hours of freedom that we have so far, rights, union support, and feeling of self-worth, and things are just going to get worse. How can our productivity improve when workers are struggling, stressed, and unhappy? AND not being properly remunerated? |
| 367 | Lake Illawarra | NSW | We need to maintain our workplace rights. Our forebears worked hard for us to have them. We deserve our penalties, we work unsociable hrs no one else wants to work. |
| 307 | Lavington | NSW | Changes we need are to Maintain Penalty rates and include Saturday afternoons in it as well. Workplace rights should be increased, individualised, and implemented by those working at ground level- not by some high paid executive in an office on the other side of the country. To be represented easily by a union would be good, but we never get to see a union representative- when I called once they said we must handle the issue on our own. |
| 13 | Legume | NSW | Better wages and conditions, more people made permanent and more power for the working class through unions having more power not the corporations. |
| 396 | Leichhardt | NSW | Maintaining penalty rates is vital to retaining staff like myself and encouraging young people to join the nursing workforce. I would not recommend a career in nursing without the penalty rates. We make sacrifices to care for people and need to be shown the appreciation and respect we deserve. |
| 70 | Leura | NSW | I would like to see greater permanency and less reliance on contracts and casual labour. I would also like to see those who are under-employed in sectors such as hospitality get a better deal from employers so they can commit to things like home and other loans. |
| 285 | Lilyfield | NSW | Maintain penalty rates. Enforce workers' rights EFFECTIVELY, such that workers are GUARANTEED HUGE compensation if employers fire workers when workers get arbitration. This is necessary to guarantee that workers will seek arbitration. Currently the system is not reliable or helpful enough for most mistreated workers to seek arbitration. Most workers, like my wife, prefer not to take the risk of losing their job or being bullied at work for seeking arbitration. Denmark's more egalitarian system is MUCH better for workers, and for EVERYONE. How about you stop dilly-dallying with endless reports and tweaks that make things worse for workers, and instead copy a system that WORKS - the system in DENMARK??? |
| 378 | Lisarow | NSW | Improving pay for nurses. Not taking away penalty rates and improving rates for night duty on weekends. |
| 370 | Lugarno | NSW | I would like to see a fairer system for both employers and employees that treats people equally. Over the past 30 years I have seen both sides having an unfair advantage. Currently workers are often exploited but I have seen employers willing to capitulate to excessive demands from their workers. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|--------------------|--------------|--|
| 253 | Macquarie Hills | NSW | I feel fortunate to be working for a state government business which is unionised and has some transparency/accountability in the way it works. I'm sure people in small private businesses have much less job security than I do etc. I think the ability to be represented by a union, and not to be discriminated against for it (being unfairly dismissed for joining etc) is very important for all employees. |
| 213 | Maroubra | NSW | I would like to see employee job security improved drastically, and more rights and guaranteed union representation for all |
| 22 | Moama | NSW | Maintain penalties. Find a way to make dismissal easier. |
| 443 | Moree | NSW | Nurse to patient ratio needs to be lowered to one nurse to four patients to deliver safe care. Wages of aged care nurses needs to be the same as that of public hospital nurses. It is imperative that we legislate to have a Registered Nurse on duty at all times 24/7 in Residential Aged Care Facilities. Also to have a Director of Nursing. |
| 108 | Moss Vale | NSW | Without job security an employee loses the freedom to complain or stand up to their employer, or they feel they may lose their job or not have their contract renewed. Likewise without a secure work contract how can an employee complain about increases in their workload which are unpaid or unfair? Without secure employment who would have the confidence to commit to buying something like a house or even a car? Without penalty rates why would people want to be away from their home and family, work late at night or in filthy weather or under poor conditions? |
| 124 | Moss Vale | NSW | Maintain penalty rates; Raise the minimum wage; Provide greater job security; Provide greater oversight of employers, including a requirement that they employ appropriate workers with Australian citizenship and qualifications. Improve work/life balance. Maintain workers' rights including the right to union representation. |
| 379 | Mount Annan | NSW | Go back to the Australia we had 10 or 15 years ago where we looked after one another and where the big end of town did not expect people to give up all their rights, pay and conditions, today Sydney is a mess with greed and negativity. |
| 347 | Mount Saint Thomas | NSW | Pay rises for working class people actually should stimulate the economy. They spend all their money here. Cutting penalty rates for working people might make the rich richer, and the multinationals richer, but does that really help Australia. As for restaurants who claim penalty rates cripple them. I'm sure if the workers of this country lose penalty rates many more restaurants will close, simply because I and the majority of the Australian public won't be able to afford to go to one. |
| 69 | Narara | NSW | Workplace rights are very important if we lose this we are screwed. We need someone strong like Union to come and represent us otherwise employers will do whatever they want. We need to fight for our rights and pay rise and penalty rates we need this protection and security here. |
| 33 | Narellan Vale | NSW | Stop counting temporary jobs as real work. That's bulls**t. Australians want real jobs they can make a career out of. |
| 353 | Newtown | NSW | Unions in my experience have not been able to help in education sector. Fair work fair pay. |
| 205 | North Albury | NSW | Be fair to the working people of Australia. How about the Productivity Commission have a look at the politician's salaries and their productivity???? |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|---|
| 447 | North Boambee Valley | NSW | I do realise that in the public sector wages are higher, that is why it is so important that AGED CARE nurses keep their penalty rates and needing more job security. There was talk not so long ago of increasing wages to encourage more people to work in aged care as there is a deficit there now and it is only going to get worse and who is going to be left to look after the elderly??? |
| 9 | North Curl Curl | NSW | I would love to see more permanent work at the expense of casual. As an aside I would love to see the wealthier part of the community pay a fairer proportion of tax - the 10% GST is a killer for us poorer workers PLUS I would love the obscene subsidies offered via superannuation eliminated for the wealthy PLUS I would love negative gearing on, & superannuation investment in, Residential real estate phased out to slow the rise in prices which guarantee to stop most young Australians from buying (and eventually even living) in Sydney. |
| 121 | North Narrabeen | NSW | We have the potential to lead the world in creating healthy, fair workplaces that are safe for all. We should be setting an example to 3rd world countries and helping our colleagues working in Health in other countries to come UP to an improved standard, not trying to bring us DOWN to the 3rd world. |
| 126 | North Nowra | NSW | Workers don't have too many rights and need protection from greedy bosses, or, in our case, financial and political pressures of management. The minimum wage needs to be high enough that people can actually live on it. |
| 160 | Nowra | NSW | We deserve more rights, better conditions, pay rise, penalty rates, improve the minimum wage, giving people more job security, easier to be represented by a union. NO COME WORK A WEEK in my shoes. How about they get everything done / taken away their rights, pay decrease, etc. If you wouldn't like it done to you, DONT DO IT TO US!!!! |
| 381 | Nowra Hill | NSW | I know there are studies in the states about what the poverty wage would be, and hopefully we have these too... I think it's important to ensure the minimum wage is well above the poverty threshold. Job security is important to the economy as we won't invest if we aren't sure we can afford our mortgage long term. Penalty rates are what saw me through university. I wouldn't have had time to work and study otherwise, I would have had to work many more hours and study less. It would have been impossible. And university cost has almost doubled since I went too! This is terrifying. Everyone should be able to study if they want to and will put in the work, not just if they're rich. Don't get rid of any rights, if anything improve rights for workers. After all, if we're happy we work more productively anyway! We want to work smarter and better not just more. Australia needs to stand up and care about it's people and not just try and fill the pockets of large companies. Ultimately this will result in a better, more productive country anyway. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------------|--------------|---|
| 415 | Orange | NSW | It is a no brainer pay penalty rates, give us an incremental increase on pay rise each year commensurate with the cost of living rises. Leave the holiday allocation alone staff who work shift work need time to recuperate and keep healthy. Healthy happy staff are what is required in this stressful workplace. Without good working conditions staff will not stay bottom line. It is enormously expensive to employ new staff. Studies show it cost about the same amount as an annual wage to employ someone. i.e. if a person earns \$37,000 a year that is what it cost the organisation to advertise, interview, induct, train that person and get them to the stage of being a fully functioning team member . Every time a staff member leaves and is replaced the waste of money to the organisation to replace that person with another incalculable and hidden. One hears all the time that an organisation's staff are their most valuable resource. If so treat them better and they won't leave and then you save all the hidden cost of replacing them with another person who once settled in will leave for the same reason the person before them did. |
| 425 | Parramatta | NSW | Keeping the penalty rates and more mental health friendly work places. This industry is stressful and it takes its toll if you don't balance it right. |
| 274 | Port Macquarie | NSW | The pendulum swings toward employers and employees alternatively. At the present time Local Government is being assessed under Fit for the Future criteria to ensure that we become financially sustainable. We have a wages and award structure that hampers us from operating under market conditions and ensures that our people are well paid and well protected. The industrial commission (NSWIRC) operates under the usual constraints of law and this constrains our ability to work more effectively. Employees need to ensure they take opportunity to gain skills that make them employable and give them power in the employment relationship. The less skill you have the more you are at the mercy of poor employers. We are transitioning to select employees based on attitude and aptitude as much as existing skills to ensure we can fully engage employees to contribute their discretionary effort. Dan Pink says that there are 3 things important to get the best out of people and they are purpose, autonomy and mastery. We strive as an employer to make sure these factors are in play. |
| 298 | Queen Victoria Building | NSW | At the moment, my concern really is the rumours of "Without Rule Of Law" (the complete neglect of OWH&S practice) and the evidence of its practice in the workplace. It is a sign of degeneration carried out by the people in the trade who are in remote areas and come back to centres of population where discretion is left to the worker. |
| 190 | Randwick | NSW | No there should never be a reduction in workplace rights. Never. People in power would take advantage of that. |
| 329 | Raymond Terrace | NSW | No work place right should be removed from the system all workers have rights people in power have too much power already and workers need to be treated fairly |
| 433 | Raymond Terrace | NSW | Maintain penalty rates, improve hospital culture, and concentrate on staff satisfaction. |
| 365 | Rhodes | NSW | Increase our wage by giving us raises like corporate sector and leave our penalty rates alone. |
| 390 | Romarnie | NSW | I believe penalty rates should be maintained, perhaps some tweaking can be done with Public Holidays? Certainly the minimum wage needs improving. I have Union Support and am grateful for it and have used it. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 153 | Ryde | NSW | Please maintain penalty rates and improve the minimum wage. Job security is important for housing loans etc. Everyone need representation, be it a union (CFMEU) or association (AMA). The tax structure needs to be changed so those who evade paying taxes (legally or illegally) pay their fair share. |
| 321 | Ryde | NSW | When the percentage going to labour goes back to where it was we can start talking about workplace relations |
| 129 | Saumerez Ponds | NSW | I would like to see Australia maintain a fair workplace where worker's rights and conditions are protected regardless of whether the employee is a permanent, temporary or casual employee. I would like the Productivity Commission to recognise that reducing workplace rights may increase the number of employees facing stress and health issues which will impact directly on society's health and well-being. Many employees are vulnerable in their job security and it will be detrimental if employees have reduced rights. I would be alarmed if the Productivity Commission did not see the value in maintaining a minimum wage and maintaining penalty rates. |
| 175 | Scone | NSW | I would like to see a more agreeable process which does not seek to deteriorate our working conditions whenever we seek to be paid the value of our contribution to society. |
| 96 | Seven Hills | NSW | Nothing! Workplace relations in Australia has improved since the removal of WorkChoices and the reality is that this current government will only make this system more unfair. |
| 191 | Somerton | NSW | Keep penalty rates they are a must for the workers otherwise we will have people working more hours less time for family more marriage break ups and everything else that goes with it minimum wage needs to be improved just to keep up with inflation our living standard is slowly going downhill we need to have better access to representation at work and ways to report issues without fair of losing our jobs I know you say this does not happen but it does even on safety issues thank you for your time |
| 434 | Springfield | NSW | As we have an aging population that needs to work along with young people needing jobs why don't the seniors mentor the young, the seniors gradually reducing hours as they approach whatever retirement age is right for them. We don't seem to want to spend the money training and then all that experience walks out the door creating a vacuum. Keep penalty rates for unsociable and tiring hours. More part time work instead for casual employment. Too many people are underemployed. |
| 198 | Springwood | NSW | It is mainly about maintaining the conditions that people like my grandfather fought hard to get in the first place. Maintain penalty rates, improve the minimum wage, give more job security and also try to widen who is covered by a union. Maintaining work safety is also a big concern, there seems to be a push to relax some safety measures and accountability by employers. My daughter has had to fight a lot of battles recently being the first woman ever to take maternity leave in her company (it is in the transport industry) and then to negotiate part time work. She is not a member of a union and unions are not really welcome in her company. |
| 408 | St Clair | NSW | Maintain penalty rates or drastically increase the minimum wage (Say double). Allow more flexibility in fixed rosters. Better representation by unions to achieve better outcomes. All community/disability workers need better conditions not worse. Tell the government to back off. I want to see a politician live on a minimum wage. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 185 | St Marys | NSW | Under no circumstances there should be no cuts to the rights of the average worker. A balance of work and family life needs to be maintained at all times. By maintaining the balance of work and family time will boost productivity because the average work will appreciate this system and will give a %100 effort to the employer. |
| 80 | Sydney | NSW | More respect for casual and temp workers teachers at schools. |
| 419 | Sydney | NSW | Continue penalty rates and review the conditions Nurses are working under in public Hospital- What is the average skill mix working a floor- skills/ knowledge/ years of experience in the particular specialty - especially Evening and Night Shifts - where penalty rates are high and hospital administrators minimise the cost by rostering junior practitioners. How has this resulted in patient risk/ safety (which is extremely difficult to gauge, but a real phenomenon). |
| 340 | Tabulam | NSW | No change to conditions unless agreed by our union and members. Nurses are dedicated professionals who are overworked, overtired and overburdened. After recently being in a surgical ward on the receiving end of their care I can tell you there is not enough money to compensate for their care. |
| 130 | Tallong | NSW | Maintain penalty rates. Ensure that employees are given real opportunities to improve their workplace. Make it more difficult for employers to use short term contracts rather than giving permanent positions. |
| 222 | Tolland | NSW | Penalty rates should be maintained as people that work on Saturdays Sundays and public holidays are disadvantaged and should be rewarded. All young employees should be paid superannuation as this we be a necessity in the future regardless of how many hours they work. Also employees on workers comp should be paid as though they are at work as they don't mean to injure themselves. |
| 342 | Toorooka | NSW | Maintaining penalty rates is absolutely vital to industries that rely on shift workers. Small businesses can choose not to open Sundays etc if they can't cover the cost of the wages but hospitals cannot close their doors EVER. Most nurses I know would not work shifts or weekends or public holidays if it weren't for the penalty rates. In fact most would leave the job because we do not get paid enough for the work we do! Our patients agree with us. Every shift there is at least one patient who tells us we are worth so much more than what we get paid. |
| 227 | Urunga | NSW | Maintain penalty rates and improve the minimum wage. More rigorous processes to deal with bullying in the work place and hold both organisations and individuals accountable. Workplace rights need to be maintained otherwise system encourages organisations to bully employees for a bigger profit margin. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 332 | Vacy | NSW | In closing I would like to ask you to maintain people's standard of living. It appears to me that the push is to drive our standard of living down. We are not a third world country, but we are being pushed to compete with them by the removal of tariffs, etc. The only way to compete with this is to either reinstate tariffs and protections, make us a third world nation or for them to raise their living standards. As for the Union movement, they play an important role in keeping things balanced. They are there to help look after the workforce, to make sure the employers are doing the right thing, to guide and advise the workers of their rights and to help stand up against employers when the worker neither has the strength or the means to take on the fight alone. Instead of bagging them out they should be invited in early by companies to help before things get to a boiling point. |
| 337 | Vauluse | NSW | Job security, greater ease in being represented by a union would improve workplace relations significantly. Workplace rights should be increased according to the reasonable needs of a worker. The workers should be asked. Let's look at the productivity of the managers. If a manager takes a few weeks off, they are not missed, it is the people at the bottom of the rung, the workers who mostly do the essential work. Could managers who get their pay in the millions please justify it? |
| 333 | Verona | NSW | I think penalty rates should be maintained. This industry is very lowly paid as it is, considering the quals required to work in the sector and no recognition regarding higher quals obtained. |
| 264 | Wagga Wagga | NSW | Australia no long has the mining boom, and my Mum and Dad rode on the sheep's back, future of us is a system with more accountability? If people are more accountable they are more productive due to "actions have consequences" |
| 295 | Wallsend | NSW | Yes as a public servant on the absolute bottom of the ladder holding up the hospital system (which do a great job) get rid of these turds above that do nothing on massive wages I have work in the public service for 33 years now and there is nothing but thieves taking public money returning very little to tax payers hope you reading this are not one as you will delete this to save your job a***holes sorry about the swearing but better than what is really needed give me a chance to tell the commission what most people are going through as a part-timer. |
| 325 | Warrawong | NSW | Maintaining weekend penalty rates for everyone especially young people and those who are casuals. Job security for all workers and being able to get support from unions. Deregistering unions was the worst thing that the state government did. |
| 187 | Waterfall | NSW | If it was not for being represented by a union in the work place, I would have been nothing better than slave labour to the larger corporations like I now see with other work places, particularly in the retail industry. |
| 146 | Wattamondara | NSW | A man or women should be able to do a fair days work for a fair days pair and if he or she is injured she or he shouldn't have to worry about his or her standard of living going down because of something beyond anyone's control. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 436 | Wattle Grove | NSW | Firstly, maintaining the penalty rates is a first. There will be a lot of nurses who will quit if the penalty rates are removed, and what would be the answer... Importing thousands of nurses from the Philippines, India, Africa, or Ireland? Well you'd want to hope to god your loved ones don't end up in hospital under their care. Secondly, improving the minimum wage... If I had a dollar for every time I hear that nurses do not get enough I could probably retire in my new graduate year. I find it funny that I made more money as a bar tender than someone whom worked as a new graduate nurse. If you fix the penalty rates and improve the minimum wage, nurses will be happier and this will result in better patient outcomes. |
| 112 | Wentworth Falls | NSW | Actually enforce safety and fair wages for all types of work so we all have an award and no one is getting more or less than they should be. In IT unions are looked down on I don't feel comfortable to have a union represent me. Companies should be more closely held accountable. |
| 401 | Wentworthville | NSW | Injured workers MUST be supported especially to keep their jobs. if not than retraining MUST be offered. Penalty rates must be available for lower paid workers just to make ends meet. |
| 323 | Whalan | NSW | The relations system in my workplace is very bad people scare of each other no trust no friendship no kindness. |
| 239 | Wingham | NSW | In regional areas people are afraid to join a union due to the lack of job security. Perhaps union membership needs to be a right that employers are required to respect. Once a person has shown that they can work well with the team they should be offered at least some regular hours and some security of employment. At present I feel I have not rights, I am adequately paid for my casual work but I have not right to any set hours after two years of service. Penalty rates are important to allow employers to attract people to work on weekends when they mostly want to spend time with their families. Workplace rights at present seem to be at an all-time low and while employers who are unable to make a profit honestly, would like to exploit workers, I don't feel this is the way to go. Governments need to create jobs. For example they could increase the Renewable Energy Target, increasing employment for lots of people and stop spending billions on subsidies for mining companies who employ few now and as they mechanise their equipment to avoid paying wages, will employ even less. When there are about seven people for every job out there, it is already an employer's market. Our government needs to remember that big business does not do the voting, and perception management can only go so far to fooling some of the people some of the time. |
| 249 | Wollongong | NSW | Fulltime employment. Fair compensation for unsociable shifts. Balance the commission by dropping half the business appointees and having half employee reps and half business reps. |
| 301 | Wollongong | NSW | The Productivity should be able to make recommendations based on fact - not on background coaching or from expectations of the government. A reduction in penalty rates would be disastrous, the minimum wage is ridiculously low given the cost of living, job security is imperative and the right to be represented by a union should be mandatory. Why continue to punish the people who pay their taxes with no say in how those taxes are redistributed? Who wants to end up like the USA paying excessive tips to workers who work for pittance? Who wants to be bullied by the government who have no idea on how the cost of living impacts on the average Joe? |

