



AUSTRALIAN CHAMBER OF
COMMERCE AND INDUSTRY



Annual Wage
Review 2014-15
Post-Budget Submission
15 May 2015

**The Australian Chamber of Commerce and Industry
is the leading voice of business in Australia**

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CONTENTS

Contents	3
1. INTRODUCTION	4
2. BUDGET POLICY CONSIDERATIONS	4
3. ECONOMIC FORECASTS	6
3.1 Economic Growth	6
3.2 Labour Market	6
4. CONSULTATION QUESTIONS	7
4.1 Productivity	7
4.2 Business competitiveness and viability	8
4.3 Small business	9
4.4 Labour market	9
4.5 Inflation and wages	10
4.6 Relative living standards and needs of the low paid	11
5. OTHER MATTERS	12
5.1 ACCER contention regarding wage setting	12
6. ABOUT ACCI	17
6.2 Who We Are	17
6.3 What We Do	17
ACCI MEMBERS	19
ANNEXURE 1	1

1. INTRODUCTION

1. The Australian Chamber of Commerce and Industry (ACCI) welcomes the opportunity to provide this brief post-budget submission to the Expert Panel of the Fair Work Commission (Panel) as a part of the 2014-2015 Annual Wage Review. This submission also includes ACCI's response to the Panel's questions published ahead of consultations and should be read in conjunction with ACCI's initial and reply written submissions.
2. These submissions are without prejudice to ACCI or ACCI members' further consideration of these matters.
3. ACCI may expand upon these submissions during consultations in Sydney on 20 May 2015.

2. BUDGET POLICY CONSIDERATIONS

4. ACCI notes that the Panel has indicated in its previous decision that the prospect of legislative change is not something that it proposes to take account¹ and ACCI acknowledges that measures proposed in the 2015-2016 Budget (Budget) will require the passage of legislation. However significant measures are proposed within the Budget to stimulate business investment, growth and employment, particularly with regard to small business. ACCI recommends that the Panel apply caution in ensuring that any decision flowing from the 2014-2015 Annual Wage Review does not undermine the policy intent underpinning these critical Budget measures, particularly given the apparent bipartisan recognition that policy changes are needed to better support small businesses as a major driver of growth and new jobs in the Australian economy.
5. The Australian economy is experiencing structural change. The Government has identified that "[t]he most significant development since the 2014-15 Budget has been the sharp reduction in the iron ore price, with a substantial increase in global supply coinciding with an easing in steel demand from China."² There there is acknowledgement that inherent uncertainty around both demand and supply factors means that the iron ore price underpinning forecasts is subject to considerable risk.³ Australia is a trade exposed economy and uncertainty regarding the growth of major trading partners also means that Budget forecasts are subject to some uncertainty.⁴
6. Mining investment is forecast to fall by as much as 30 per cent a year by 2016-17, while non mining investment is forecast to grow by 7.5 per cent by that time. It is concerning to see that unemployment is projected to rise further to 6.5% next financial year. Against this backdrop it is important that measures aimed at

¹ [2014] FWCFB 3500 at [300].

² 2015-16 Budget, *Budget paper no.1 – Statement 1: Budget Overview*, p. 1-6.

³ *ibid.*

⁴ *ibid.*, p. 1-7.

stimulating domestic growth and jobs are given their best chance of success via complementary policy settings reflected in the actions of decision makers.

7. The small business measures within the Budget acknowledge that the Australian economy is undergoing a period of transition and that small business growth will be necessary to offset the impacts of structural adjustments as the resource investment boom unwinds. As acknowledged within Budget Paper No. 1:

Small businesses are the engine room of the Australian economy, employing over 4.5 million people and accounting for approximately one-third of Australia's economic output.

