31 July 2009

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 2008 to 30 June 2009, in accordance with section 28 of the Workplace Relations Act 1996 (as continued in force by item 7(1)(3) of Part 2 of Schedule 18 and item 5 of Part 1 of Schedule 2 to the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009) 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
Chairman’s review

Year in review

This is my fourth and final report as Chairman of the Australian Fair Pay Commission (Commission).

This has been a year of significant achievement for the Commission with a number of important objectives completed and milestones reached.

In the past 12 months, the Commission:
- made its third general wage-setting decision;
- held its first research forum on minimum wage issues; and

The Commission is currently preparing to announce its fourth general Wage-Setting Decision, in July 2009.

Highlights

The Commission announced its third general Wage-Setting Decision on 8 July 2008. As with its previous decisions, the 2008 Decision was informed by submissions, consultations and research gathered through a Minimum Wage Review. This review commenced during the previous reporting year and was completed in July 2009.

Details of the decision were published in Wage-Setting Decisions and Reasons for Decision: July 2008. This document was distributed in hard copy format and made available for download from the Commission’s website.

A major achievement over the last 12 months was the Commission’s first Minimum Wage Research Forum.

The two-day forum, held in October 2008, informed debate and discussion on the role of minimum wages in Australia. It involved 12 presenters, including two internationally renowned labour economists, and brought together leading local and international researchers, academics and policy makers as well as many of the Commission’s key stakeholder organisations. Papers were invited on a range of issues around the theme of ‘Setting minimum wages to promote economic prosperity’.
peak employee, employer and community organisations. The Commission also visited every state and territory to meet with state-based employee, employer and community organisations, and state and territory governments.

In this round of consultation, the Commission’s social research program proved especially valuable. Given the sharp downturn in the economy, it provided timely information in a fast-moving environment where statistical data often lag behind ‘real world’ developments. The focus groups conducted with low-paid workers, their employers and unemployed Australians provided the Commission with an important view of the labour market from the perspective of those people most affected by the Commission’s decisions.

It is evident from our consultations and the economic data that the Australian economy is in transition with rising unemployment and a weaker outlook for employment. Conditions in the labour market have deteriorated markedly and the economy is experiencing a sharp downturn in the wake of the global economic crisis. In this environment, the ability of employers to offer sufficient work is curtailed and, unlike each previous wage review, the Commission has concerns about the capacity of the economy to sustain an increase in minimum wages.

Once again, the Commission invited submissions to its Minimum Wage Review through advertisements in the national press and on the Commission’s website. Prior to the close of submissions, 69 were received from groups and individuals. A further ten post-budget submissions were also received.

The Commission’s research program provides independent research and analysis to inform wage-setting decisions and to monitor their impact. During the reporting year, 12 research reports, including externally commissioned research, were published in hard copy and on the Commission’s website. A significant addition to the research program in 2008–09 was the publication of a series of industry profiles for the Accommodation, cafes and restaurants; Manufacturing; Health and community services; and Retail trade industry sectors.

An important aspect of the Commission’s wage-setting function is monitoring the outcomes of its wage-setting decisions. During 2008–09, the Commission published the second and third editions of its Economic and Social Indicators — Monitoring Report. The reports examine key indicators and trends in the economy and within low-paid sectors of the workforce — information that stakeholders have found valuable in preparing submissions.

**Chairman’s review**

The level of discussion and debate among participants and the quality of the presentations indicate the forum was a success. Papers presented at the forum have been published by the Commission and further add to the bank of knowledge on minimum wage issues within the Australian context.

I am also pleased to report that during the year, the Secretariat was recognised as a finalist in the prestigious United Nations Public Service Awards in the category ‘Fostering participation in policy making through innovative mechanisms’. This followed the Secretariat receiving an Australian Public Service Commission award for its innovative approach to public consultation.