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|-------------|-----------------|--------------|--|
| 172 | Woodburn | NSW | The best way to improve workplace relations would be to have two way communication with staff. We receive email from the executives, but rarely have opportunity to provide input. In my experience these opportunities usually happen on my day off or when I am committed to teaching a class. The executive caters to the minority full-time staff not the vast majority who are casual or part-time. |
| 411 | Woodburn | NSW | Protected ability to protest against systemic workplace bullying, harassment or intimidation within the ambulance service without becoming a victim of said intimidation. |
| 60 | Woy Woy | NSW | Hey you are wasting your time doing Eric Abetz's bidding! is there no common sense! An inquiry should be launched into Eric Abetz ! Why is he wasting the valuable and costly time of the productivity commission? Seriously!! Has anyone asked him his reasons for his inquiry? Or do the public service just jump when he speaks? Come on!! We are all Australian!! How about a fair go! |
| 19 | Bayview | NT | For me personally job security. I think it is unfair to just lay someone off and only have to pay x amount of wages. |
| 39 | Casuarina | NT | - No further reduction of workers' or workplace rights - Maintain ease of access/support for union involvement, especially regarding negotiation of pay and conditions, and settling unfair treatment in the workplace - individuals need to be represented by someone who understands the situation and can advocate for them. |
| 201 | Herbert | NT | I think it would be better to have a pay freeze and keep all our rights and conditions for now but we would need to be compensated at a later date. |
| 202 | Nhulunbuy | NT | Negotiations between my union, the CPSU and my employer often don't take into account my desires. For instance, at the last Enterprise Bargaining Agreement there was discussion about reducing staff at some offices from three to one. Most of the workers at those offices didn't like this idea because of increased work burden, decreased social contact, and potential mental health issues involved with sending people to work in remote communities all by themselves without even a work colleague. However, because Enterprise bargaining agreements are decided by a majority vote, the rest of the organization wanted a pay rise so they out voted the ones affected by the decision - the ones that would pay the price, so the enterprise bargaining agreement was carried. My union was the same union as their union. What I would like to see is a smaller union representing people like me that can campaign for my rights rather than the rights of everyone else. As it is the employer is a big powerful player in industrial decisions and the CPSU is a big powerful player in industrial decisions and the individual worker is like grist for the mill - we get ground up and spat out and no-one is representing my interests. |
| 336 | Tiwi | NT | Either maintain penalty rates or improve the minimum wage. It is vitally important to give job security to workers and make it easier for the Union to represent the workers. |
| 377 | Albany Creek | QLD | Penalty rates should be maintained to compensate for the loss of family life and damage to personal health through loss of sleep. As a collective why can't workers have a part say in how government makes decisions. Understand changes need to be made but at what cost to staff and patient outcomes, at the end of the day we are working for our families and should not have to continually bail out governments for bad policy. I fear for the elderly. |

