Australian Fair Pay Commission

Annual Report

2007-08
23 October 2008

The Honourable Julia Gillard MP
Minister for Employment and Workplace Relations
Parliament House
Canberra ACT 2600

Dear Minister

Re: Australian Fair Pay Commission – Annual Report

I have pleasure in submitting the Annual Report of the Australian Fair Pay Commission for the period 1 July 2007 to 30 June 2008, in accordance with section 28 of the Workplace Relations Act 1996 which requires the Australian Fair Pay Commission to prepare and give to you a report on the operation of the Australian Fair Pay Commission during the financial year.

Yours sincerely

Ian R. Harper
Chairman
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Chair’s review

Year in review
This is my third report as Chair of the Australian Fair Pay Commission (Commission).

This past year has been one of consolidation for the Commission. This year we continued to develop and refine the core processes – submissions, consultation and research – to support minimum wage-setting.

In the last 12 months, the Commission:
• made its second general wage-setting decision;
• announced a new piece rate Pay Scale for the real estate sector;
• completed the process of closing gaps in minimum wage coverage for the Business Services Sector; and
• conducted a review of minimum wages for 2008.

The Commission is currently preparing to announce a third general wage-setting decision in early July 2008.

Highlights
On 5 July 2007, the Commission announced a second general wage-setting decision.

The decision drew on submissions, consultation and research conducted in the previous reporting year. Details of the decision were published in Wage-Setting Decisions and Reasons for Decision July 2007.

The Commission will make its next general wage-setting decision in early July 2008. This schedule is in line with the Commission’s previous commitment to an annual cycle of wage-setting decisions announced in July and implemented in October. It provides low-paid workers and their employers with certainty about an annual wage review and gives businesses sufficient time to plan for wage increases arising from the Commission’s decisions.

In May 2008, the Commission announced Wage-Setting Decision 1/2008 which approved the use of nine new wage assessment tools for the Special Business Services Sector. This decision was developed in consultation with stakeholders participating in the Disability Roundtable and completed the process commenced in 2006 of closing gaps in minimum wage coverage for the Business Services Sector.
An important component of the 2007 decision was a once-off deferral of the minimum wage increase to farm businesses most severely affected by the worst drought in more than a century. This measure was designed to protect jobs in drought-affected regions of Australia.

In August 2007, the Commission announced a new piece rate Pay Scale for the real estate sector. The Real Estate Agents’ (Commission Only) Australian Pay and Classification Scale, allows certain employees engaged as real estate agents/salespersons to agree to be paid by commission-only arrangements instead of being paid by hourly rates of pay. The decision followed the completion of a review of minimum wage arrangements in the real estate sector commenced in the previous year.

As it approaches its third general wage-setting decision, the Commission notes that the economic circumstances are very different from those twelve months ago when it last adjusted minimum wages. The national economy is in transition and the outlook uncertain.

In this year’s decision, the Commission will once again seek to balance the impacts of a range of key trends and developments in the economy, including inflation, employment conditions and factors affecting the safety net for low-paid workers.
Initiatives
During the reporting year, the Commission continued to refine and develop the submission, consultation and research processes previously established. This work resulted in an expanded range of opportunities for stakeholders and the Australian community to participate in minimum wage reviews.

For the 2008 Minimum Wage Review, the Commission held consultations with more than 70 stakeholder organisations across Australia and received over 90 submissions. It met with the Australian Government and key national peak employee, employer and community stakeholder organisations. In addition, the Commission visited every state and territory and met with state-based employee, employer and community organisations, and state and territory governments.

These activities were supplemented by 24 targeted focus groups and eight interactive online discussion forums conducted to explore the views of a broad cross-section of the Australian community in relation to minimum wages. The findings of this social research will be published in July 2008, when the Commission announces its next general wage-setting decision.

Other complementary consultation methods used by the Commission during 2007-08 included the Business Consultative Group, one-on-one meetings and site visits to businesses, community organisations, and employment and training providers in metropolitan and regional areas around the country.

