

Working better for small business



Small business people want to do the right thing, especially by their staff—the team that can contribute so much to business success. Yet it can be harder than it needs to be to do the right thing.

With small business accounting for more than 9 out of every 10 employers in Australia, we want to make sure the voice of small business employers is heard loud and clear.

Bruce Billson, small business advocate and former Commonwealth Minister for Small Business, is seeking ideas and feedback to help advise the Fair

Work Commission (the Commission) on how it can best meet the needs of the small business community. This paper provides background to the types of issues and ideas that could help the Commission better meet the needs of small business.

How to get involved

In partnership with representative employer organisations, Bruce Billson will be holding workshops in several locations across the country. Visit the [Commission's website](#) or email consultation@fwc.gov.au to find out more and to register your interest in participating.

How the information will be used

Bruce Billson will provide the Commission with recommendations and proposals based on the ideas that come from the consultations held across the country. Participants will have the opportunity to comment on the draft recommendations and proposals before they are formally presented to the Commission.

The Commission is committed to protecting privacy and adheres to the *Privacy Act 1988* (Cth). The Commission's research staff will collect the names, email addresses and business industry information of participants for the purpose of communicating with them about the consultation program. All personal information provided will be handled in accordance with the Commission's [Privacy policy](#). All comments and contributions will be used for research purposes only and will not be attributed to individual participants (other than by identifying the participants' business industry).

Background information & thought-starters

The Commission is committed to serving the community as Australia's national workplace relations tribunal in the most accessible, fair and efficient manner. It wants small business employers to be able to do the right thing with certainty and confidence.

Some ideas and thought-starters for the consultation include:

- What expectations do you have of the Commission?
- What new or improved services does small business want from the Commission?
- How can the Commission make it easier for small business to understand its role and how it deals with applications?
- What kind of resources could help small business avoid and manage workplace disputes?
- Would resources designed to help small business employers better understand anti-bullying, unfair dismissal and general protections jurisdictions be of interest and assistance?
- Would guides and resources designed to help small business employers and employees bargain in good faith be of interest and assistance?
- What would make the modern award system easier to navigate?
- What would make modern awards easier to apply in the workplace?
- Would annotated awards be of interest and assistance? These resources could include quick reference guides, examples of how to apply provisions, information about obligations and employee entitlements prescribed by other regulations, etc.
- Would award provisions that permit payment of loaded rates help you meet your obligations? The loaded rates could be inclusive of overtime, penalties and other loadings (i.e. instead of having to pay extra for certain hours worked).
- Would resources such as a calculator that can determine a single loaded rate payable to an employee (i.e. that includes all penalties and loadings) for their regular pattern of work be of interest and assistance?

Find out more

If you have an queries about the consultation program or would like to receive this paper in an alternative format, please contact consultation@fwc.gov.au. This document is also available on the [Commission's website](#).

Thank you

Thank you for being prepared to make a contribution.