During the year I was delighted to be invited by the Hong Kong Government to share the Commission’s experiences on minimum wage-setting in Australia. My presentation regarding the Commission’s consultative and research-based approach met with a great deal of interest from their representatives and led to a delegation from the Hong Kong Labour Department participating in our research forum.

**Initiatives**

During 2008–09, the Commission continued to further develop its evidence-based approach to decision making, refining its established research, consultation and submission processes.

For the 2009 Minimum Wage Review, the Commission held consultations with 55 stakeholder organisations, including the Australian Government and key national
Conclusion

The Australian Fair Pay Commission ceases its responsibility for setting federal minimum wages on 31 July 2009 when this function transfers to the Minimum Wage Panel of Fair Work Australia.

Over the past three years, the Commission has been successful in bringing an evidence-based process to the task of minimum wage-setting in Australia. I am pleased to report that in the Commission’s final round of consultations, each of our key stakeholders has, unprompted, expressed satisfaction with our processes and has indicated they would support their continuation under our minimum wage-setting successor, Fair Work Australia.

Another major legacy of which I am proud is the Commission’s research program. This has resulted in the establishment of a body of research on minimum wage issues in the Australian context that now numbers more than 30 published reports plus two volumes from the research forum comprising 12 papers. Decision-makers, academics and stakeholders now have a valuable resource to draw on when evaluating minimum wages in the future.

I would like to acknowledge the Commission’s stakeholders, particularly those for whom the processes introduced by the Commission were initially unfamiliar. All stakeholders have willingly participated in the Commission’s consultation process and have provided valuable insight and advice.

I would also like to thank the hundreds of individuals and organisations who took the time to prepare submissions and to participate in consultations with the Commission during its reviews. These contributions have been extremely useful in providing the Commission with an understanding of the effects that changes to minimum wages have on employers, employees and unemployed Australians.

I also thank the members of the Commission’s Disability Roundtable whose work to resolve issues in disability wage coverage for the sector has been a major step forward. Their cooperative approach has made it possible to build goodwill among stakeholders and has given prominence to this previously neglected area. This year, the Commission has completed a significant piece of research that provides a comprehensive profile of the Australian Disability Services sector.

When I accepted my appointment to the Commission, I had a vision to introduce a wage-setting system built on evidence-based decisions gathered through consultations, submissions and research. It gives me great pleasure to report this vision has been realised due to the professionalism of the Secretariat and in particular its Director, Ms Jennifer Taylor. Within a relatively short space of time, the Secretariat has evolved into a mature organisation recognised for its high quality work. I am proud to be able to hand this machinery over to Fair Work Australia in first-class working order.

Finally, I would like to pay tribute to my colleagues on the Commission. Coming as they have from very different backgrounds with diverse experiences and outlook, I have had the privilege of chairing some vibrant meetings and moderating some robust discussions. However, throughout the life of the Commission, the objective wisdom of the group and commitment to the task have clearly been evident. I thank my fellow Commissioners for their hard work and the experience, judgement and goodwill they have brought to our deliberations.

Ian R. Harper
Chairman
About the Commission

Role and function
The Workplace Relations Act 1996 (WR Act) assigns the Australian Fair Pay Commission (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 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, informed by information gathered through research, consultations and submissions. Decisions are announced in July and implemented in October of each year.

The Commission’s other principal function 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.

Overview of the Australian Fair Pay Commission Secretariat
The Secretariat’s role is to:
• provide research and analysis, facilitate effective consultation and submission processes and undertake monitoring and evaluation in order to assist the Commission to undertake wage reviews;
• 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.
Commission reviews and decisions

2008 general Wage-Setting Decision

In July 2008, the Commission announced its third general wage-setting decision.

The decision had two elements:
• an increase of $21.66 per week ($0.57 per hour) to the standard Federal Minimum Wage (FMW) bringing the weekly rate to $543.78. The standard FMW increased from $13.74 to $14.31 per hour; and
• an increase of approximately $21.66 per week ($0.57 per hour) for adult rates of pay in Australian Pay and Classification Scales (Pay Scales).