Indeed, 96 per cent of Australia's businesses are small businesses. This puts small businesses at the forefront of the transition from resource-led growth toward new and emerging markets.⁵

8. The Government's proposed investment in the 'Jobs and Small Business Package' is intended to provide incentives for businesses to invest, hire and grow.⁶ This package is said to be at the core of the Budget⁷ and is designed to encourage more people to enter the labour market while also making it easier for small businesses to hire.
9. A range of measures have been included the Budget that will increase the supply of labour, particularly those competing for low-skill and low-pay employment opportunities. These initiatives will need to be carefully structured so that they most effectively meet the needs of employers and do not lead to further churn of people through employment and include:
 - Simplifying work experience arrangements and introducing greater flexibility into wage subsidy payment arrangements.
 - Reinvigorating the Restart wage subsidy to help small businesses to employ older workers.
 - Ensuring employment services under Jobactive will be more focused on results.
10. Job search measures will not directly affect the incomes of existing low-paid workers but will increase the number of people entering the labour market to find work.
11. ACCI recommends that the Panel take a cautious approach in reviewing the national minimum wage and award wages so as not to damage the job prospects of low-paid employees or undermine taxation and other measures aimed at giving Australia's small businesses the confidence they need to grow, invest and hire.

⁵ 2015-16 Budget, *Budget paper no.1 – Statement 1: Budget Overview*, p. 1-9.

⁶ *ibid*, p. 1-1.

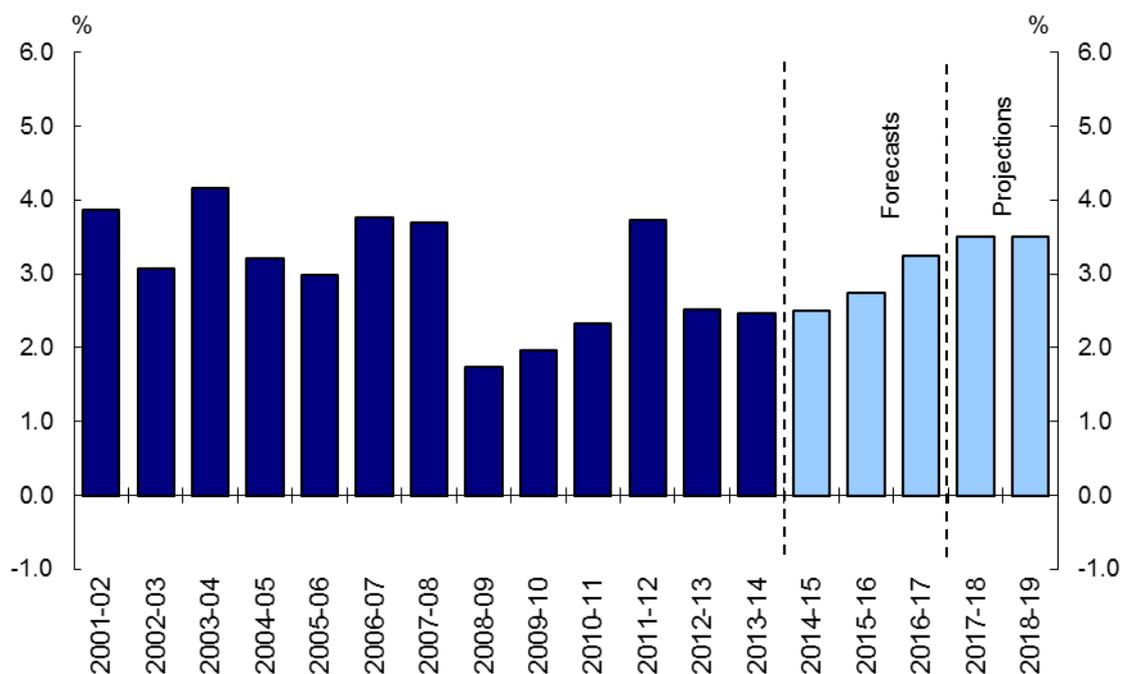
⁷ *ibid*, p. 1-5.

3. ECONOMIC FORECASTS

3.1 Economic Growth

- 12. The real GDP growth forecasts from the Budget have been slightly downgraded when compared to those in the 2014-15 Mid-year Economic and Fiscal Outlook (MYEFO). In particular, the Budget forecast for 2015-16 is for real GDP growth of 2.75 per cent (compared to 3 per cent in MYEFO). For 2016-17, the Budget forecast is 3.25 per cent compared to a MYEFO forecast of 3.5 per cent.