In the past year, the Commission continued to consult on specific disability matters through its Disability Roundtable – an expert body of key stakeholders that provides advice to the Commission on issues relating to the employment of people with a disability.

The Commission’s research program provides independent research and analysis to help inform its decisions. During 2007-08, 15 pieces of externally-commissioned research were published in hard copy and on the Commission’s website. Additional internal research and data monitoring were provided by the Secretariat. The Research Advisory Committee continued to assist with identifying gaps in the current data and research on minimum wage issues.

During the reporting period, work commenced on creating and publishing new Australian Pay and Classification Scales (Pay Scales). This project involved significant consultation with stakeholders to develop an agreed process. The Commission also commenced reviews of the roles of Pay and Classification Scales and junior and training wages in the Australian labour market. Work on the creation of Pay Scales and the reviews ceased in December 2007 to avoid overlap with, and duplication of, the work on award modernisation announced by the Government at that time.
An important aspect of the Commission's work is to monitor the impact of its wage-setting decisions for Australia’s lowest-paid workers. In 2007-08, the Commission resolved to publish a half-yearly *Economic and Social Indicators – Monitoring Report*, to assist in monitoring the outcome of its decisions and to provide stakeholders with improved information about the economic and social circumstances of low-paid Australians. The first of these reports, for the period July to December 2007, was published in February 2008.

During the reporting year, a follow-up benchmark survey was conducted to determine levels of satisfaction among stakeholders with the key processes used by the Commission in undertaking its wage-setting function. The findings demonstrate higher levels of satisfaction among stakeholders than in the previous survey. They also identify opportunities for the Commission to consolidate and make further improvements to its wage review process and I look forward to detailing these in the next reporting period.

Commissioners Harper (Chair) and O’Hagan on site visit to Sunraysia TAFE (Mildura).
Outlook

The Commission’s approach to wage-setting places a strong emphasis on understanding the economic and social circumstances of low-paid Australians. A number of initiatives are planned for 2008-09 that will add to the Commission’s bank of knowledge on minimum wage issues.

One initiative is a Minimum Wage Research Forum to be held in October 2008. The Forum will bring together international and national research expertise on minimum wage-setting and the impact of minimum wages and will provide an opportunity for researchers and stakeholders to exchange ideas and compare findings. The Commission will publish proceedings from the Forum.

The Commission will continue to monitor the impact of its decisions through the Economic and Social Indicators – Monitoring Report. The report will continue to evolve as new data and research become available.

Another research priority for 2008-09 will be the development of profiles of industry sectors that employ high proportions of Pay Scale reliant workers, such as the Retail, Accommodation cafes and restaurants, Health and community services and Manufacturing sectors.

The Commission will continue with its program of national, state and territory consultations and will continue to invite submissions as its primary means of informing itself about the views of Australians on wage-setting and minimum wage issues. The use of interactive on-line discussion forums, successfully piloted for the 2007 Minimum Wage Review, will continue.

Conclusion

On behalf of my fellow Commissioners, I acknowledge with thanks the participation of our many stakeholders, the involvement of the Australian community and the support of the Secretariat over the last 12 months. This has been a full and rewarding year for the Commission.
About the Commission

Role and function
The Workplace Relations Act 1996 (WR Act) assigns the Australian Fair Pay Commission an overarching objective ‘to promote the economic prosperity of the people of Australia’.

To achieve this objective, the Commission must have regard to the following criteria in performing its wage-setting function:

• the capacity of the unemployed and the low paid to obtain and remain in employment;
• employment and competitiveness across the economy;
• providing a safety net for the low paid; and
• providing minimum wages for junior employees, employees to whom training arrangements apply and employees with disabilities that ensure those employees are competitive in the labour market.