These increases flowed on to junior employees, employees to whom training arrangements apply, employees with disability, casual employees and employees receiving basic piece rates of pay.

Details of the decision were published in Wage-Setting Decision and Reasons for Decision July 2008. This publication was made available for download from the Commission’s website, along with eight fact sheets in English and nine other languages. Hard copies of the publication were also distributed to key stakeholder organisations.

In the previous reporting year, the Commission commenced a review of minimum wages, and sought information through consultation and submissions, and through commissioned and in-house research. This review was concluded in July 2008, and the information gathered used to inform the Commission’s 2008 general Wage-Setting Decision.

2009 general Wage-Setting Decision

The Commission will announce its fourth and final wage-setting decision in July 2009.

The Commission will publish its 2009 general Wage-Setting Decision and Reasons for Decision on its website and in hard copy.

As in previous years, the Commission has gathered a range of information and economic data through its consultation, submission and research processes.

The consultation program undertaken for the 2009 Minimum Wage Review included visits to all states and territories and meetings with state, territory and federal governments, councils of social service and youth affairs, and employer and employee organisations. Consultations undertaken included:
• meetings with 55 national, state and territory stakeholders;
• 16 targeted focus groups across Australia, including groups with people from indigenous backgrounds;
• nine interactive online discussion forums;
• meetings with the Disability Roundtable (DRT) about disability wages;
• site visits to individual businesses and organisations;
• convening the Business Consultative Group (BCG) in Melbourne and Adelaide; and
• in-depth interviews with employers and employees who participated in previous stages of the consultation program.

On 4 December 2008, the Commission invited written submissions to the 2009 Minimum Wage Review through advertisements in the national press, by direct invitations to stakeholder organisations and through its website.

The Commission received a total of 69 written submissions from a wide range of stakeholders including individuals, employer, employee, community and professional organisations; and governments and government agencies. Following the close of submissions on 20 March 2009, all non-confidential submissions were posted to the Commission’s website. The Commission also received ten post-budget submissions.
Wage-Setting Decision 1/2009 – Paraquad Wage Assessment Tool

In the previous reporting year, the Commission approved nine new wage-assessment tools (WATS) for use in the business services sector. WATS are used by employers to calculate pro rata wages for employees with disability. On 6 May 2009, the Commission announced a decision not to approve a WAT previously used by Paraplegic-Quadriplegic Association of WA (Inc) (Paraquad) to set the wages of its employees with disability. This followed a lengthy review of the WAT, in which the Commission sought information about the operation of the tool and independent expert advice.

Research

Research and analysis are central to the Commission’s evidence-based approach to minimum wage-setting. The Commission conducts an ongoing research program that provides independent research and analysis to inform wage-setting decisions and to monitor their impacts.

The Commission’s research program follows the principles outlined in its Research Charter and comprises a range of projects commissioned from external researchers, as well as additional data analysis and research conducted in-house by the Secretariat.

During 2008–09, 12 research reports, including seven pieces of commissioned research, were published in hard copy and on the Commission’s website. Research published this reporting year explored a range of issues, including:

- the living standards of low-paid workers;
- gender pay differentials in low-paid employment; and
- employer responses to minimum wage adjustments.

A further significant achievement of the research program this year was the development and publication of profiles of industries with a high proportion of minimum wage employees including Manufacturing; Accommodation, cafes and restaurants; Health and community services; and Retail trade.

A major research project for the reporting year was the first Minimum Wage Research Forum, held in October 2008. Two volumes of forum proceedings were published, featuring keynote speeches from two international experts and 10 papers commissioned from Australian researchers on a range of topics.

All research commissioned or undertaken by the Secretariat is published on the Commission’s website and in hard copy and distributed widely.

The Research Advisory Committee (RAC) continued to assist the Secretariat in identifying 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.
Monitoring

The Commission monitors the outcomes of its wage-setting decisions through its Economic and Social Indicators — Monitoring Report. This half-yearly profile of key economic and social trends helps to inform the Commission’s future wage-setting decisions.