Figure 1: Treasury Real GDP Growth Forecast



Source: Budget 2015-16

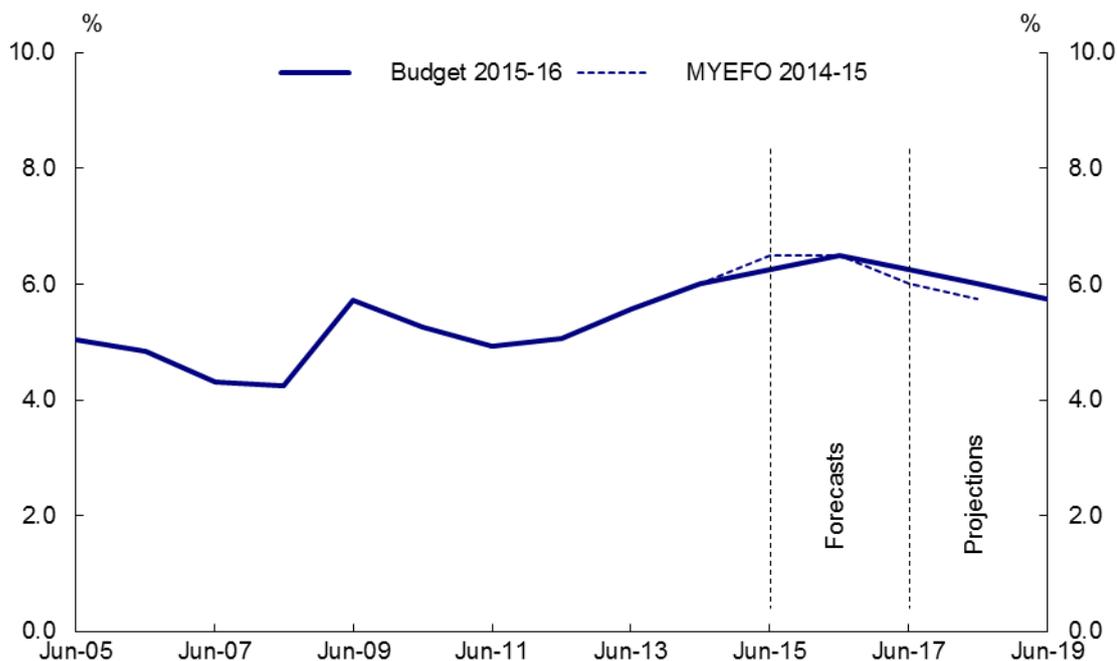
- 13. RBA growth forecasts have also been downgraded slightly and are broadly consistent with the Budget forecasts.⁸
- 14. The Panel should take this weaker economic environment into account in arriving at its decision.

3.2 Labour Market

- 15. The Budget forecasts for the unemployment rate have changed slightly since MYEFO, with the unemployment rate expected to peak at an annual average rate of 6.5 per cent a year later than previously forecast. It is also forecast to decline more slowly in the projection period.

⁸ See AWR Statistical Report - Table 12.4, p.42

Figure 2: Treasury Unemployment Rate Forecast



Source: Budget 2015-16

16. The participation rate is forecast to be slightly higher in the Budget than at MYEFO. That is, labour supply is expected to be higher.
17. The Government notes that wage flexibility is assisting the transition away from mining-led investment to broader-based growth:

Wage flexibility has been key to supporting employment during a period where the economy has been growing a little below trend. Wage growth has been constrained by spare capacity in the labour market as the economy transitions to the less labour intensive production phase of the resources boom.⁹

18. It is crucial that the Panel’s decision does not artificially inhibit the absorption of spare capacity in the labour market and decrease the prospects of the low-skilled and young people making successful transitions from welfare to work in the coming year. Wage flexibility is essential to allow labour and capital resources to be reallocated between industry sectors.