In relation to its wage-setting function, the Commission:

• adjusts the standard Federal Minimum Wage;
• adjusts special Federal Minimum Wages for employees with a disability;
• adjusts basic periodic rates of pay and basic piece rates of pay payable to employees of particular classifications, including junior employees and employees to whom training arrangements apply; and
• adjusts casual loadings in Pay Scales.

The Commission conducts an annual cycle of minimum wage reviews and wage-setting decisions. Reviews are based on information gathered through research, consultations and submissions. Decisions are announced in July and implemented in October of that year.
The other primary function for the Commission identified by the legislation is to ‘promote public understanding of matters relevant to the Commission’s functions’.

The Commission’s functions are underpinned by its core values of independence, openness, honesty, transparency and fairness.

The Commission does not have any responsibilities under the Financial Management and Accountability Act or the Public Service Management Act. It is supported by the Australian Fair Pay Commission Secretariat (Secretariat) which is responsible for financial management and the provision of resources to facilitate the work of the Commission.

The Secretariat’s role is to:

- support the Australian Fair Pay Commission undertake wage reviews, by providing research and analysis, effective consultation and submission processes and monitoring and evaluation services;
- undertake activities to promote public understanding of the Australian Fair Pay Commission and its functions; and
- provide effective administrative support to the Australian Fair Pay Commission and Commissioners.

Commissioner Harper (Chair) interviewed on ABC Regional Radio (Mildura).
Commission reviews and decisions

2007 general Wage-Setting Decision
On 5 July 2007, the Commission announced its second general Wage-Setting Decision.

The decision had three elements:
• an increase of $10.26 per week ($0.27 per hour) to the standard Federal Minimum Wage (FMW);
• an increase of approximately $10.25 per week ($0.27 per hour) in all adult Pay Scales that currently provide for a basic periodic rate of pay up to the level of $700.00 per week; and
• an increase of approximately $5.30 per week ($0.14 per hour) in all adult Pay Scales that currently provide for a basic periodic rate of pay above $700.00 per week.

These increases flowed on to junior employees, employees to whom training arrangements apply, employees with disabilities, and basic piece rates of pay in ways that preserve existing relativities to the extent this is possible. In the majority of cases, the general wage increase flowed automatically to casual employees.

Details of the decision were published in Wage-Setting Decisions and Reasons for Decision July 2007. This publication was made available for download from the Commission’s website along with seven fact sheets in English and versions in nine other languages.

In the previous reporting year, prior to announcing its wage-setting decision, the Commission conducted a minimum wage review. The Commission directed the Secretariat to undertake consultation and submission processes that would enable it to hear a range of views on minimum wage issues from stakeholder organisations and the Australian community. Information gathered through these processes was used to inform the Commission’s 2007 general Wage-Setting Decision.
2008 general Wage-Setting Decision
The Commission will announce a third general wage-setting decision in early July 2008.

As in 2007, this decision will be informed by a range of information and economic data gathered through consultations, submissions and research and will be published in detail along with the reasons for the decision.

For the 2008 Minimum Wage Review, the Commission undertook a consultation program which included:
• more than 70 meetings with national, state and territory stakeholders;
• 16 site visits to individual businesses and organisations;
• 24 targeted focus groups across Australia, including groups of people from culturally and linguistically diverse backgrounds;
• eight interactive online discussion forums;
• meetings with the Disability Roundtable about disability wages;
• convening the Business Consultative Group (BCG); and
• consulting with states, territories and key stakeholders on research priorities through the Research Advisory Committee.

On 15 December 2007, the Commission invited written submissions to the 2008 Minimum Wage Review through advertisements in the national press. By the closing date of 14 March 2008, the Commission received a total of 96 submissions from government, employer, employee, community and professional organisations, individuals and private businesses. Those submissions lodged as non-confidential were posted to the Commission’s website.

Real estate sector decision
On 3 August 2007, the Commission announced a new piece rate Australian Pay and Classification Scale (Pay Scale) for the real estate sector. The Real Estate Agents’ (Commission Only) Australian Pay and Classification Scale allows certain employees engaged as real estate agents/salespersons to agree to be paid by commission-only arrangements instead of being paid by hourly rates of pay.