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|-------------|-----------------|--------------|--|
| 328 | Alliingham | QLD | I believe if the worker feels he is being fairly treated (pay and conditions), appreciated, has a secure job, he will be a trusted and extremely worthwhile person to have working for your company regardless of his position. Thus giving his all to the company, which can only be of a benefit to the productivity and growth of the company. If you treat people like monkeys they will end up acting like so. |
| 193 | Annerley | QLD | The critical thing for caring for aged care residents is having staff provided to care for each resident according to their medical condition... Hence a ratio of staff to resident is needed - ACFI ignores this and needs to be replaced with a system that used to be in place before the Howard government got rid of it and gave the private nursing homes what they wanted - no controls over the level of staff employed... aged care staff do the same job as other staff in different states yet we all need to be paid at the higher rates - just because nursing is seen as women's work there is no need for it to be valued at the least amount that is paid to people - nursing requires training and a special ability to do a job that is very demanding - how would you like to be cared for by someone who treats you badly? The only people who want to pay nurses better for what they do are the residents who get the care that they do get - no one else pays any attention to the pay that nurses get as nurses do it for the love of the job rather than a financial reward which is entirely unfair because they never go on strike for a better deal instead they bitch amongst themselves and accept whatever they are given - or if they need more money steal the better paying shifts off their fellow work mates so that some get the to do all the worth less shifts while they do the higher paying shifts |
| 186 | Ashgrove | QLD | I categorically maintain that hard-won rights for the worker should be retained and improved upon (say paid childcare, increased paternity leave, reduced working week). We are all human beings trying to make our way in the world. Why should those that (seem to me at least) perform the "work" be rewarded the least. Why don't we expect corporations and the wealthy to take less, and give back more to us! |
| 318 | Ashgrove | QLD | The Productivity Commission should not be recommending reducing any workplace rights. The rights we currently enjoy have been hard fought for, and successive government administrations have been trying to undermine these for a considerable period of time. |
| 18 | Ashmore | QLD | I was forced to keep a staffer who stole from us-- MUCH prefer to say you're fired on the spot. STOP bullying the owners. |
| 8 | Balmoral Ridge | QLD | I believe when the government supports the people and employers work collaboratively with unions we get the best results as a country. |
| 12 | Bargara | QLD | Absolutely no reduction in anything! |
| 43 | Biggenden | QLD | Give all Aussies a chance at working. |
| 181 | Brackenridge | QLD | Improve permanent staffing levels, improving union/management relations, improve support for workers, maintain workers' rights and see it as a positive rather than negative...encourage workers to work and work hard...not make it harder for them to work. |
| 113 | Bray Park | QLD | I believe that any commission by the Liberal government will be totally biased towards big business. The rights that previous generations fought for stand in the way of even more massive profits for Gina and her ilk. Our economy will collapse if the majority if workers earn less, and thus spend less and more will need welfare. |

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|-------------|-----------------|--------------|--|
| 383 | Brighton | QLD | It is important to retain penalty rates particularly for shift workers and casual employees. These penalties are necessary to supplement what would be minimum wage entitlements. Given the increasing casualization of the work force and shorter fixed term contracts, it is important to retain the penalty rates. |
| 25 | Brisbane | QLD | For living standards and work conditions to at minimum remain equal in real terms, and not decline, in the short term but improve in the long term. |
| 420 | Brisbane | QLD | Fair pay, bills are rising above our wages a lot of people can't cope. |
| 356 | Browns Plains | QLD | Somehow this will only be a fantasy for most of us. Globalization backfired on Western countries that our wages have been sacrificed. We all do need those penalty rates to get by, improve minimum wages, job security, Workers Union to ever exist as long as workers exist. To the Productivity Commission, try to work alongside us and see if you can survive in 6 months with all conditions we are working with. Bring those policy makers and get down and do something like we workers do. |
| 445 | Bundaberg | QLD | IR system needs to have an independent party determine wages for employees and to independently consider the entitlements of parliamentarians at the local, state and federal levels. I'm not aware of any 'employee' (except for politicians) who are able to determine their own conditions of employment nor am I aware of any employee who continues to receive benefits from their employer once the employment has ceased. At a time when governments at all levels tell us that the 'era of entitlement has ended' they continue to award themselves massive pay increases while demanding low and middle income earners shoulder the burden of 'unentitlement'. The people who can least afford to lose benefits are being targeted while those with greater ability to pay and significant benefits continue to accrue their benefits, thus increasing the gap between the 'haves' and the 'have nots.' |
| 397 | Burleigh | QLD | The Major Focus should be on, Don't Privatise, Don't Lease and Don't Outsource the work. Having Contractors do the work is costing the Tax payer more, than if the Supply Authority did the work its self. Don't Let the Government put their spin on it. Don't Sell. Don't lease. Don't outsource. |
| 427 | Burpengary | QLD | Unions need to become the norm. WE need teeth in Awards, Workplace Health and Safety, Inspectors and Regulation should replace self-regulation. WE need new offences of industrial manslaughter and penalties including forfeiture of all assets to Crown by big business if they fail to comply with regulation. Government needs to get off its rear end and re-impose tariff protection and End Competition policy. Productivity Commission should be judged on how much Australian Produce is produced and sold. |
| 61 | Capalaba | QLD | Most of our hard one working conditions were made by people going on strike, I DEMAND the right to withhold my labour and not face prosecution. This Commission needs to look at an employee's right to withhold their labour or else making us work under the rule of being Subservience to our employer. I want to be able to work my nominated hours without penalty rates but ones that I agree to that suits my needs, no mandatory demands from my employer, and if so all penalty rates apply without the threat of unemployment. |
| 84 | Carina | QLD | The conservative government has reduced union representation in industry and workers suffer as a result. Workplace rights and union representation should be strengthened. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 272 | Carina Heights | QLD | Make the intention of the system/policy etc to be about the Australian public people who live in this country and their way of life and standard of living. Focus on cutting out the excess and bludgers who get money for nothing from us overworked people who are just trying to survive! Introduce incentives not to claim money from the government - eg; when you retire the government will calculate how much you've received in govt allowances/handouts/benefits verses how much you've contributed to the economy by paying tax, setting up your own super funds etc etc. Then receive allowances/tax free super or a rebate from the government of the difference between how much was claimed as to how much was paid. Get people being proactive about being responsible for their own welfare and support and not relying on govt handouts and benefits. |
| 125 | Carrara | QLD | From my perspective I don't think work place laws should be moved further along the pendulum to the employers benefit. Unions are hamstrung now in how they can assist workers and in serious issues have to spend large sums on legal services. Noise from the retail sector about weekend rates is just that-noise. There already is mechanisms to even out weekend labour costs ie salaries and flat rates adjusted over the whole span of hours. |
| 230 | Carrara | QLD | Putting people off who cannot do their job and do not have the right skills and cannot develop them. They are slowing down the customer service for the dept and lack people skills to service customers. |
| 277 | Carrara | QLD | Maintaining penalty rates. Abolishing split shifts for bus drivers or at least remunerating them at a higher rate for the inconvenience of having to come in to work twice a day. I would also like the Productivity Commission to consider changes in relation to the abuse of "casual" employment. My recommendation would be that once a casual employee has worked full time or part time regularly for six months or more then they should automatically be transferred to a permanent full time status or permanent part time status. I know at law casuals are treated as full time employees after 6 months for unfair dismissal reasons but it is not the same. If casuals were entitled to permanent employment after 6 months then employers would be more careful when employing and it would also mean that there would be a fairer distribution of available hours instead of the hours mostly going to workers who suck up or who always say yes. |
| 220 | Coombabah | QLD | We definitely need to improve minimum wage - small business are always complaining, don't like to pay, but if people are given a decent wage the ricochet effect will improve small business. It is also extremely difficult to clearly find out what the minimum rate is for certain roles ... the websites that are supposed to contain this information are inconsistent and very difficult to navigate, in many instances don't even cover roles. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-------------------|--------------|--|
| 194 | Cornubia | QLD | Workers' rights need to be protected and enhanced in this country. Australia was once the envy of the world due to the fairness of its industrial system. Rather than seeking to align conditions in our workforce with the terrible conditions experienced in other countries, we should be taking notice of the improved conditions workers in other countries are seeking and securing and do what we can to ensure they catch up. The industrialists in the Industrial Revolution all claimed that they would go out of business if they were required to start treating their workers decently, but capitalism is still thriving, so clearly they survived. The ones crying poor mouth right now as they seek to slash and burn the principles of common decency that used to inform our industrial relations system are the spiritual descendants of those same Industrialists. They'll live - we'd just like to live too, thanks. |
| 339 | Cornuiba | QLD | Maintain the conditions we have at the moment. Move pay increases up with inflation. |
| 54 | Crows Nest | QLD | Maintain penalty rates. Implement more permanent positions. |
| 384 | Curmbin Valley | QLD | If the commission is to reduce penalty rates then they must look to increase the minimum wage as people are reliant on the penalties to survive. I would like to see mandated options for moving from PPT or casual to permanent in the legislation not just in some awards or EA's . This would provide job security to workers. |
| 11 | Daisy Hill | QLD | Job security, even for such a small job, would be good. Permanency after a certain time. Eligibility for more hours after a certain time etc. Some form of sickness and holiday benefit. |
| 4 | Eight Mile Plains | QLD | Be fair to the average worker. |
| 46 | Eumundi | QLD | Effective representation by a union and a better balance of power when dealing with managers. The HR department should be separate from the power base, they should report to a statutory body that reports to Parliament. In Queensland the Public Service Commission isn't, rather it is the Premier and Cabinet's Service Commission. |
| 157 | Forest Lake | QLD | It would be good if people can have more job security. |
| 145 | Gracemere | QLD | More job security is the biggest issue, bigger company's help labour hire etc with entitlements, and union members be easily approached by represented a company's, and pay increases for labour hires per year or revised. |
| 266 | Herston | QLD | We need to maintain and extend the rights of workers to representation in the work force. An engaged, consultative workplace is a happy, productive workplace. I would like to see all employee rights under ILO Conventions reflected in Australian Workplace Legislation. It is outrageous that our human rights are not fully recognised in Australia. With those rights come commensurate responsibilities and I think that workers should be represented on Boards, as in other countries like Germany, so that workers and unions take responsible attitudes to business success and productivity. |
| 154 | Highgate Hill | QLD | We need to maintain our workplace rights. Our forebears worked hard for us to have them. We deserve our penalties, we work unsociable hrs no one else wants to work. |
| 26 | Holland Park | QLD | I need to be nicer to myself. |
| 423 | Inala | QLD | It's got to work both ways at the moment it's all a big witch hunt start working for Australia not against the workers. |