4. CONSULTATION QUESTIONS

4.1 Productivity

19. The Panel has asked the following of all parties (question 2.1):

⁹ 2015-16 Budget, *Budget paper no.1 – Statement 2: Economic Outlook*, pp.2-17 to 2-18

Can Ai Group and any other party spell out what they understand to be the mechanism whereby changes in the NMW and award rates can affect the growth of labour productivity and of multifactor productivity? Are they aware of any evidence that changes in minimum rates have had such an effect in recent years?

20. Higher wages can improve labour productivity by making it uneconomical for low value work to be performed by workers. However, this type of productivity gain comes at the cost of lower output, and multifactor productivity may fall if this means reduced utilisation of capital investments, or additional capital investment where the task was previously more efficiently performed by workers. This further highlights ACCI's argument that it is important to look behind headline productivity numbers and understand the source of productivity gains.
21. More generally, central wage fixing reduces all forms of productivity by undermining allocative efficiency by removing price signals that allow employers to attract workers to the jobs that suit their skill level, or encourage workers to move and if necessary retrain, for more productive industries and businesses as the structure of the economy changes.

4.2 Business competitiveness and viability

22. The Panel has asked the following question of all parties (question 3.1):

Is there any information available showing the effect, if any, of corporate profit shifting (offshore) on measures of income factor shares?
23. ACCI does not consider this question to be of relevance in the context of the Panel's annual wage review function although notes that it has been raised under the heading 'business competitiveness and viability'. ACCI would have concern if the Panel's consideration would be influenced by perceived tax and financial management practices of employers in this area. There are a multitude of factors which influence organisational performance and capacity to pay however it should be noted that the majority of award reliant businesses would operate at a domestic level and are unlikely to have access to sophisticated financial expertise that would see them securing competitive advantage by structuring investment in a way that might be perceived as 'corporate profit shifting'. Domestically based service sector businesses that employ the majority of award-reliant workers are highly unlikely to be shifting profit offshore.
24. The Budget papers set out domestic measures proposed to be implemented to combat multinational tax avoidance including a new law proposed to target multinationals that artificially structure to avoid a taxable presence in Australia which will apply to companies with global revenue of \$1 billion or more. The Budget papers state:

Approximately 30 large multinational companies are suspected of diverting profits using artificial structures to avoid a taxable presence in Australia and pay little or no tax worldwide.¹⁰

25. There is no evidence as to impact of these suspected practices and no Government revenue estimates attributable to such budget measures. ‘Corporate profit shifting’ should not be a matter for consideration by the Panel.

4.3 Small business

26. The Panel has asked the following question of ACCI (question 4.2):

The ACCI initial submission contains Table 1 - Incomes of full-time small business owners and employees in selected award reliant industries which is sourced “Census 2011, ACCI calculations.”¹¹

Please explain what the table shows and the methodology utilised in the ACCI calculations.

27. As reflected in ACCI’s response to a similar question raised during the 2013-14 Annual Wage Review, the results reflect the total weekly incomes of owner managers, which is a broader concept than earnings. However, total income is more relevant than earnings when considering living standards. There is also no reason to believe that earnings would be higher share of income for owner managers than it would be for employees with the same income level. Arguably, using total income overstates the wage equivalent payments received by owner-managers, because their income also includes a return on their capital investment.

4.4 Labour market

28. The Panel has asked the following question of ACCI (question 5.2):

In its initial submission, ACCI states that employment growth is slowing and working hours are falling.¹² Can ACCI explain how this view can be reconciled with the data in charts 6.1 and 6.3 and table 6.2 in the Statistical Report for this Annual Wage Review?

29. When the submission was initially drafted, ACCI was referring to ABS Labour Force data from January 2015. At that time, when comparing seasonally adjusted aggregate monthly hours worked in January 2015 to January 2014, the statement was true.
30. While the Panel is correct in that employment growth and hours growth are not *technically* deteriorating, they both remain low by historical standards and are insufficient to maintain sufficient supply of jobs and working hours across the

¹⁰ 2015-16 Budget, *Budget paper no.1 – Statement 2: Economic Outlook*, p. 1-14.

¹¹ ACCI submission at p. 45.

¹² ACCI submission at p. 24, para. 74.

economy and labour market conditions remain depressed overall. This is reiterated by the Australian Government in its Budget analysis where it projects that unemployment will peak at 6.5% next year.