The decision followed a review by the Commission of minimum wage arrangements in the real estate sector, in which it consulted with key stakeholders and invited submissions from interested groups and individuals working in and/or representing the industry.

The Pay Scale is optional and available only to real estate employees who satisfy minimum safeguards by demonstrating they have relevant experience and are capable of achieving satisfactory earnings from commission-based pay arrangements.
New wage assessment tools for the Special Business Services Sector

In the Commission’s first wage-setting decision (Wage-Setting Decision 1/2006), it determined a new Pay Scale – the Special Business Services Pay Scale – to fill gaps in minimum wage coverage for employees with a disability in the Business Services Sector.

The process of closing gaps in minimum wage coverage for the Business Services Sector was completed in May 2008, with the announcement of Wage-Setting Decision 1/2008. The decision approved the use of nine new wage assessment tools for the sector and was developed in consultation with stakeholders participating in the Disability Roundtable.

Creation and publication of new Pay Scales

The Commission commenced the process of creating and publishing new Australian Pay and Classification Scales. This involved significant consultation with stakeholders to develop an agreed process.

A reference group of major stakeholders was established to provide advice on threshold issues, including:

• the process to create new Pay Scales;
• priority Pay Scales to be created;
• threshold legal issues in the drafting of Pay Scales; and
• the development of a drafters’ guide.

Work on the creation of Pay Scales ceased in December 2007 to avoid overlap with and duplication of the work on award modernisation announced by the Government at that time.

Reviews of Australian Pay and Classification Scales and junior and training wages

In September 2007, the Commission commenced reviews of the roles of Pay and Classification Scales and junior and training wages in the Australian labour market.

The Commission released two Issues Papers and invited written submissions to these reviews. Work on the reviews ceased in December 2007 to avoid overlap with, and duplication of, the work on award modernisation announced by the Government at that time.
Research

Research is a priority for the Commission, and an ongoing research program provides independent research and analysis to inform and monitor the Commission's wage-setting decisions. Over time, the Commission's research program is adding significantly to the bank of knowledge about minimum wages in Australia and their impact on Australians.

During 2007-08, 15 pieces of externally-commissioned research were published in hard copy and on the Commission’s website. Additional internal research and data monitoring were provided by the Secretariat.

The Research Advisory Committee (RAC) continued to assist the Secretariat to identify gaps in the current data and research on minimum wage issues. The RAC comprises representatives from the Australian Council of Trade Unions, Australian Chamber of Commerce and Industry, Australian Industry Group, Australian Council of Social Services, the Australian Department of Education, Employment and Workplace Relations, Australian Treasury and state and territory governments.

Commissioners Harper (Chair) and Armstrong on site visit to Holeproof factory (Melbourne).
Monitoring

In the previous reporting year, research was conducted into developing a strategy to monitor the impact of the Commission's decisions.

Following consideration of the research findings, the Commission decided to publish a half-yearly *Economic and Social Indicators – Monitoring Report* to monitor the outcomes of its wage-setting decisions and to inform future decisions. The first of this research series was released in February 2008 and covered the period July to December 2007.

The Report discusses trends in key indicators, together with changes that have occurred since the Commission was established in 2006, including factors the Commission must have regard to in fulfilling its wage-setting function:

- macroeconomic developments;
- employment of low-paid workers; and
- the safety net and work incentives.

Future issues of the Report will contribute to the body of knowledge about minimum wage-setting in Australia, contribute to public understanding of minimum wage issues and provide relevant information to those preparing submissions to the Commission’s minimum wage reviews.

The next issue will be published in September 2008.

Commissioners O’Hagan and Harper (Chair) on site visit to disability employment services provider – Phoenix Society (Adelaide).
One of the Commission's primary functions is to ‘promote public understanding of matters relevant to its functions’.