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|-------------|-----------------|--------------|--|
| 228 | Indooroopilly | QLD | Job security is essential. The precariat class is consuming all ranges of workers. All workers seem to fit the part time casual job, only these days it's called a "contract" in some instances. Once the terms of a "contract" was in the hands of the one contracted to do the work. These days, the "contract" is in the hands of the one offering the "contract". Once to have qualifications and education meant you would never be without a "good" job. That is no longer the case. Education is still what will save our society, if our society is to be saved, but what is going to make kids of today want to be educated and have huge debt and little opportunity of meaningful work and little opportunity of repaying debt and getting on with their lives. Let's ensure that hunger for education will pull us through, because without it, humanity will wipe itself out pretty soon. It's somewhat ironic that our daughter's degree education is in Environmental Planning and we are at a point in time when this should be much sort after and yet, government puts the economy in a position where employment in such a field is un-attainable. No, they are interested in economic GROWTH. If environmental planning were in place, GROWTH WOULD JUST HAPPEN. |
| 359 | Ingham | QLD | I would like to see maintaining penalty rates, and improving the minimum wages and a fairer go for the millions of workers in this great country of ours and the current Government to keep their grubby hands off workers conditions and instead make improvements to working conditions in this great country of ours. |
| 247 | Kalynda Chase | QLD | My biggest issue is job security and then improving wages. Also I strongly believe that anyone who works weekends should be paid a penalty for doing so. A lot of these people are giving up family time as most children's sport is played on weekends. As I can only comment on my workplace, with the conditions I am currently working under any cuts to what I am getting at the moment would have a negative effect. I can only guess that this would also be the case for anyone who is currently receiving penalty rates. I know some of the penalty rates are a bit over the top so maybe this could be looked at rather than take penalty rates away altogether. Particularly where someone is given the option as to where or not they work public holidays etc. it seems a bit over the top to then pay them triple and quadruple time for this work. Maybe double time or double time and a half would be fairer. |
| 27 | Kawana | QLD | More input by the workers more productivity. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 410 | Kelso | QLD | To meet the changing face of employment and industrial relations, the commission has to be made aware that all government policies and company policies are aim at control of the work force. In the past this has resulted in industrial unrest, unemployment, inflation, lack of control of the economy, and a break down in the social fabric of the nation The productivity commission must focus on the future of the nation and the requirements now required to move the nations work force in to the competitive nature of the world markets The ancient ideology of " a manager knows best" is no longer relevant in a modern society which is facing a huge challenge to successfully employ it's population, and provide the necessities for a health growth. The commission has to come to terms with the idea that in a business, the employees can see where changes have to be made to remain viable, employees have safety at heart, employees have profitability as a prime interest as that ensure job stability and security, employees know that continually "out sourcing" work is not good for business or country, That management is not the sole provide of a service (companies do not function on management staff alone) but the profitability of a company depends on the workers involved The commission has to realize that in the future, full consultation and decision making that fully involves the workers and worker organizations, will be the only way forward that this country has to take to meet the challenges of the future The commission should not be bound by the requirements imposed upon it by a government demanding an investigation into working conditions and penalty rates, reduction in union involvement income return for workers or any other imaginary penalty but should take the initiative to open up the work place to full and consultative approach to industrial problems, challenges for the company and future policy making processes Basically it amounts to a policy that states " a company that has a 100% involvement of all staff , workers and unions" is a company that will be able to compete on any world commerce level without government interference or the necessity for "adhoc" industrial laws. |
| 418 | Kelso | QLD | I would like to see the Union allowed to be more visible in the workplace. A lot of people have the mentality that they won't need them or just ride on the coat tails of the members. It would be good for Union officials to be able to come in to discuss things more openly. |
| 262 | Keperra | QLD | Penalty rates should definitely be maintained and minimum wage should be increased. More should be done to help the long-term unemployed into paid work. |
| 299 | Kirwan | QLD | Allow supervisors and Managers more say in pay rises and promotions. It's a fair system in the private sector, those who work hard and are good at their job are rewarded. Currently we have a system whereby once you are on top of you pay group, you basically have to move into a new role/job in a different section for any career progression. People would work harder for their managers and supervisors because there would be a reward. |
| 394 | Leichhardt | QLD | Maintain penalty rates please why should your job define your lifestyle. I work hard and can barely pay for my power bill. Definitely improve the minimum wage why should someone who isn't the smartest or hasn't be afforded any opportunities be discriminated against. Do they are work are they not contributing to society. Job security is a big one people need to feel secure and safe. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 200 | Malanda | QLD | Maintain penalty rates. We need them in order to live. Most of the women in aged care are single mums trying really hard. Improve the minimum wage. Please don't reduce what little rights we have. We in aged care are the ones looking after everyone's parents and grandparents so you all can have your careers. Respect our work because we love doing what we do and deserve recognition for that work and protection from unscrupulous providers. |
| 215 | Maryborough | QLD | Unions need to be given more scope in order to keep an informed eye on wages and conditions. If workers are receiving fair and just wages and conditions everyone prospers. Satellite industries such as hospitality and travel thrive when people have money to spend thus growing jobs which improves the national tax income for government. |
| 169 | Mcdowall | QLD | How can you make it much worse? Too many of our kids have too few hours but cannot take other work so they are on call for 7 days a week for a min 22 hours No doubt some business people may choose to support this but those who are worse off also have less money to spend....it all goes around. |
| 373 | Mcdowall | QLD | Maintain penalty rates. Encourage all employers to offer part-time and flexible work options. Many nurses would return to nursing and remain in nursing fields if more flexible hours and rostering occurred. Definitely give unions more negotiating power to support workers. |
| 21 | Moranbah | QLD | I would like to see penalty rates maintained. I would like to see stringent restrictions around 457 and other working visas. I would like to see inspectors checking on employer and employees with 457 and other visas and large penalties when there are breaches. I believe everyone should be in a union, it is good practice for communication, safety and competitiveness. I would like to see more traineeships for Australian youth and apprenticeships. I would like to see infrastructure projects commence in the regional areas where local companies can tender for the work and they can then employ local people so the regions have employment and growth. |
| 218 | Mt Gravatt East | QLD | I would like the commission to bring back company audits on wages because I have 5 children and 3 out of the 5 did apprenticeship and are fully qualified but have never been payed correct wages since day dot and they still are not getting a fair go with wages my son is a fully qualified electrician and is still payed 25 dollars an hour which he has had to beg the boss daily till he got it before that he was on labour wages. This is degrading and disrespecting for someone to grovel for a fair wage, when they have workers from Ireland that are on 40 plus dollars an hour because they bought them here for the jobs. |
| 189 | Mudgeeraba | QLD | The productivity commission should be making sure that if penalty rates are taken away that those workers get a pay rise that is substantial enough to give those workers a liveable wage. Workers should have job security. They should be able to know that they can't be sacked if they have time off due to sickness or bullied into leaving a job. I think the Australian people already have less working rights than a few prosperous countries. The rights that they have been granted are fair at present. Reducing the workers' rights would take Australia back to the level of third world countries. It would increase the gap between haves and have nots. Why would Australia want to take a step back into a time when workers could get sacked, not paid, no rights to be heard. Slaves. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 388 | North Cairns | QLD | In force the laws we have regarding 457 visas don't bring in any foreign workers to replace Australians train Australians to do the job. Make sure that tax exemptions for training have been used for training. Our educated youth is our future we should be doing much more to make them workplace ready when they leave school. |
| 234 | Oakenden | QLD | We need to maintain the Penalty Rates, I believe it is fair and justifiable considering the sacrifices we make and the Rosters and Hours that we work. The minimum wage should at least keep pace with CPI. If this falls behind then so does our living conditions. We need to abolish Casual Employment, we all work in the industry doing usually the same job yet we are paid very differently and work under different conditions of Employment. The right to be part of a union should not be discriminated against but it is in a lot of circumstances. These Mining Companies have access to all sorts of legal avenues and have the money behind them if needed. Yet we as the Employee as an individual have no bargaining power what so ever. The right to be in a union is allowing us access to all the legal avenues and the right to Collective Bargaining. These Mining Companies post very large Profits on an annual basis. We as the workers who help them to achieve these profits should have the right to share in those Profits. We shouldn't be cutting Wages and Conditions we should be constantly reviewing them and updating them. |
| 58 | Oxley | QLD | I would like to see the following changes to Australia's Workplace Relations system: - Greater worker rights and protective measures. - Maintaining and increasing penalty rates. - The government needs to stop inflating actual employment figures by including part-time and casual workers (working more than 1 hour per week) in the 'employed' employment statistics. This is a gross exaggeration and does not help us to address the problems in Australia's economy or welfare systems. - Employers should be encouraged to hire more staff instead of giving workers excessive and unmanageable workloads. - Employers should be encouraged to take on more full-time staff to give greater job security and stability to casual and part-time workers who want full-time permanent work. - The Productivity Commission should absolutely not recommend reducing any workplace rights - they need to be increased and reinforced if anything! |
| 268 | Portsmith | QLD | Get rid of centralisation, get rid of the so called independent commission who only give obscene pay rises so they get the same. That would be a great start then give line managers back authority, not just responsibility. Responsibility without authority is counter-productive especially in deciding staffing levels which seem to be decided by the wheel from the local pub raffle and based on bonuses promised for the number of staff they can shaft. Stop outsourcing because that is so much more costly and the drop in service is very marked. |
| 292 | Redland Bay | QLD | The worker needs an independent body eg a union to support and represent them as the fair work system seems to favour the employer in most cases. Companies use bullying tactics to get to their workers. They say have bullying, discrimination policies but this is just to tick the boxes, and rarely is there a positive result and the problem just rears its ugly head on a regular basis. |
| 405 | Redland Bay | QLD | Penalty rates for business are a cost that drive prices. I believe there should be flat rates for all days/ hours. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
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| 441 | Rochedale South | QLD | I don't wish to see changes to Australia's Workplace Relations system. If changes are unavoidable, then I would wish to see them as an increase in more positive dialogue, more and constant negotiation, and the willingness by all participants to positive outcomes. Therein lies the 'win/win' scenario. |
| 330 | Sadliers Crossing | QLD | I would like to see a consultative process between management and workers in all workplaces. This draws on the expertise of workers and should increase productivity. It would also lead to workers feeling more valued. |
| 389 | Sandgate | QLD | First, make managers know HOW to do the job their staff are doing. That never happened in the ATO. Second, treat staff as people, not numbers. Treat them with dignity and that's what you'll get back. The Workplace Relations System? Toss it out and start again, keeping politicians WELL away from the reconstruction. |
| 103 | Springwood | QLD | It is very important to have a boss who takes the time to listen to his / her staff and get to know the issues they are facing both with their work and their job security. However, frequently I have found the bosses are just as insecure in their own jobs. |
| 163 | Stretton | QLD | 1. Improving the minimum wage 2. Minimum wage should reflect not only your experience but your level of education and age (when starting out in any industry) 3. Employers should actively engage with their staff to improve the workplace culture for the betterment of the company and productivity in a way that is confidential and doesn't make the employee feel they run the risk of losing their position or job 4. Maintaining penalty rates 5. Inclusion of mental health as a recognised and nonjudgmental type of illness that employers should be privy to, and should acknowledge as a crucial 6. More awareness of a right as an employee in the private sector 7. Businesses that are in the professional field should encourage the continued learning of their staff if it is relevant to the businesses services (i.e. support in continuing masters study of architecture as it is a requirement for being a registered architect, which in turn benefits the company/business and its provision of services). |
| 76 | Sunnybank Hills | QLD | I think that penalty rates should definitely be maintained because so many people rely on them. I would also like to see stronger laws to support union representation in the workplace and more job security. |
| 351 | Sunshine Beach | QLD | In low paid hard working hospitality the penalty rates have to be maintained and more people need to be represented by the union, it was my only protection against unfair work practices and often my only means of checking the rights of apprentices and other staff. |
| 358 | Tallebudgera Valley | QLD | I would like to see improvement in minimum wage, maintaining penalty rates. |
| 400 | Tewantin | QLD | The union has and will always play a large role in supporting its workers. Therefore, as a worker I deserve to have the right to have regular communication with the officers and feel comfortable in sharing thoughts and ideas on improving working conditions. |
| 156 | Tin Can Bay | QLD | Take into consideration 'capacity to pay', it is laughable for the likes of Rio Tinto to cry poor and push for reductions in pay and conditions while recording record profits and executives receiving vile income. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 252 | Urangan | QLD | IMPROVE MINIMUM WAGE.....STOP WAGE TAXES ALTOGETHER.....AND INCREASE GST to 20% on EVERYTHING. That way we KNOW what we Get Every time....And if we get the Chance to work longer....we Know what we will get and Benefit by it.....In fact it would abolish overtime rates and all other extra's in which I would be very happy to swap for. |
| 88 | Wakerley | QLD | The productivity commission need to take a big stick to the law makers and the tax department whom continually allow those filthy rich tax dodgers to get away with blatant theft. Time to stand up and do the job you are paid to do. Come on you can do better just like your report card said "Must Try Harder". |
| 348 | Warwick | QLD | Productivity Commission should not any change penalty rate, raise the minimum wage and recommend casual to permanent conversion. Do an investigation in to the different pay levels between the Woolworths Ltd and other large corporations (the large pay differences regional & city employees). More Union rights to investigate any beaches done by employers. |
| 256 | Withcott | QLD | Improve the minimum wage and cut down some of the highly paid fat cat positions as the proportion of what some of them do in comparison does not weigh up with what they're paid, the wage comes along with the position title, this should be reviewed. When the Newman government came into power, we lost many experienced staff as they were offered redundancies, many new staff were employed as they were cheaper to employ. That left people in the middle with experience to have to train these new people slowing down productivity. However fat cats still sat in offices doing what???? People were cut from the wrong areas, but I guess that's the Liberal govt. way. The rich get richer etc. Privatise everything, that's what they want! Then blame it on the next govt.....We need to maintain penalty rates and give people more job security so they can buy a house etc. then we may have people put more into their jobs therefore increasing productivity, if you have happy staff! What a concept! Everyone needs to have the right to be represented by a union as a negotiator in case of unfair workplace incidents, unions are good for the employer as well as they also let the worker know not only of his rights but of the rights of the employer, this can also be a positive outlook. |
| 36 | Wollongabba | QLD | Political moves to privatise services and to undermine public servants have had a corrosive effect on morale. The power of even a large union such as Together to protect public servants was shown to be very limited in the face of the Campbell government's attacks. The Productivity Commission should realise that the best way to get good work from employees is to give them respite from the erosion of their rights and status. If the Commission sets out to reduce those rights, their effects will be socially destructive. |
| 248 | Wolvi | QLD | Maintain penalty rates, improve the minimum wage - do not reduce workplace rights - that is the stupidest idea I have heard in years! |
| 357 | Wyreema | QLD | I think it is vital that penalty rates are maintained as I work at the weekend and miss vital time in not seeing my family. |
| 361 | Yeerongpilly | QLD | The maintenance of penalty rates for those who work antisocial hours is one of the few incentives that people have to engage in such employment. Job security should be maintained for those who become unable to continue with shift work after a long period of doing so. Workers in these situations would benefit from assistance to negotiate such arrangements. |