During the 2008–09 financial year, the Commission published two monitoring reports. The first of these covered the period January to June 2008 and was published in September 2008. This edition of the report included several new developments: discussion of a broader range of labour market indicators; more detailed analysis of living costs for low-paid employee households; and additional measures of disposable incomes and work incentives for different households and employees.

The second report was published in February 2009 and covered the period July to December 2008. In this report, many of the indicators were shown over a longer timeframe to provide a broader perspective on labour market performance and further information on the changing economic environment. As the Australian labour market was forecast to weaken significantly in 2009, this report also reviewed results emerging from business surveys on the outlook for the labour market.

The monitoring reports provide stakeholders with data about the economic and social circumstances of low-paid Australians. Stakeholders have provided feedback that the information contained in the monitoring reports is useful when preparing submissions to the Commission’s minimum wage reviews. The reports also contribute to improved public understanding of the Commission’s wage-setting role.

Public awareness

An important role for the Commission is to promote ‘public understanding of matters relevant to its functions’. During 2008–09, the Secretariat undertook a range of programs and initiatives under the direction of the Commission to fulfil this function.

In July 2008, the Commission launched its redeveloped website, with improved navigation and information architecture. During the reporting period, the Commission’s website received approximately 18 million hits. Following discussion with the Disability Roundtable, a new section of the website was launched in March 2009 to provide a retrospective account of the Commission’s decisions in relation to Australian Disability Enterprises and Open Employment. This section provides access to information about the new wage-assessment tools for the sector.

During consultations for the 2009 Minimum Wage Review, the Commission visited every state and territory to consult with stakeholders. In the course of these visits the Commission Chairman spoke with local radio stations and newspapers, resulting in a number of interviews and articles about the Commission’s decisions, wage-setting role and functions.

The consultation program was recognised for its innovation with two prestigious awards. The Secretariat was awarded the Australian Public Service Commission’s Australian Government Leadership Network (Victoria) Award in the ‘Innovation’ category for its work in engaging a broad cross section of Australians on minimum wage issues through its public consultation process. The Secretariat was also shortlisted for the United Nations Public Service Award for ‘Fostering participation in policy-making decisions through innovative mechanisms’. This award recognises public service organisations that successfully promote government responsiveness to the public and increase participation in government activity.

The Commission’s body of published research also contributes to public understanding of its activities and broader issues about minimum wages in Australia. In 2008–09, the Commission published 12 research reports, as well as the two-volume 2008 Minimum Wage Research Forum Proceedings. The Commission also published a new wage-setting decision process calendar for the 2009 Minimum Wage Review. All research was made available on the Commission’s website and the Commission’s major publications (including commissioned research, annual reports and monitoring reports) were distributed widely.
Minimum Wage Research Forum

Major initiatives for 2008–09 included the staging of Australia’s first Minimum Wage Research Forum, held in October 2008. The theme of the forum was ‘Setting minimum wages to promote economic prosperity’, which reflected the Commission’s legislative objectives and the challenges involved with balancing a range of often competing priorities when setting minimum wages.

A key objective of the forum was to raise the level of awareness of minimum wage issues in Australia within the research community and, more broadly, within the Australian community. The forum brought together for the first time in Australia a significant gathering of researchers working in this area to debate and discuss the role of minimum wages in an Australian context. Participants included leading local and international researchers, academics and policy makers, along with many of the Commission’s key stakeholder organisations.

Papers were invited on a range of contemporary issues, including:

- the significance of minimum wages in the broader environment, including the evaluation of minimum wage adjustment effects;
- the mobility of the labour market;
- aspects of obtaining and retaining employment, such as employer responses to minimum wage adjustments;
- the effects of minimum wages on wellbeing; and
- the role of minimum wages in the distribution of wages by gender and in traineeship activity.