During 2007-08, the Secretariat undertook a range of programs and initiatives to assist the Commission to fulfill this function.

The Secretariat published a suite of research papers to inform stakeholder organisations and the Australian public with additional information on issues relevant to minimum wages.

The Commission’s website was redeveloped during the year and improvements made to the navigation and information architecture. Direct links to other relevant Portfolio agencies were placed on the home page to improve public access to information on wage rates, workplace rights and awards. During the reporting period, the Commission's website registered approximately 14 million hits.

To raise awareness of the Commission's decisions and wage review processes, the Commission published a wage-setting decision process calendar and charters on its Research, Consultation and Submissions processes.

A follow-up benchmark survey was undertaken to determine levels of satisfaction among stakeholders with the Commission's submission, consultation and research processes. The findings demonstrate significantly higher levels of satisfaction among stakeholders than in the first survey undertaken in the previous reporting year. They also identify areas where further improvements can be made in order to ensure the Commission's wage review processes remain relevant to its stakeholders.
Future directions

During 2008-09, the Commission will continue to build on its previous work and the feedback received from stakeholders to introduce further improvements to its wage-setting and wage review processes. Consultations through state and territory visits, stakeholder meetings and inviting submissions will continue as the framework for seeking the views of the Australian public and stakeholder groups. The use of interactive on-line discussion forums will continue to inform the Commission on the views of Australians in relation to wage-setting and minimum wage issues.

In October 2008, the Commission will convene a Minimum Wage Research Forum to enhance access to quality research and expertise on minimum wages. Australian and overseas researchers will present and discuss papers commissioned on a range of topics. The Forum will be an opportunity for researchers and stakeholders to exchange ideas and compare findings.

The theme of the Forum – Setting Minimum Wages to Promote Economic Prosperity – will complement the Commission’s research and consultation programs. Following the event, proceedings from the Forum will be disseminated widely to inform discussion and debate on aspects of minimum wage-setting in Australia.

The Commission’s Economic and Social Indicators – Monitoring Report is an important tool for contributing to public understanding of minimum wage issues and provides information to those preparing submissions to the Commission’s wage reviews. Two more issues of the Report will be published over the next 12 months, the first in September 2007 and the second in March 2008.

Another priority for 2008-09 will be the development of profiles of industry sectors that employ high proportions of Pay Scale reliant workers, such as the Retail, Accommodation cafes and restaurants, Health and community services and Manufacturing sectors. This research will assist the Commission to gain a closer understanding of economic and labour market dynamics in low-paid industries and the factors that affect decisions made by employees and employers working within those industries.
The Commissioners

Left to right: Commissioners Ian Harper (Chair), Hugh Armstrong, Judith Sloan, Patrick McClure and Mike O’Hagan

**Professor Ian Harper** – Chair

In December 2005, Professor Ian Harper was appointed inaugural Chair of the Australian Fair Pay Commission.

Professor Harper is currently Executive Director, Centre for Business and Public Policy at the Melbourne Business School, where he holds the Sidney Myer Chair of Commerce & Business Administration. From March to November 2004, he served as Acting Dean and Director of the School.

Professor Harper is Principal of his own consulting company, Harper Associates Australia; a Senior Consultant with Access Economics and a Senior Adviser to Aon Australia.

In 2000, Professor Harper was elected to a Fellowship of the Academy of Social Sciences in Australia in recognition of his standing as an academic economist. More recently, he was elected to the ANU Faculty of Economics and Commerce Alumni Hall of Fame.
**Hugh Armstrong – Commissioner**

Hugh Armstrong was appointed an Australian Fair Pay Commissioner in a part-time capacity on 17 March 2006.

His industrial relations career has spanned more than 35 years, with expertise in dispute resolution, enterprise bargaining and wage-setting. Mr Armstrong’s last union posting was as the Australian Services Union’s National Executive President.

In 1996, Mr Armstrong was appointed Conciliation Officer with the Victorian Accident Compensation Conciliation Service – a role he held until 2004.