4.5 Inflation and wages

31. The Panel has asked the following question of all parties (question 6.2):

We invite parties to provide their views on the impact minimum wage increases have on the level of domestic demand.

32. As Figure 3-2 in ACCI's Initial Submission shows, household consumption is making an increased contribution to economic growth, contributing 1.1 per cent to growth in the year to December 2013 and 1.5 per cent in the year to December 2014.¹³ Figure 3-2 also shows that the main drag on Australian growth is business investment, which subtracted 0.5 per cent from growth in both years. In recent years, growth in business investment has been driven by mining, while other types of business investment have fallen relative to GDP. However, as Figure 3-3 of ACCI's Initial Submission shows, as mining investment has begun to fall, there has been no corresponding increase in non-mining investment.¹⁴ Increasing minimum and award wages reduces the return to capital, and this is hardly likely to encourage additional investment.
33. There may be some short-term stimulus in household consumption (albeit at a long-term cost) to the extent that increasing award wages transfers income to households with a lower household savings ratio. However, the ACTU's estimate of the possible effect is greatly exaggerated.
34. A stimulatory effect on household consumption can only occur to the extent that the households receiving increased wages have a lower household savings ratio than the household paying for those wages through higher prices or lower returns to capital investments. The household savings ratio for low-income households is actually negative, with consumption close to 30 per cent higher than income in the lowest income quintile. In contrast high income households save more than 20 per cent of their incomes.¹⁵ However, this deals with all households, and even among employee households, it has been previously established that low income employees are often not in low income households. Moreover, to the extent there is dissaving, it appears that households have access to capital and additional income may simply reduce the amount that they draw down.
35. Additionally, award-reliant employees represent 18.8 per cent of the workforce on a headcount basis, but because they work fewer hours and earn lower wages than average, award-reliant employees only represent 11.3 per cent of total wages.¹⁶

¹³ ACCI Initial Submission, para 115.

¹⁴ ACCI Initial Submission, para 118.

¹⁵ Finlay R. and Price F., 2014, 'Household Saving in Australia', RBA RDP 2014-03, Page 11

¹⁶ See ACCI Initial Submission, para 128.

Compensation of employees (which itself is broader than just wages) also only represents around half of all household income.¹⁷

4.6 Relative living standards and needs of the low paid

36. The Panel has asked the following question of all parties (question 7.2):

What are parties' views on the single-person reference household, including ACCER's submission regarding the construction of s. 284(1)?

37. As noted by the Panel, ACCI has submitted in its initial submission that "the most appropriate approach is to use the typical circumstances of award-reliant employees as the benchmark. This means that the Panel's considerations will be focused on the circumstances of those who will be most affected by its considerations."¹⁸

38. ACCI reiterates its supports a benchmark based on the typical household circumstances of award-reliant employees. This is not a single full-time income earner, but it is even less likely to be a single income earner supporting a dependent spouse and children. If family circumstances are considered, then consideration must also be given to the fact that low paid workers are typically secondary income earners with partners that have higher incomes. To the extent that low paid employees are in low income households, it is typically because of limited attachment to the labour force, so they receive little help and possibly significant harm from increases in hourly wages.

39. The Panel has also drawn attention to the initial submission of the ACTU which states that:

[t]he concurrence of the trends [in changes in earnings inequality and changes in the minimum wage bite] supports our contention that there is a causal relation between them—falls in the minimum wage bite have contributed to increases in earnings inequality, and the stability in the minimum wage bite in the past two years has contributed to stability in earnings inequality.¹⁹

and

[h]igher inequality is a significant concern in and of itself. The maintenance of a fair safety net that takes into account relative living standards is not consistent with high and rising levels of inequality.²⁰

40. The Panel has queried whether other parties accept each of these conclusions (question 7.5).

¹⁷ ACCI calculations based on ABS Cat. 5204.0 Australian System of National Accounts, Table 36, Household Income Account

¹⁸ ACCI submission at p. 43, para. 152.

¹⁹ ACTU submission at p. 43, para. 125.