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|-------------|-------------------|--------------|---|
| 242 | Encounter Bay | SA | I strongly encourage the commission to think hard about removing penalty rates as they are a recognition of the sacrifice people make in order to have a reasonable income (not necessarily a high one!) A spin off could be a loss of productivity rather than a better rate as people decide not to work those shifts which interfere with "normal" life expectations. |
| 49 | Enfield | SA | Penalty rates. Job security and union representation are all important to keep a happy and productive workplace and to keep the economy moving. |
| 38 | Hawthorn | SA | I would like to see unionism enshrined as a human right and the constant bickering back and forth of a unions right to exist being quashed. I would like to see core conditions mandated for periods of a decade and reviewed once a decade to quit the petty childish games and time quibbling over what is appropriate. |
| 315 | Huntfield Heights | SA | Job security is no.1 priority for everyone. This govt should be a lot more concerned about keeping jobs in this country. If not it will be a double hit to the counties economy paying a much larger social security system & a lot less people spending due to being on that system which will heavily impact on other industry employment. e.g. retail, entertainment even grocery stores. There is a real fear we are heading towards being a third world economy. |
| 414 | Macclesfield | SA | Cutting penalty rates will create a scenario that has not been seen since the mid 70's, there will be significant discord within the community bringing a backlash of resentment this present government has never experienced. People need job security and a sense of worth. Reducing workers' wages and rights in the workplace will send this country backwards and reduce significant productivity that will be felt through all sectors of our community. Politicians take huge pay rises and extend their liberties, they never take a pay cut and loss privileges, why should the workers who keep this country moving. |
| 273 | Modbury Heights | SA | The roles outlined in Workplace Awards could be clearer. The rights and duties should have less variation between Awards, and more common conditions should be moved to the National Employment Scheme (NES). Where there is doubt, Fair Work should be called upon for a formal review and decision. This may be what is "supposed to happen" already, but I can assure you it's not happening. Not at my work, anyway. |
| 209 | Morphett Vale | SA | Listen to workers and their families. They are the ones who suffer the most. |

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|-------------|-----------------|--------------|--|
| 166 | Newton | SA | In order to service, the industry must be regulated. At present, it is a lawless space, with government institutions and agencies dictating everything. They only look after themselves and abuse us as they wish. The interests of the profession are ignored. The industry is full of sham "professionals" with agencies deciding who they hire. They seem to be very happy to hire unaccredited and untrained with no thought as to quality. They seem to consider themselves to be a de facto accrediting body and ignore the existing accreditation system. Anybody can start an agency and there is no control over them. Quality control is completely absent. This seems to keep the government and agencies quite happy - cheap and nasty and no questions asked, but it has made a joke of the profession. It is no longer a way to make a living and when qualifications count for nothing - there is no distinction in pay whether you have UN qualifications - the highest in the world or whether you have absolutely nothing. Such failure to recognise professionalism is insulting and only kills the profession. It cannot lead to good relations. We understand perfectly well that we are being abused. |
| 30 | Oakden | SA | Improving the minimum wage is essential - it should be no less than the cost of living of the average family. Job security is vital - large employers should not have the right to "retrench" workers just because their profits have "decreased to \$4 billion for the year"! Such major (usually international) employers should not be allowed to sack workers for profits - that is totally un-Australian! |
| 254 | Parkside | SA | "If it's not broken-don't fix it" Leave penalty rates alone, improve the minimum wage so people can live. They just want to live. We need our Union to be involved. Not every institution, manager, and dare I say politician are honest. Our rights should not be tampered with. They are what any decent civilised nation would have, and I want my descendants to have them as well. |
| 449 | Port Pirie | SA | Job security improved. Employees realising that treating their workers better will lead to improved outcomes. |
| 83 | Sailsbury Park | SA | Awards MUST be maintained and updated, penalty rates MUST be protected and the right to remove your labour to protect rights is a must as is need to keep unfair dismissal laws. |
| 267 | West Richmond | SA | I believe the basic wage is far too low for people to have a reasonable lifestyle and pay their everyday bills - let alone buy a car, home or pay for extras like holidays or private medical cover. Far too many people are in casual or part time jobs that make it extremely difficult to make ends meet, to establish good credit ratings or commit to things like mortgages or repayment commitments. This results in people having to work 2 or 3 part time jobs with the additional travel and complexities that reduces their quality of family life and causes extreme stress and strains. I also believe there is significant intimidation and subtle bullying in many workplaces and when unfair situations arise, people are extremely reluctant to pursue their claims. Expectations and job roles have expanded to the level where many staff are having difficulty coping with their workloads and often feel at crisis point but are unable to question their managers because of the repercussions they believe will occur. Even people who are generally quite self-assured can be too nervous to question conditions because of the ability of management to surreptitiously or even quite openly undermine them and their positions. |
| 324 | Crabtree | TAS | Please maintain penalty rates and let us keep our unions. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|--|
| 107 | Goodwood | TAS | I would like to say keep the penalty rates or like a lot of my chef mates say bugger working weekends why bother for cut rates .It's just not worth it .It's a long haul to serve people food while they are out there having fun we could be to there has to be some pay incentive to do the work. |
| 259 | Howrah | TAS | I'll know you're serious when you start talking about cutting the salaries of CEO s' and management. That is where all the money is coming out of business instead of it being fed back in for training, decent wages and research and development. The greed at the top is astounding. When they finish up with it all and have relieved themselves of all that nuisance expensive staff, it will be a good laugh to see what they are able to produce, other than a fringe benefits costing form. |
| 362 | Kingston | TAS | I strongly believe penalty rates should be maintained. The minimum wage should be improved and those on contracts for a set amount of time (say 2 yrs), should be made permanent employees if the position is to exist in the foreseeable future. |
| 312 | Launceston | TAS | Penalty rates should be a right when you have a business seeking to take away the rights of an employee to have time with their family on the two days of the week that the children are at home; or of a night when the children need parental supervision; family time. Wages have to reflect the real costs of living in Australia. Anything less than that means that you are forcing the people to live in poverty. Employees are worth their employ and it should be reflected in their salary. If a person is unable to go to the bank for a home loan because they have no job security then we are doing the Australian Citizen, community/employee a total dis-service; it is a total act of devaluing the Australian society overall. Everyone wants stability and security in their lives; it is essential for maximising outcomes and generating wealth. Unions are not a problem! They can be a problem if you seek to treat your employee's inappropriately and to erode workers' rights. People have a right to be protected in their work environment when and if you have a rouge manager or business that is trying to treat the employee wrongly and without respect. This whole war on unions is a crock. There is always corruption in business where power can be utilised and they are also able to find people in positions of power to bribe/coerce in order to obtain beneficial outcomes. There has also been some persons in the union structure who historically have found power and influence as a result of these abilities to negotiate with businesses and to wield power too. A properly run business or union is totally acceptable and they should be able to work together in harmony for the benefits of the members of the union, plus for the benefit of the employer. The employer just might choose to engage the union to come in to the workplace and provide advice to an employee on their work performance and attitude when and if necessary, if they are not responding to the management. I have not had a situation where-in this has been necessary. |
| 258 | Pelverata | TAS | Give the lowest paid workers the same percentage pay rises every time the state of federal politicians give themselves one! |

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|-------------|-----------------|--------------|--|
| 311 | | TAS | I would advocate for the option for 4 day weeks for agencies in the public sector but for those agencies to be open for 6 days a week with no penalty rates-to compensate those on 4 days could be paid for 5 days work. More workers could be employed with less reliance on after hours service for agencies that provide such a service. OECD research indicates significant productivity gains where reduced hours is provided for staff. The US state of Arkansas initiated 4 day weeks for its public sector with success (productivity and employee wellbeing) but reverted to the 5 day week when customers missed accessibility to services through the whole working week. |
| 179 | Primrose Sands | TAS | Please do not take away any more conditions, leave the superannuation percentage rates as they are, penalty rates for overtime should remain the same. People require assurance their jobs are safe. |
| 132 | Trevallyn | TAS | I am personally concerned about the prospect of penalty rates structure changing. On a broader scale, I fear for the staffing of our hospitals. My son does earn some penalty rates but he has only been able to get 10-15 hours a week. What little he earns helps keep some independence and self-esteem. |
| 42 | Warrane | TAS | Maintain penalty rates, job security and wage increases in line with inflation so we can survive. |
| 102 | | VIC | Big business does not represent Australia. They are a minority. They do not do their best to look after the interests of Australian people or the country. Looking after them and not the people will see money available to Australia decline. It is simple economics. Which as we've seen is well beyond the current government because it doesn't reward their high earning friends enough. |
| 232 | Albert Park | VIC | Wage is not the only issue, the commission should make sure that the employer doesn't divide their workforce so to make it easier for them not to engage in fair negotiation. Management wages and bonuses are way out of kilter with employees' wages and bonuses. |
| 316 | Ararat | VIC | Maintain penalty rates - people will work harder if they are being looked after financially. Unions are a great tool for negotiating for workers as they know the laws and can help with EBA negotiations. Workplace rights are a cornerstone of Australian society, if we reduce wages for the clock card punchers of this country the gap is going to widen between the rich and the rest of us. |
| 304 | Bairnsdale | VIC | Improvements in the activity and involvement of unions with negotiating pay rates and conditions. A more general acceptance by employers and employees that union involvement is a good and necessary part of securing conditions for workers. |
| 56 | Ballarat | VIC | I see maintaining penalty rates as a key issue for many Australians. Please do not recommend reducing any workplace rights. In my experience Australians have healthy work ethic and Management often exploits this. |
| 59 | Balwyn North | VIC | I have nothing more to add except that if the current Government wants to improve workplace relations then they should negotiate in good faith and not on party ideological lines. |
| 208 | Bayswater North | VIC | I believe weekend penalty rates were introduced to compensate workers for missing out on weekends - days traditionally taken up with family time. I also believe part time and casual rates should be increased because employers are abusing the casual resources available, and holding back many from full time work. |

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|-------------|-----------------|--------------|--|
| 20 | Box Hill North | VIC | Reducing work place rights is not acceptable and we need the unions to create and continue momentum against workplace changes. |
| 170 | Box Hill North | VIC | Penalty rates should stay because these people are working to look after the rest of us and missing out on their family time. I have really seen the casualisation of the education workforce in the VET sector and not only is it difficult for the staff but results in potentially poorer outcomes for the students because of the turnover of staff and the lack of availability of assistance. In particular, the lack of funding for support services such as the Library and counselling and welfare etc has meant that students who need help don't always get it. |
| 291 | Box Hill South | VIC | More job security is important. Also there are a lot of jobs that aren't really jobs that people get wages for. These people should just do it as a hobby and not get paid. If I worked for the productivity commission I believe I could fire a lot of people especially in public service. This is why we have retirement pensions and work for the dole schemes. |
| 63 | Braybrook | VIC | Work together |
| 286 | Brunswick West | VIC | Not that they are relevant to my particular profession, but I think it is vitally important that we maintain penalty rates and improve the minimum wage. Job security is a big issue for teachers who unlike me have not gained ongoing positions and are forced to reapply for jobs every six months or every year and are not paid over the holidays. |
| 192 | Camberwell | VIC | I have never understood why business and Governments don't have their own "Employees Advocate". Why leave to Unions? You don't have to go far up the Union tree to see the same politics of self-interest compromising every decision or thought process. An independent Employees Advocate will keep both side more honest. |
| 338 | Carnegie | VIC | The key change that the Productivity Commission could best make is to recommend that the federal government radically overhaul the taxation system to provide massive incentives for workplace providers who generate employment opportunities. This in turn would kick start slow parts of the economy and generate demand. Taxation burdens on the general population are also largely unbalanced. |
| 148 | Castlemaine | VIC | Definitely maintain penalty rates, improve the minimum wage, provide more support for apprentices, and give people more job security, make union membership and representation easier and cheaper. Please do not further diminish workplace rights. In general. I think people work harder, have better morale, and are more productive if they feel respected and appreciated. Decent wages and conditions help achieve this. |
| 28 | Cheltenham | VIC | I would like to see some independent person present to see that both sides in an EBA have an attitude of cooperation to a suitable outcome not a knock them down fight. |
| 245 | Clifton Springs | VIC | The productivity should not consider reducing any workplace rights, but upholding them. Improving the minimum wage and giving people in my field more job security would make a huge difference. |