His numerous offices include the presidency of the Industrial Relations Societies of Australia and Victoria; Executive Member of the United Trades and Labor Council (SA); Delegate to the International Labour Organisation; and Member of various Wages Boards and Conciliation and Arbitration Committees of the (then) Industrial Relations Commissions of Victoria and South Australia.

**Patrick McClure, AO – Commissioner**

Patrick McClure, AO was appointed an Australian Fair Pay Commissioner in a part-time capacity on 17 March 2006.

Prior to joining Macquarie Bank as a Director in 2006, Mr McClure spent 10 years as the CEO of Mission Australia.

Mr McClure has 20 years experience in executive management roles within community and public sector organisations. He was Chairperson of the Reference Group on Welfare Reform, Deputy Chairperson of the Welfare to Work Consultative Forum, Member of the Board for a New Tax System and was a member of the Prime Minister’s Community Business Partnership. He was also a consultant to the OECD based in Paris.

Mr McClure was awarded an Order of Australia (AO) in 2003, an Australian Centennial Medal in 2001 and was selected as an AFR-BOSS True Leader in Australia in 2005. He is a Fellow of the Australian Institute of Company Directors.
The Commissioners

Mike O’Hagan – Commissioner
Mike O’Hagan was appointed an Australian Fair Pay Commissioner in a part-time capacity on 17 March 2006.

Before establishing his own company, Mini Movers, Mr O’Hagan spent eight years working for 35 different employers, an experience that helped him shape his unique approach to business. Mr O’Hagan began his furniture removal business with $200 and a ute. Today, Mini Movers’ annual turnover exceeds $30 million and employs more than 500 people.

Mr O’Hagan is a Fellow of the Australian Institute of Company Directors (AICD), a Fellow of the Australian Institute of Management (AIM), a Director of the Australian Institute of Management Qld & NT Pty Ltd, a Director of the Heart Research Institute (Qld) Association, and a member of the Small Business Advisory Panel to Glenn Stevens, Governor of the Reserve Bank of Australia.

Professor Judith Sloan – Commissioner
Professor Judith Sloan was appointed an Australian Fair Pay Commissioner in a part-time capacity on 17 March 2006.

Professor Sloan has expertise in industrial relations, labour markets, training and migration. She is also a part-time Commissioner for the Productivity Commission, the Chairman of Babcock and Brown Communities Group, a Director of Santos Ltd and a Director of the Westfield Group.

Professor Sloan has held academic appointments at the University of Melbourne and at Flinders University of South Australia. She was appointed Professor of Labour Studies in 1989 and held the position of Director of the National Institute of Labour Studies from 1992 to 1998. Her previous appointments include: Deputy Chairman of the Australian Broadcasting Commission; Director of Mayne Group Limited and the South Australian Ports Corporation Board; and member of the South Australian Council of TAFE, the Trade Development Council, the Textiles, Clothing and Footwear Development Authority and the Australian Statistics Advisory Council.
## Key dates

### Commission meetings

<table>
<thead>
<tr>
<th>Dates</th>
<th>Ian Harper</th>
<th>Hugh Armstrong</th>
<th>Judith Sloan</th>
<th>Mike O’Hagan</th>
<th>Patrick McClure</th>
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<td><strong>2008</strong></td>
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P  Present  
A  Absent
### Meetings and events