The forum proceedings, containing keynote speeches from two international experts and ten papers commissioned from Australian researchers, were published in hard copy and made available for download from the Commission’s website.
Hugh Armstrong – Commissioner

Hugh Armstrong’s industrial relations career – dedicated to advocating for the interests of workers – has spanned more than 35 years. He has expertise in dispute resolution, enterprise bargaining and wage-setting.

Glasgow-born, Mr Armstrong began his career with a five-year apprenticeship before joining the British Merchant Navy as a marine engineer. After migrating to Australia, Mr Armstrong joined the South Australian Department of Marine and Harbours as a marine engineer and the Australian Government Workers Association (AGWA).

He began his industrial relations career as a shop steward before being elected to office at the AGWA and then the Federated Clerks Union of Australia. Mr Armstrong’s last union posting was as the Australian Services Union’s National Executive President. He was awarded the 1977 Churchill Fellowship to study industrial democracy in the UK, Europe and USA.

In 1996, Mr Armstrong changed career path and 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 is a recognised leader and CEO with extensive experience in running successful state and national enterprises across different sectors. He was CEO of the Society of St Vincent de Paul (NSW/ACT) for four years and CEO of Mission Australia for 10 years. During that period the organisation was transformed from a small state-based entity to a highly successful international enterprise with 3000 staff providing employment, training, housing, youth and family services for disadvantaged Australians. More recently, he was CEO of the Retirement Villages Group within Macquarie Capital Funds.

Mr McClure has been at the forefront of Australian welfare reform and has dedicated his career to addressing social justice issues and building social capital. He was awarded an Order of Australia (AO) in 2003 and an Australian Centennial Medal in 2001. He was selected as an AFR-BOSS True Leader in Australia in 2005, and was winner of the Equity Trustee’s EQT CEO Award for ‘Lifetime Achievement’ in 2002. He was awarded a Churchill Fellowship in 1990.

Mr McClure also has an MA (Public Policy), BSW (Distinction), Dip. Theology, and is a Fellow of the Australian Institute of Company Directors.

Mike O’Hagan – Commissioner

Mike O’Hagan is a respected businessman. He arrived in Australia as a backpacker from New Zealand with a few hundred dollars in his pocket and today owns a successful short-distance furniture removal business, MiniMovers. Before establishing his own company, Mr O’Hagan spent eight years working for 35 different employers, an experience that helped him shape his unique approach to business. He then started buying and selling goods as a second-hand dealer. Four years later, Mr O’Hagan began his furniture removal business with $200 and a ute. Today, MiniMovers’ annual turnover exceeds $30 million and employs over 500 people.

Through various government-sponsored assistance and mentoring programs, Mr O’Hagan has helped many hundreds of businesses with his commonsense approach. He 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 past member of the Small Business Advisory Panel to Glenn Stevens, Governor of the Reserve Bank of Australia. Mr O’Hagan actively encourages local businesses through his involvement with chambers of commerce and business network clubs.
**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>2009</strong></td>
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P Present
A Absent

**Key dates**

**The Commissioners**

**Professor Judith Sloan - Commissioner**

Judith Sloan is a Commissioner of the Productivity Commission and of the Australian Fair Pay Commission. She is a Director of the Westfield Group and board member of the Lowy Institute for International Policy.

Judith holds a first class Honours degree in Economics from the University of Melbourne, a Master of Arts degree in Economics, specialising in Industrial Relations, also from the University of Melbourne, and a Master of Science degree in Economics from the London School of Economics.

Judith has held appointments at the University of Melbourne and at Flinders University of South Australia. She held the position of Director of the National Institute of Labour Studies from 1992 to 1998 and was appointed as Professor of Labour Studies in 1989.