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|-------------|-----------------|--------------|--|
| 327 | Coburg | VIC | The minimum wage should be improved. I don't think it's right that people in the same company can have wages so disparate, from \$30 000 to 100 000+ to a few million dollars. The lives of people on a low/minimum wage are so different from those on high wages. There is great mental and emotional stress placed on people and their families when they are struggling to pay the rent and food. Many people can no longer afford their own house - by paying rent they will never have an end to it, and will need more when they retire. I know many young families struggling to raise children, with the father working full-time, the mother part-time, and young children in day care when they can be. They still struggle to pay for essentials, as they are on minimum wages. It should not be like that. Penalty rates are important: for workers: to be paid fairly for weekend time, for evening and overnight shifts that disrupt the normal social/family/sleep times; for society to have times when people are able to socialise and celebrate together; and for companies to be able to get workers willing to do these difficult hours. I would like to see transport allowance, or improved public transport so that more work is available (as it isn't now, when one doesn't have the means to get there). |
| 101 | Coburg North | VIC | The key changes that I would like to see in Workplace Relations is the maintaining of penalty rates as I believe it would be a severe injustice to do these hours where you are away from your family for weekends and birthdays or special events and not be paid appropriately for the cost of missing your family life. Job security would also be a priority and union representation a right in any workplace. Reducing workplace rights is a civil injustice and putting our working lives at risk. We are being asked to work for many more years to stop people putting pressure on governments to come up with money for pensions but if our rights at work are demeaned what kind of longevity can be expected? |
| 386 | Coolaroo | VIC | There are many improvements that I would like to see in Australia's workplace relations system. Firstly an increase in the minimum wage. A guaranteed fair minimum wage is a safety net, especially for those persons who may have difficulty in moving into employment in areas that are above minimum wages. There needs to be encouragement to employers to move casual employees to permanent positions and disincentives for employers who maintain a high percentage of casual employees unless they can demonstrate why that is necessary. To be productive workers need the security of secure long-term employment. Unions play a vital place in ensuring and maintaining fair working conditions and the right to be supported by a union, the ease which unions can represent employee's tighter laws and the ability to actively campaign must be guaranteed to provide security to workers. Finally productivity is not about eroding workers' rights, conditions and wages in the hope of facilitating huge profits for a small number of individuals. I firmly believe eroding workers' rights, conditions and wages is counterproductive particularly in the long-term and will only have negative consequences for Australia. |
| 62 | Croydon | VIC | Bring the minimum wage into line with the cost of living. Since 1970 houses have gone up 30 fold, whilst wages have only gone up 15 fold.....and THAT IS A FACT! |
| 360 | Croydon | VIC | I would like to see the minimum wage increase, job security increase and union representation easier and cheaper. |
| 128 | Elwood | VIC | Improve minimum wage and maintain penalty rates and maintain and improve unfair dismissal laws. |

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|-------------|-----------------|--------------|--|
| 246 | Elwood | VIC | A move away from applying market principles to education: league tables, NAPLAN, and a general obsession with relatively meaningless data have all been used to erode confidence in teachers. This requires some honesty and moral leadership from above. Increased pay will help: if the pay is poor and the conditions difficult, then the only people who will stick around will be those who simply can't be employed elsewhere. Stronger agreements re. class sizes and funding arrangements needed to halt the attrition rate, especially in younger teachers like myself. |
| 251 | Elwood | VIC | Maintaining penalty rates. Supporting the most disadvantaged by increasing the minimum wage. Giving more people job security. |
| 409 | Epsom | VIC | Improving the minimum wage and maintaining penalty rates, so that I can maintain a life. |
| 221 | Fairfield | VIC | Better protections for minimum wages, maintaining penalty rates and giving people more job security. I've worked casually. The stress of not knowing, from one day to the next, if I would have work tomorrow meant that I moved from a professional career in teaching to a more menial and lowly paid one in admin. |
| 77 | Ferntree Gully | VIC | I feel we need to improve job opportunities, improve job security, regulate employment agencies, raise the minimum wage to reflect the rising cost of living and keep penalty rates as it gives people an option when things get tough for without the option of weekend rates I don't know where I would be. |
| 105 | Footscray | VIC | I would like increases in penalty rates, based upon evidence of health effects of particular hours, and a science rather than economics approach taken to determine where these incentives might be best targeted. Lowered health causes lower productivity. A study aimed at ascertaining when this occurs, and the introduction of penalty rates for those times. Greater incomes lead to less stress and improved consumer spending and productivity that results. |
| 391 | Frankston | VIC | A major change would be to never leave a teacher without a job when they are full time and on-going status. |
| 158 | Frankston North | VIC | Maintaining penalty rates, improving the minimum wage, giving people more job security and make it easier for workers to be represented by a union. The Productivity Commission should be improving workplace rights. |
| 217 | Frankston South | VIC | I would like to see the removal of bonuses for senior managers, because since they have been around, some management no longer listen to their staff. IT has created a real them and us philosophy in the health system and sick leave has skyrocketed. The removal of penalty rates will cause many problems if people are not rewarded for working these antisocial hours. |
| 114 | Gladstone Park | VIC | I would like to retain my penalty rates, my job is very difficult, long hours, harsh condition. |
| 94 | Glen Iris | VIC | Maintaining penalty rates, improving minimum wage, giving women more job security and putting young people and foreigners in touch with their unions. |
| 93 | Gowanbrae | VIC | No VISA 457's allowed - there are over 100,000 already here and they expect this number to rise to the millions! Where do you expect our children to work? Bangalore? The Philippines for \$2 a day. Come on people - get a GRIP OF REALITY HERE! |
| 133 | Greensborough | VIC | Maintaining penalty rates for overtime and shifts giving people more security it would also help Australia's economy. |

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|-------------|-----------------|--------------|---|
| 438 | Grovedale | VIC | More job security is my priority. I believe a person's health and wellbeing directly relates to their feeling of value by their employers. Employers ability now to change job descriptions and conditions of employment seems unbalanced and too much in the organisations favour. The commission should do nothing to reduce workplace rights. That is not the Australia I know and love. Stress, depression and health issues in the workplace are on the rise. If the commission moves in this direction then I believe it will have drastic consequences on the health and wellbeing of our workforce and consequently, their families. |
| 269 | Heidelberg West | VIC | Australia's workplace relations system needs to retain the minimum wage and existing penalty rates. To abolish either or both is to increase the gap between rich and poor. People need to work for a wage they can actually live on. |
| 244 | Hillside | VIC | All our rights recognised and the bullying/sexual harassment. |
| 140 | Ivanhoe | VIC | I think flatter structures with better wages to compensate for lack of career progression. Generally I think people aren't so worried about getting promoted if they are happy at work. Decent wages and good managers are what most people in my experience want. If they enjoy their work, they'd stay. This results in financial savings because the cost of replacing an employee is something like 2 1/2 times their annual salary. Keeping employees happy is beneficial financially as well as improving productivity. I really feel that there needs to be a realistic minimum wage that people can live within their means comfortably and not struggle. If you have people paid reasonable wages, they spend and support business. Seattle for example has higher wages than the average in the US but their economy is thriving because they have enough to spend and business is doing well. Calling on employees to show wage restraint is counterproductive. When people can afford preventive medicine, when they can afford to update their household appliances reasonably, fill up the car at the bowser and so on you have a healthy economy. Inability to pay for preventive medicine or dentistry in the long term increases dependency on Medicare and/or welfare. That isn't great economic management. How much does a person really need to live on? It should not be structured so that executives get huge bonuses while low or median paid employees don't even keep pace with cost of living rises. That just demonstrates an unhealthy economy in the long term. Taxation and what can be claimed on tax need to be structured to keep lower paid employees able to live well. For example, you now have to spend an amount on health well above what most lower paid workers can afford before you can even claim those expenses on tax. We have a system where the wealthy can claim more than lower paid employees. There is a widening gap as a result, And governments only answer to budget issues is to strip away what PAYE employees can have. As long as employees feel they are treated inequitably, there is no incentive to work hard. You get what you pay for. |
| 35 | Langwarrin | VIC | The Government should maintain penalty rates, improve the minimum wage, legislate to give people more job security. The conditions that Australian workers get may not be sustainable on a global scale, but they don't have to change as long as Governments tax the rich and big business more. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
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| 265 | Lara | VIC | Union representation is vital to many people. Companies employ lawyers to prepare their contracts. Ordinary people can't afford this or have the knowledge and experience to do this. The vast majority of workers are less educated and experienced than I am, where do they go for aid. Will a company give me 3 months off to research and prepare my case for my work conditions and pay. I fear not. |
| 117 | Leopold | VIC | I think wages should be based on the award system, with the old C10, 9, 8 ratings etc. where you get paid for your use of extra skills if you use them enough. People can get screwed on contracts if they don't know what they're worth. How about some more visits on work places to make sure they are keeping them safe, training people etc. |
| 44 | Lovely Banks | VIC | Fair work for fair pay. Simple! Fair conditions! |
| 81 | Lynbrook | VIC | I firmly believe that penalty rates must be retained to ensure that our basic fabric of society in Australia is maintained. I believe that a review of unfair dismissal processes should be undertaken to reduce the time factor between dismissal and hearing (if mediation is unsuccessful). This may require a separation of unfair dismissal applications from general industrial relation applications. Also the cap of 26 weeks compensation should be altered to replicate the redundancy provision of the relevant EBA (as I believe is the case in the UK). Due to the increase in long term continual casual employment becoming common, more needs to be done on the grounds of job security and entitlements for this section of workers. |
| 67 | Maddingley | VIC | Stop bullying workers. Make union membership an opt-out rather than lean on people to not join. Value workers. |
| 68 | Melbourne | VIC | Maintaining penalty rates and improving minimum wage. Job security by having easy access to rule laws and mediation to all workers not just Union members. |
| 309 | Melton West | VIC | Please consider the casual loopholes. Does it seem fair to you that a casual worker works same hours as full time over the period of years and not have any holiday or sick entitlements and employer gives him to pathways to secure full time role how does this loophole is justified?? |
| 226 | Mernda | VIC | As I said before, the FWC needs more power. Everyone says the employer 'has to' negotiate in good faith. Really? Or what? Or NOTHING, that's what. There are no consequences for being unreasonable and greedy. There is systemic bullying in my workplace but who do I report it to? The next bully up the line? The union tells me that it's too hard to prove bullying even though we can all act as witnesses for each other. However, most people are afraid to speak up about bullying because, guess what, they will be BULLIED for claiming to be bullied! We need more protection for the employee...not less. Imagine where I would be if my employer had more power!!! |
| 426 | Moe | VIC | I would like to see penalty rates maintained, an increase in the minimum wage, more job security and union membership made compulsory. The first 3 because better conditions equate with a more productive workforce and better outcomes for clients or customers. I believe union membership should be made compulsory to strengthen the position of workers overall and to encourage workers to take an active role in their workplace. |