#### 2007

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<th>Date</th>
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<tbody>
<tr>
<td>5 July</td>
<td>Wage-Setting Decisions 2, 3 &amp; 4/2007 announced</td>
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<td>6 July</td>
<td>Wage-Setting Decision 5/2007 announced</td>
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<td>3 August</td>
<td>Wage-Setting Decision 6/2007 announced</td>
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<td>6 August</td>
<td>South Australia site visits</td>
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<td>28 August</td>
<td>Wage-Setting Decisions 7 &amp; 8/2007 announced</td>
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<td>6-7 September</td>
<td>Western Australia state and site visits</td>
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<td>19 September</td>
<td>Pay Scales Stakeholder Roundtable meeting</td>
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<td>26 September</td>
<td>Call for submissions to reviews of the role of junior and training wages and the role of Pay Scales in the Australian labour market</td>
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<td>1 October</td>
<td>Wage-Setting Decisions 2, 3 &amp; 4/2007 come into effect</td>
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<td>7 December</td>
<td>Disability Round Table meeting</td>
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<td>14 December</td>
<td>Call for submissions to the 2008 Minimum Wage Review</td>
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<tr>
<td>18 December</td>
<td>Commission discontinues work on creating new Australian Pay and Classifications Scales and reviews of the role of Pay Scales and of junior and training wages in the Australian labour market</td>
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Commissioner Harper (Chair) on site visit to Holeproof factory (Melbourne).
**2008**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>5 February</td>
<td>Tasmania state and site visits</td>
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<tr>
<td>6-7 February</td>
<td>Victoria state and site visits</td>
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<td>8 February</td>
<td>Business Consultative Group meeting (Melbourne)</td>
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<tr>
<td>5 February-6 March</td>
<td>Targeted consultations conducted for the 2008 Minimum Wage Review (24 focus groups and eight interactive online discussion forums)</td>
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<td>12-13 February</td>
<td>Western Australia state and site visits</td>
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<td>14-15 February</td>
<td>South Australia state and site visits</td>
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<td>28 February</td>
<td>ACT territory and site visits</td>
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<td>5-6 March</td>
<td>NSW state and site visits</td>
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<td>13-14 March</td>
<td>NT territory visit</td>
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<td>19 March</td>
<td>Meeting with Professor Bob Elliot, Low Pay Commissioner, UK</td>
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<td>4 April</td>
<td>Presentation to Commission by Mr Mirko Draca, Centre for Economic Performance, London School of Economics (UK)</td>
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<tr>
<td>15-16 April</td>
<td>Queensland state and site visits</td>
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<td>21 April</td>
<td>First round National Stakeholder Consultation meetings</td>
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<td>29 April</td>
<td>Second round National Stakeholder Consultation meetings</td>
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<td>6 May</td>
<td>Townsville regional and site visits</td>
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<td>13 May</td>
<td>Mildura regional and site visits</td>
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<td>30 May</td>
<td>Presentation to Commission by Professor Bruce Kaufman, Georgia State University (USA)</td>
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<tr>
<td>20 June</td>
<td>Commission Chair met with researchers and officials from the New Zealand Department of Labour, Wellington</td>
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Speeches and presentations

2007

9 July  Presentation to visiting Chinese delegation from the Hong Kong Special Administrative Region Departments of Labour and Social Security
16 July  Presentation to visiting Chinese delegation from the National Development and Reform Commission
23 July  Corporate Law and Accountability Research Group (CLARG) Seminar
1 August  Melbourne University Graduate Union
3 August  Professor David Neumark Seminar
7 August  CEDA and South Australian Economic Society
21 August  Monash University Law Students
24 August  Colin Clark Memorial Lecture
5 September  Australian Retail Association IR Conference
10 September  ACCI Conference (Canberra)
12 September  HR Summit (Sydney)
14 September  Clayton Utz Boardroom Lunch (Brisbane)

2008

21 May  Presentation to visiting Chinese delegation from the Ministry of Labor and Social Security
Completed research

**2008**

30 January  Economic and Social Circumstances of Australian Young People Aged 15-20

25 February  Economic and Social Indicators – Monitoring Report (July to December 2007)

16 June  Public Consultations for the 2008 Minimum Wage Review

17 June  Follow-up Benchmark Survey of Awareness Measures

27 June  Targeted Focus Group Public Consultations for the Australian Fair Pay Commission’s 2008 Minimum Wage Review

30 June  Simulation of the effects of minimum wages on labour supply – scoping study