²⁰ ACTU submission at p. 48, para. 139.

41. ACCI does not accept these conclusions drawn by the ACTU. The ACTU's contentions about the relationship between minimum wage growth and income inequality are dealt with in paragraphs 70 to 75 of ACCI's Submission in Reply.
42. It is hard to see how the ACTU's statement that earnings inequality is a significant concern in and of itself is anything other than a restatement of its basic position regarding relative living standards. ACCI's position on how the Panel should take into account relative living standards is set out in paragraphs 138 to 159 of ACCI's Initial Submission.

5. OTHER MATTERS

5.1 ACCER contention regarding wage setting

43. The Panel has drawn attention to the initial submission of ACCER which stated that it "seeks a ruling that the Fair Work Act 2009 requires that the NMW be set independently of the setting of wage rates prescribed by awards made under the legislation."²¹
44. As part of the explanation of its position, ACCER submitted that, compared to previous legislation:

*The Fair Work Act provides a very different process for the setting of the NMW. The legislation requires that it be set and provides that it operates as a general right of workers within and outside and the award system. The clear intention of the legislation is that award rates are to be based on a separately assessed NMW and, it follows, that the NMW is not to be constrained by existing award rates. Having assessed the NMW, the FWC is to take it into account in setting award rates. This is very significant in our consideration of the level of, and the adjustments to, the NMW.*²²

45. The Panel has sought the views of other parties on this construction of the Act (question 8.1).
46. ACCER also submitted that, while the minimum wages objective (s.284(1)) applies to setting both the NMW and modern award minimum wages, this is not the case for the modern awards objective (s. 134(1)):

*The broader criteria in the awards objective do not apply to the setting of the NMW; for example, the explicit requirement in paragraph (b) to take into account "the need to encourage collective bargaining" is not a factor to be taken into account in setting the NMW, but it must be in regard to the setting of award rates of pay that are set above the NMW.*²³

²¹ ACCER submission at p. 3, para. 8.

²² ACCER submission at p. 67, para. 88

²³ ACCER submission at p. 69-70, para. 88

47. Submissions are sought from parties in response to ACCER's submission on the implications of this and the approach that should be adopted to setting the NMW.
48. Such questions raise significant issues of construction and may be best considered at the commencement of an annual wage review process given that parties may have formulated their current submissions on the assumption that this review process will be consistent with the Panel's approach in its previous wage setting decisions. Nevertheless, it is worthwhile drawing attention to the statutory framework underpinning the Panel's functions.
49. Subsection 284(1) of the *Fair Work Act 2009* (Cth) (Act) provides that
- (1) *The FWC must establish and maintain a safety net of fair minimum wages, taking into account:*
 - (a) *the performance and competitiveness of the national economy, including productivity, business competitiveness and viability, inflation and employment growth; and*
 - (b) *promoting social inclusion through increased workforce participation; and*
 - (c) *relative living standards and the needs of the low paid; and*
 - (d) *the principle of equal remuneration for work of equal or comparable value; and*
 - (e) *providing a comprehensive range of fair minimum wages to junior employees, employees to whom training arrangements apply and employees with a disability.*

50. Section 285 of the Act provides:

Annual wage reviews to be conducted

(1) *The FWC must conduct and complete an annual wage review in each financial year.*

Note 1: The FWC must be constituted by an Expert Panel to conduct annual wage reviews, and to make determinations and orders in those reviews (see section 617).

Note 2: The President may give directions about the conduct of annual wage reviews (see section 582).

- (2) *In an annual wage review, the FWC:*
- (a) *must review:*
 - (i) *modern award minimum wages; and*
 - (ii) *the national minimum wage order; and*
 - (b) *may make one or more determinations varying modern awards to set, vary or revoke modern award minimum wages; and*
 - (c) *must make a national minimum wage order.*

Note: For provisions about national minimum wage orders, see Division 4.