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| 393 | Montrose | VIC | Getting back to basics, an hr pay for an hr work, that's a start. Workplace rights need strengthening and there will always be a need for union representation for collective bargaining. Wages must increase in accordance with living cost increases and so must Super. Why is it that Politicians give themselves 15% of Super, while everyone else is locked in at 9.5 % until 2021? |
| 306 | Moonee Ponds | VIC | There used to be strict high quality tests to get a certificate, now there is not. |
| 207 | Mordialloc | VIC | Maintain penalty rates, improve job security, ensure access to unions for all employees, ensure unions are involved in workplace negotiations. The rights that should be reduced are the rights of employers to ignore their staffs' legitimate needs. |
| 399 | Mount Evelyn | VIC | More job security, and definitely a fair minimum wage. Unions still have their place in protecting the rights of the lowest paid, and often weakest in our community. I believe our current rights should be maintained and strengthened by legislation protecting them. |
| 71 | Murrumbeena | VIC | The productivity commission should be looking at taxation reform. This impacts productivity levels. Negative gearing on existing dwellings does nothing for national productivity. It deprives the nation of taxation revenue, forces the price of housing stock up as investors enter the market to obtain a tax deduction for a loss making asset and then capital gains tax has personal tax concessions. Tax reform should encourage new activity. E.g. If negative gearing were only those building new homes, then employment is created in construction. Work for carpenters, builders, plumbers, electricians, tilers, plasterers, landscapers. It would add housing stock and productive capacity. Perhaps taxation concessions for technological innovation and research and development. Investment by government into knowledge building, universities and training. Investment is positive and involves a paradigm shift. Government investment in infrastructure funded through Infrastructure Bonds similar to former Australian Savings Bonds would deal with a lot of issues, including enhanced productivity, safe and secure investments for retirees and relatively stable and secure source of funding for Government projects. Schemes to encourage institutional investors such as managed funds and superannuation to invest into new infrastructure projects and developments rather than a focus on shares, bonds and cash. |
| 74 | Newport | VIC | As a casual worker there are so many key changes that would need to occur, but the vulnerability of being a casual effects what can be accomplished. What can be accomplished as a policy level, union level and as an individual casual worker. |
| 355 | Northcote | VIC | No workplace rights should be reduced at all. Several need strengthening. Several family members work in the hospitality sector, and rely on penalty rates to make ends meet. My own workplace conditions are good, but were hard-won through union action. Definitely those working in casualised areas of the economy need better representation and advocacy for their rights, or Australia's whole economy will suffer as a complete class of underpaid workers with minimal discretionary spending power emerges. |

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|-------------|-----------------|--------------|--|
| 440 | Pakenham | VIC | <p>If the government really wants to have productive staff in their hospitals then they need to have adequate access to childcare at the hospital. Many of the young female staff have babies, then they are faced with the dilemma of how to balance care for their young against needing to work. Those without supportive families are the most effected. However if there was child care on hospital grounds they could come to work, knowing that their child is safe. They can still be a productive member of the workforce. In public health we need adequate resources. Beds that work, equipment that works, being able to find a thermometer when you need one. You have no idea how many hours are lost every day because staff have to go hunting for working equipment so they can adequately do their job. And computer systems that works. Often you have to wait for the system to log on before you can write your notes or a patients file is locked by another user so either you wait until it's unlocked or go looking for a manager to unlock the file. It's really frustrating and time wasting.</p> |
| 223 | Preston | VIC | <p>Pay people their dues and what they are worth - pay cuts means more profit in a business's pocket, not more jobs. If you can't afford to be open at 10pm on a Sunday because you don't want to pay penalty rates for wages then simple, don't open! Therefore it's just pure greed. We all have expenses, if you can't allow for them you shouldn't be in business. Unemployment is out of control. Young people need training initiatives and trades programs and educational courses need huge money investment not cuts. Businesses should be putting up more scholarships and cadet programs, work experience. Freeze management bonuses, even better get rid of some. Cut politician perks and wastage - why do they need free travel for life and huge superannuation plans, cars to shuttle them about. Most are independently wealthy, have businesses or educated qualifications and professions. Put that money to good use and invest right back into educational and job creation schemes. People on the welfare should do volunteer work for their payments i.e. if they are not on disability pensions or have dependants that means they can't do volunteer work 3 days a week fine but there are whole families/suburbs of people that are capable and are not supported nor encouraged. For example growing fruit & veggies to support the community in communal gardens, raising chooks. Learning skills to get more self-sufficient and assist others...doing courses and going back to school. These are worthy and productive enterprises that get people engaged and wanting to better themselves, have more choices and control in their lives. Businesses should pay more tax as many are avoiding paying it and respect a basic workers right to earn a reasonable wage. Look at other countries to see what positive initiatives and projects have been successful in creating productivity and a fair distribution of wealth. Engage in more solar power initiatives and non- polluting energies that all inhabitants will benefit from and save money with. The list goes on ...Australia needs to open its eyes and go forward with a broader mind towards a win-win situation for all, not back to the dark ages and totalitarian industrial relations tragedies of the past.</p> |
| 32 | Seaford | VIC | <p>Job security is incredibly important for younger people now. Without it how can they, for example, take out a home loan?</p> |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|------------------|--------------|---|
| 52 | Seaford | VIC | I think we need a system more like the German system. Germany has the world's fourth largest economy yet with much better protections for workers in its "Constitution for Work". This constitution ensures meaningful consultation with workers and action on that, and the success of the German system and its economy stands in contrast to the American system which we seem to be adopting; that is a failing economy where workers in some of its largest organisations reportedly rely on government funded food stamps to survive, even if the worker is employed full-time. I believe we need a radical change in direction in work place relations in Australia, and that the German model - not the U.S or U.K models - are a better starting place. |
| 303 | Seaford | VIC | Walk in my shoes to see what it is like in the real world before any recommendation are made. |
| 229 | Shelbourne | VIC | I would like to see the Australian Workplace Relations system maintain penalty rates, improve the minimum wage, give people more job security, make it easier for workers to be represented by a union. The Productivity Commission should not be reducing workplace rights and should look in to setting up workers' rights with regards to surveillance by employers and covert ageism practiced by employers when employees are nearing retirement. |
| 302 | South Yarra | VIC | Maintain Penalty rates!! Even though they don't apply to me. Need less Casual work or more protection for those that work under those conditions. Employees have right o refuse an 'unfair' contract and employers should try to take into account some conditions such as a carer's role when allocating weekend work- especially for Casuals. |
| 29 | Spring Gully | VIC | The current premise of government is that the way business, big or small, conducts itself is good and fair, and therefore it must be the way of the future. The end game of business is driving for profit. Fairness and goodness aren't always qualities which coexist with profitability and are the qualities which are the first to be thrown onto the bonfire when profitability is in danger. |
| 51 | Springvale South | VIC | Need job security. |
| 180 | St Kilda West | VIC | Economic modelling under the prevailing neocapitalist ideology envisages labour as just another factor of production, disregarding human needs and aspirations In a rationally ordered society, inelastic supply of labour within national or economically harmonised bloc-of-nations borders would be the norm. The natural outcome is for Trades Union to act as monopoly suppliers of labour to industry, commerce and government, establishing a human dimension defining 'what it's all for' in a web of industrial agreements covering job definitions, training standards, pay scales and working conditions. Unions assume their proper role as part of the capitalist system. Instead we have the obscenity of brushfire wars creating pools of displaced people who, together with lower paid workers in more stable foreign countries, can be moved around the world like counters on a board to counteract organised labour's sole bargaining chip. Gough Whitlam's private secretary in his rise to power, Race Mathews, is an exponent of The New Distributism, an economic theory covering the middle ground between capitalism and socialism that ensures that the highest paid in any enterprise earns no more than six times the remuneration of the lowest paid. The theory has been shown to work in cooperative enterprises and mutual life insurance societies across the globe. Read more about Distributism in Race's pamphlet 'Jobs of Our Own: Building a Stakeholder Society' for which he was awarded the Chesterton Society of New York's prestigious 'Outline of Sanity' award. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|----------------------|--------------|--|
| 119 | Sunbury | VIC | Please maintain the rates of pay with inflation don't remove our minimum wage and relevant penalties rates so to make it easier. We cannot compete on the international market as the workplaces in China etc don't meet our requirements. Let's one go backwards, let's move forward together. |
| 147 | Sunbury | VIC | When people are hard done by, honestly miss treated by an employee or employers as in the case of discrimination those who perpetrate it need to be held accountable not the victim vilified as is current circumstance. It is a premise of this country that we are a fair country. Yet as our industrial relations system degrades and our standard of living erodes that concept of fair is fast disappearing. I understand that we need to be more competitive and that this may mean that our standard of living may lower as a result but please do not make us a country of working poor with zero job security. Do not shunt all of Australia's economic woes on those who can least afford it or those who least deserve it. Please be mindful that when speaking of industrial relations, that when our working conditions are eroded, that so too is our confidence in ourselves as individuals and in the country we live in. The fiscal ramifications of this are hard to define but can undermine an economy as much as any other type of fiscal policy. Further a constantly changing industrial relations system also undermines business confidence. Let's be smart about what we do when we reform legislation let it represent the people who vote governments in and not the corporations that back those political parties. Respect people's right to a voice in the work place; be that as a self-representing individual or as someone that has chosen to join a union or other employee body. I have been absolutely vilified when it was made known that I was a member of an employee body. And in spite of my frank comments in this forum I do endeavour to be quite discrete as to my affiliations in the workplace and I do not believe in biting the hand that feeds me. And let's not develop a knee jerk response that sees each successive government change industrial law irrespective of whether they are Liberal or Labour. This is key to a happy country and electorate it is about how most Australians manage to make a living and it is fundamental to how our parliamentary system is supposed to work but rarely does. With successive revolving door administrations in power it is precisely because of this type of constant review and repeal of legislation that the Australian public view our political system and its Politicians as a joke. And I could see business be it big or small as viewing the situation no differently. |
| 235 | Tarneit | VIC | Make the management responsible up to some extent if the dept fail to produce required result. |
| 137 | Thornbury | VIC | Maintaining penalty rates is a must to keep the country fairer. Squeezing the life out of healthcare and universities is so self-defeating. We need both to maintain and retain a healthy workforce. |
| 331 | Upper Ferntree Gully | VIC | Workers do not have enough rights as it is. Corporations have all the power. To reduce workers' rights anymore would be a disgrace and would show how out of touch with reality our Countries decision makers really are. |
| 279 | Vermont | VIC | I believe the Higher Education sector is rife with corruption and nepotism, senior management dodge the usual accountabilities of shareholders or taxpayers and stack their boards or councils with 'friends'. There needs to be greater investment to ensuring public funding (Federal or private) into Higher Education is not wasted on executive salaries and bonuses when there has been no improvement in academic working conditions and graduate outcomes. |

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|-------------|-----------------|--------------|---|
| 282 | Vermont South | VIC | The union is not given the opportunity it needs to access staff that are not yet union members. I may only contact those that have taken the initiative to join. Word of mouth appears to be the main means of improving membership. Without the numbers the union lacks the strength to benefit us all. I would be extremely disappointed and angry if the productivity commission reduced any of my existing workplace rights and would definitely protest! |
| 150 | Wantirna South | VIC | I ask the Productivity Commission to put themselves in our shoes and appreciate how the lower income public are already going through. The government has made a commitment to get into power but have not realized what it is to be in our working conditions or suffering in our lives. There are other ways to increase productivity and help better business. Unions are already looking after our affairs and should be given more power to support and assist with dealing with management. Maintaining or improving minimum wages is healthy for the country and businesses as it keeps quality staffing and improved servicing at all levels. It would reduce disinterest and overseas staffing to fill the gap due to quality staff leaving the business. The Productivity Commission has a big job ahead of them and penalizing the working class that keep businesses running is not going to be advantageous in the long run. How would hotels perform at the same skill levels they are at the moment. How would Police feel encouraged to work the undesirable hours needed to be available all the time. How would Hospitals and Paramedics want to risk their own lives and offer proper services for less payment. Compensation for giving up our personal and social lives needs to be rewarded otherwise the experiment suggested by the Liberals will be a total failure which will cost us all dearly in the long run. |
| 97 | Warneet | VIC | Keep penalty rates. Union representation in hospitality. 2 days off in a row. 38 hour weeks. More support for stressful situations/customers. |
| 31 | Warrenheip | VIC | We need to maintain penalty rates, improve and keep the minimum wage, reduce fixed term work, give people more job security, and allow union representation in all workplaces. |
| 374 | Warsonia | VIC | Workers need the protection of union membership to have their voice heard. Penalty rates should be maintained to ensure workers are paid appropriately for work done outside of normal work hours - 9 - 5 weekdays. |
| 281 | Waurm Ponds | VIC | You most definitely should not be reducing any work place rights. If you work for an employer for 12 months you should be made permanent. The ability to have a union, represent groups in the same industry, doing the same work is productive in itself, workers stay on the job and receive the support of skilled negotiators, to represent them, no different than employers do now. Where there is no agreement on perhaps for ideological reasons to not want a union involved and independent, group should be made available to negotiate for the employees, perhaps through the productivity commission. |
| 10 | West Footscray | VIC | Certainly I think maintaining penalty rates and improving the minimum wage are extremely important. Job security is extremely important as the cost of life (eg electricity) balloons out of all proportion. |
| 111 | West Preston | VIC | Maintaining penalty rates, improving the minimum wage, giving people more job security, or to make it easier for them to be represented by a union |