Her previous appointments include:

- Director, Santos Ltd
- Chair, Lend Lease Primelife Ltd (formerly BBC)
- Deputy Chair, Australian Broadcasting Corporation
- Director, Mayne Group Ltd
- Director, South Australian Ports Corporation
- Member, South Australian Council of TAFE
- Member, Trade Development Council
- Member, Textiles, Clothing and Footwear Development Authority
- Member, Australian Statistics Advisory Council.
### Meetings and events

#### 2008

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<th>Event Description</th>
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<td>8 July</td>
<td>2008 Wage-Setting Decision announced</td>
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<td>7 August</td>
<td>Business Consultative Group (Adelaide)</td>
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<td>18 August</td>
<td>Disability Roundtable meeting</td>
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<td>12 September</td>
<td>Research Advisory Committee meeting</td>
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<td>1 October</td>
<td>2008 Wage-Setting Decision comes into effect</td>
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<td>7 October</td>
<td>Commission meets with Director of Labour Relations, Timor-Leste, to discuss minimum wage-setting</td>
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<td>29-31 October</td>
<td>Minimum Wage Research Forum</td>
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<td>30 October</td>
<td>Commission hosts delegation of representatives from the Department of Labour, Government of the Hong Kong Special Administrative Region</td>
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<td>3 November</td>
<td>Research Advisory Committee meeting</td>
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<td>20 November</td>
<td>Queensland state and site visits</td>
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<td>25 November</td>
<td>Shepparton regional and site visits</td>
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<td>26 November</td>
<td>Business Consultative Group (Melbourne)</td>
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<tr>
<td>5 December</td>
<td>Call for submissions to the 2009 Minimum Wage Review</td>
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<td>11 December</td>
<td>Western Australia state visit</td>
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#### 2009

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<tr>
<td>5 February</td>
<td>Tasmania state visit</td>
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<td>18 February</td>
<td>South Australia state and site visits</td>
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<td>19-20 February</td>
<td>NT territory and site visits</td>
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<td>5 March</td>
<td>NSW state visit</td>
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<td>17 March</td>
<td>ACT territory visit</td>
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<td>13 March</td>
<td>Research Advisory Committee meeting</td>
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<td>20 March</td>
<td>Fair Work Bill passed through parliament</td>
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<td>2 April</td>
<td>Victoria state visit</td>
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<td>16 April</td>
<td>Commission participates in consultations on the financial sector with senior Indian government officials</td>
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<td>22-23 April</td>
<td>National stakeholder consultation meetings</td>
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<tr>
<td>6 May 2009</td>
<td>Wage-Setting Decision 1/2009 announced</td>
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<td>November 2008</td>
<td>Targeted consultations conducted for the 2009 Minimum Wage Review</td>
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<td>- April 2009</td>
<td>(16 focus groups, nine interactive online discussion forums, 23 in-depth interviews, 36 follow-up interviews)</td>
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<tr>
<td>7 July 2009</td>
<td>2009 general Wage-Setting Decision announced</td>
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Professor Richard Burkhauser (Cornell) addresses participants at the Minimum Wage Research Forum.
Key dates

Completed research

2008

8 September  Economic and Social Indicators – Monitoring Report (January to June 2008)
10 December  2008 Minimum Wage Research Forum proceedings - volumes 1 and 2

2009

19 January  Employer Responses to Minimum Wage Adjustments
24 February  Economic and Social Indicators – Monitoring Report (July to December 2008)
1 June  Labour Mobility and Low-Paid Workers
2 June  Gender Pay Differentials in Low-Paid Employment
17 June  Retail Trade Industry Profile
17 June  Australian Disability Enterprises Sector Profile
24 June  Manufacturing Industry Profile
24 June  Young People with Poor Labour Force Attachment: A Survey of Concepts, Data and Previous Research
24 June  Modelling of the Macroeconomic Impact of the Fair Pay Commission’s Minimum Wage Decisions
26 June  Health and Community Services Industry Profile and Accommodation, Cafes and Restaurants Industry Profile
30 June  Report on Public Consultations for the Australian Fair Pay Commission’s 2009 Minimum Wage Review