(3) *In exercising its power in an annual wage review to make determinations referred to in paragraph (2)(b), the FWC must take into account the rate of the national minimum wage that it proposes to set in the review.*

51. It is clear that the process of reviewing the national minimum wage is one distinct from making ‘one or more determinations varying modern awards to set, vary or revoke modern award minimum wages’ although subsection 285(3) suggests some interrelationship.
52. The words in subsection 284(1) state the Panel must “*establish and maintain*” a safety net of minimum wages, subsections 285(1) and (2) only place a mandatory statutory obligation on the Panel to “*conduct and complete*” an annual wage review in each financial year, and “*review*” relevant wages.
53. The Panel is obliged to consider whether to adjust wage rates at each annual wage review. However, there is no statutory presumption that it must increase wage rates either nationally or for any or all classifications in particular modern awards. There is also no presumption under the Act that these rates should be increased by a particular quantum or that any ‘order’ with respect to awards be made and this is an important distinction in the terminology adopted in subsection 285(2)(b) as evidenced by the term ‘may’. Such an approach is consistent with the principle of providing a safety net for the low paid.
54. ACCI has also highlighted in previous review decisions that as a matter of historical record, that there have been times where minimum wages for some or all award instruments did not increase. For example, the case of the farming sector, the Australian Fair Pay Commission in its 2007 decision delayed an increase for a period of time due to the particular economic factors regarding drought affected employers.
55. Subsection 284(2) of the Act provides that:
- (2) *The minimum wages objective applies to the performance or exercise of:*
- (a) *the FWC's functions or powers under this Part; and*
- (b) *the FWC's functions or powers under Part 2-3, so far as they relate to setting, varying or revoking modern award minimum wages.*

Note: The FWC must also take into account the objects of this Act and any other applicable provisions. For example, if the FWC is setting, varying or revoking modern award minimum wages, the modern awards objective also applies (see section 134).

56. In exercising functions under Part 2-6 of the Act, the Act’s general objects must also be taken into account which include ‘providing a balanced framework for

cooperative and productive workplace relations that promotes national economic prosperity and social inclusion for all Australians by':

- (a) *providing workplace relations laws that are fair to working Australians, are flexible for businesses, promote productivity and economic growth for Australia's future economic prosperity and take into account Australia's international labour obligations; and*
- (b) *ensuring a guaranteed safety net of fair, relevant and enforceable minimum terms and conditions through the National Employment Standards, modern awards and national minimum wage orders; and*
- (c) *ensuring that the guaranteed safety net of fair, relevant and enforceable minimum terms and conditions can no longer be undermined by the making of statutory individual employment agreements of any kind ...;and*
- (d) *assisting employees to balance their work and family responsibilities by providing for flexible working arrangements and;*
- (e) *enabling fairness and representation at work and the prevention of discrimination ...; and*
- (f) *achieving productivity and fairness through an **emphasis on enterprise-level collective bargaining** (emphasis added)...; and*
- (g) *acknowledging the special circumstances of small and medium sized businesses.*²⁴

57. ACCI does not accept ACCER's contention that the "need to encourage collective bargaining" is not a factor to be taken into account in the annual wage review process.

5.2 Casual loading in the Business Equipment Award 2010

58. The Panel has invited parties to make submissions on whether the casual loading in the *Business Equipment Award 2010* [MA000021] should be increased to 25 per cent. This appears to be based on the premise that the *Business Equipment Award 2010* [MA000021] currently provides a casual loading of 20 per cent, while other modern awards that have a casual loading provide a 25 per cent casual loading.
59. The terms and conditions of this award were considered during the by interested parties and the Award Modernisation Full Bench during Stage 2 of the Award Modernisation Process and the casual loading of 20 per cent has been set out in the award since its commencement in 2010.

²⁴ S. 3.

60. ACCI opposes any increase in the casual loading applicable in the *Business Equipment Award 2010* [MA000021]. The Panel is required to have consideration to the modern awards objective set out in section 134 of the Act and minimum wages objective as set out in section 283 of the Act. There is no evidence before the Panel that would enable a conclusion to be drawn that the current casual loading in the award requires variation in order for the Award to meet these objectives. Should parties suggest otherwise, other interested parties should be afforded reasonable opportunity to respond to any such material.