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|-------------|------------------|--------------|--|
| 123 | Whorouly | VIC | Penalty rates must remain and the Howard government reduced the awards from 40 odd to under ten in 1997 that was too much. My wages fell away after that and the damage has been done since. Increase in suicide and mental health issues and poverty have only just been noticed but in country Victoria, we see the correlation between big issues and attacks on "HIGH WAGES". Get the P Committee to sit in country Victoria in a small town, anywhere. |
| 322 | Williams Landing | VIC | The current system of unions representing workers and being able to meet with management and sort out issues before they grow larger as first option is good. Sometimes the FWC needs to be involved as there seems to be no room to negotiate or give and take. |
| 344 | Wodonga | VIC | Better communication between business and employees more conferences and more give and take. |
| 289 | Woodend | VIC | Making employers feel 'entitled' to treat employees badly (as resources to be used up given the least pay/conditions they can get away with) is bad for productivity and therefore bad for the economy. It also has consequential effects like being bad for people's health (and the federal health budget) or bad for families (and therefore causing more social problems). We need to stop having a singular view of the issue and realise people are whole beings and social issues are interconnected. |
| 350 | Yarraville | VIC | The industry that I know with the least union representation, the music industry, is also the industry with the worst conditions (often underpaid, no security, no super or other long term benefits), and in many ways the entire industry suffers from this by having trouble attracting a skilled workforce. Unions are essential for a stable, functioning society. |
| 283 | Aubin Grove | WA | Definitely keep penalty rates and improving the minimum wage. Job security is a must as it would cause less stress. Some workplace rights are good but others are not. There needs to be fair workplace rights which should be worked out amicably between employee and employer |
| 24 | Baldivis | WA | Better agreements, less stress easy to talk to the management about things, staff being proactive, we need to find way to tackle the aggression with staff everyone is under stress to get a job done when there is too much to do and not enough staff. |
| 82 | Bassendean | WA | At present with a freeze (that has lasted for 18 months or more) we should at least have contracts being offered especially for special needs areas, ICU units, delivery units etc as having staff untrained in these departments is telling on permanent staff and it flows that standards fall. |
| 224 | Bertram | WA | Improve on the job training, provide full-time employment with security. |
| 437 | Bibra Lake | WA | FIX IT. Don't mess with penalties for areas that require shift work. Nurses need to be there 24/7 and need to be paid to sacrifice time at home with their families. |
| 345 | Bulgarra | WA | Penalty rates must be maintained or else we will be like America have a whole community of working poor, also minimum wage must be improved so workers can actually save some money and afford minimum health benefits etc. |

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| 240 | Floreat | WA | More consultation and participation needs to occur, as opposed to one group shouting at the other. Politicians have destroyed any goodwill that existed between business groups, unions and employees over the last few years through ideological pursuits. This important issue needs to be wrestled from their scaly hands, and be more inclusive of all workplace participants. We all have to work, why don't we all have equal input. |
| 349 | Forrestfield | WA | I would like to see penalty rates as compulsory. Flat wage rates should be abolished. The minimum wage needs to be raised by at least 20% for any worker to have a dignified existence. If a worker has been working for more than 6 months for an employer, than they should be made permanent. The whole award system needs to be overhauled so individual enterprises are not forced into dogfights that lead workers in a race to the bottom. Unions need the freedom to lead industry wide campaigns and the right to strike needs to be completely restored beyond "protected bargaining" periods. The right for a worker to withdraw their labour collectively is a fundamental human right. |
| 257 | Leschenault | WA | Definitely retaining penalty rates especially for older workers, many of who rely on them. If the new start allowance cannot be raised, then raise the cut off threshold. I speak on behalf of many people in my age group who are willing and able to do more, often overlooked or passed over or lack the opportunity. I would like to see more job security and I believe a big part of the insecurity is in these contracts companies are able to negotiate, especially with those who do not have a strong bargaining position to start from - if you think the 'take it or leave it attitude' is not happening with big companies you are sadly and biasedly wrong and need to do some honest hard-hitting research before assuming it doesn't exist. |
| 155 | Maida Vale | WA | Penalty rates must stay, it ensures that the essential work life balance is maintained and that people are remunerated accordingly when they give up their so important private time. Work place contracts with "slavery clauses" must be stopped. If you want to make a huge productivity improvement in most workplaces, get rid of Mein Kampf trained human resources experts, years ago human resources were called "employee services". Human Resources should be there only to provide service to the work force, not running the company as they seem to think they should. Too often the human resources division overrides the few managers whom try to manage in the best interests of both the company and the employee. The industrial relations environment has changed for the worse, it has gone the way of the current corporate ideals which are profit oriented and reward only the executives and managers. The simple fact is I get paid to do a job, it's a contract where in exchange for a fair day's work I get a fair day's pay. If you don't pay me fair, why shouldn't I have the right to withdraw my labour free from legal repercussions. |
| 37 | Morley | WA | From my experience the removal of penalty rates will harm both employer and employee. Work place harmony will be destroyed as fairness is seen to be taken out of society. Productivity will decline because of lack of incentive by the employees. A reduction in the minimum wage will have a similar effect as well as limiting the spending side of the work force on which so much of Australia's business relies. In particular small businesses. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 243 | Nannup | WA | I do not want to see penalty rates lost nor individual contracts to be accepted. These are both unfair changes and would be devastating to some employees and their families. Working shift work is hard enough to have a balanced work/family/social life, if we had to fight for our individual contracts or lost our penalty rates we would lose the ability to balance our responsibilities. Shift work is very hard on families, especially those with young children who thrive on routine. There is no routine with shift work. Young children do not understand that mummy will sometimes be home when they get home from school, sometimes she won't be and sometimes she will be sleeping. At least penalty rates attempt to compensate for the inability to have routine and regularity with social life. Without my penalty rates, I would give up nursing and take on a Monday to Friday, 9am to 5pm job and enjoy my family, my friends and my health once again. |
| 294 | Perth | WA | None at all, the regulations are excellent, though recently modified in the last few years by the Coalition to open more avenues for small business owners to abuse workers. This vision is flawed because it does not grow people and their experience, even if they don't stay at THAT job. They are not slaves, and as you will and have probably started to see, if you look at the stats and keep your ear to the ground, is that people are coming up with new ways to make money and exchange goods and that will be in direct opposition to corporate business. Flawed because it is not aligned with the actual purpose and intent of the policies agreed thus far. |
| 182 | Rockingham | WA | maintain penalty rates/ increase min wage/ job security/ make it easier to be representing by a union |
| 65 | Samson | WA | Maintain penalty rates or move to an equivalent remuneration. Lift the minimum wage. Make it easier for industrial representation - Union of otherwise. |
| 446 | Scarborough | WA | Don't change penalty rates for any work done over forty hours simple. |
| 23 | South Perth | WA | I would like to see the penalty rates maintained and the minimum wage to increase in line with inflation - definitely not cut, or we will face the same poverty problems that the US has, with their woeful minimum wages, dependence on tips and lack of any kind of security or protection. Everyone should be able to be represented by a union - at present, the shift is going far too far towards favouring the already-obscenely rich and penalising further those who are just getting by or who are already struggling. |
| 255 | South Perth | WA | I would like some certainty concerning my job security, some financial recognition of the benefits that I bring to the company instead of the token recognition that I receive such as a letter of commendation from the managing director and some financial benefit for working late and changing shifts at short notice. I expected to be flexible in this industry and are however it has significantly impacted my social life as I cannot plan more than a few days ahead. I gained my position because of my knowledge of the industries products. This I gained from my social activities such as attending my wine club functions, wine tastings, wine tours etc. Since I started my employment in the industry I have curtailed virtually all these activities hence my current knowledge is decreasing |

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|-------------|-----------------|--------------|---|
| 450 | Spearwood | WA | The first is being treated like a human being, not just a number. The workplace should be a safe environment where people are treated with respect. Employee rights should be improved especially against dodgy employers who treat their staff badly. In my past employment staff were being told to come to work when they were sick, even though they had a medical certificate or they would not have a job. This is a form of bullying and intimidation. The minimum wage should be increased, it is impossible to live on 16.00 dollars an hour. There should easier access for a union representative to look after people's rights, because currently there is no help for employers against some companies, who take advantage. Job security is also important and should be improved. |
| 127 | Sunset Beach | WA | Job security is a huge issue. Maintaining pay rises to keep up with the rising cost of living. Ensuring Australians have work before bringing in overseas workers. It's so disheartening to see graduate nurses being pushed back in favour of overseas nurses. Moral is so low amongst young graduates who have left uni or TAFE with big HECs bills, only to find they can't get work, or can't get permanent work. How can they save for a future, buy a house, etc, if they can't get a job? I'm not against overseas workers, but we need to ensure we have employment as well. |
| 375 | Waggrakine | WA | Fundamentally I see that the workplace relations systems should reflect a democratic political system. Central to that are checks and balances between the participants in the system, employers, workers and unions. Employers possess far more positional power than the vast majority of their workers. Maintaining penalty rates, improving the minimum wage, better job security and easy access to union representation, if desired, are all steps in ensuring that the basic Australian value of a "fair go" are enshrined in this important sphere of our lives, work. |
| 90 | Warnbro | WA | Unions have for a very long time managed to negotiate on behalf of a lot of workers. In recent years the ability to represent workers has been undermined by the Liberal Party, their corporate donors and various right wing think tanks. For the purpose of having unfettered power over workers to determine the lowest possible wage payable which results in obscenely high bonuses paid to CEO's, Senior Executives and other management positions. All companies bidding on construction jobs MUST be a member of the C.C.I. who then act as the BOSSES union. No ticket no start for the bosses, yet workers who are in a union are looked upon with disdain. Curtailing union activities is just another tool used by companies to further their greed. Unions have a place in the I.R. arena and they have proven that negotiations and their outcomes are beneficial to both the company and the workers. Gone are the days of walking off the job because the shop steward has had another run in with an autocratic manager. |
| 118 | Warnbro | WA | Stopping the casualization of jobs. I work full time hours despite being agency yet I am unable to get leave. I earn the same wage as someone who is permanent yet do not receive annual or sick leave. |
| 225 | Waroonna | WA | Penalty rates minimum wages should all be maintained and increased to help people might get off the backsides if they get better pay than dole. |
| 6 | Yangebup | WA | Job security and penalty rates are the main issues that need to be retained. |

| <i>Line</i> | <i>Location</i> | <i>State</i> | <i>Response</i> |
|-------------|-----------------|--------------|---|
| 136 | Yangebup | WA | I would like to see penalty rates maintained. They are mostly at a fair level, as is the minimum wage. However, the LNP is philosophically opposed to both notions, and their efforts in this area must be curtailed, or the vast majority of Australian citizens will suffer loss. Rogue unions must likewise be curtailed, because a fair and just system requires a fair and just balance between employers and employees. |