5.1 Inconsistency in AAWI calculations

61. In paragraph 75 of ACCI's Reply Submission clarification of the calculations underpinning the Average Annualized Wage Increase (AAWI) Index that appears in Chart 5.1 at page 12 of the Panel's Statistical Report was requested. ACCI thanks the Panel for further clarification by way of update to the Statistical Report. Closer analysis of those calculations has been undertaken by ACCI and ACCI's calculations have not generated consistent results. We would appreciate it if the Panel would give consideration of ACCI's alternative methodology as set out at Annexure 1 which ACCI would be happy to further explain during consultations.

6. ABOUT ACCI

6.2 Who We Are

The Australian Chamber of Commerce and Industry (ACCI) speaks on behalf of Australian business at a national and international level.

Australia's largest and most representative business advocate, ACCI develops and advocates policies that are in the best interests of Australian business, economy and community.

We achieve this through the collaborative action of our national member network which comprises:

- All eight state and territory chambers of commerce
- 29 national industry associations
- Bilateral and multilateral business organisations.

In this way, ACCI provides leadership for more than 300,000 businesses which:

- Operate in all industry sectors
- Includes small, medium and large businesses
- Are located throughout metropolitan and regional Australia.

6.3 What We Do

ACCI takes a leading role in advocating the views of Australian business to public policy decision makers and influencers including:

- Federal Government Ministers & Shadow Ministers
- Federal Parliamentarians
- Policy Advisors
- Commonwealth Public Servants
- Regulatory Authorities
- Federal Government Agencies.

Our objective is to ensure that the voice of Australian businesses is heard, whether they are one of the top 100 Australian companies or a small sole trader.

Our specific activities include:

- Representation and advocacy to Governments, parliaments, tribunals and policy makers both domestically and globally;
- Business representation on a range of statutory and business boards and committees;

- Representing business in national forums including the Fair Work Commission, Safe Work Australia and many other bodies associated with economics, taxation, sustainability, small business, superannuation, employment, education and training, migration, trade, workplace relations and work, health and safety;
- Representing business in international and global forums including the International Labour Organisation (ILO), International Organisation of Employers (IOE), International Chamber of Commerce (ICC), International Chamber of Commerce and Industry Australia (ICCA) Business and Industry Advisory Committee (BIAC) to the Organisation for Economic Co-operation and Development (OECD), Asia-Pacific Economic Cooperation (APEC) through the Australian ASEAN Business Council, Confederation of Asia-Pacific Chambers of Commerce and Industry (CACCI) and Confederation of Asia-Pacific Employers (CAPE) and Indian Ocean Rim Association (IORA) through the Indian Ocean Business Alliance (IORBA);
- Research and policy development on issues concerning Australian business;
- The publication of leading economic business surveys and other information products; and
- Providing forums for collective discussion amongst businesses on matters of economic and policy reform.

ACCI MEMBERS

ACCI CHAMBER MEMBERS: BUSINESS SA **CANBERRA BUSINESS CHAMBER** CHAMBER OF COMMERCE NORTHERN TERRITORY **CHAMBER OF COMMERCE & INDUSTRY QUEENSLAND** CHAMBER OF COMMERCE & INDUSTRY WESTERN AUSTRALIA **NEW SOUTH WALES BUSINESS CHAMBER** TASMANIAN CHAMBER OF COMMERCE & INDUSTRY **VICTORIAN EMPLOYERS' CHAMBER OF COMMERCE & INDUSTRY ACCI MEMBER**

NATIONAL INDUSTRY ASSOCIATIONS: ACCORD – HYGIENE, COSMETIC AND SPECIALTY PRODUCTS INDUSTRY **AIR CONDITIONING & MECHANICAL CONTRACTORS' ASSOCIATION** AUSTRALIAN BEVERAGES COUNCIL **AUSTRALIAN DENTAL INDUSTRY ASSOCIATION** AUSTRALIAN FEDERATION OF EMPLOYERS & INDUSTRIES **AUSTRALIAN FOOD & GROCERY COUNCIL ASSOCIATION** AUSTRALIAN HOTELS ASSOCIATION **AUSTRALIAN INTERNATIONAL AIRLINES OPERATIONS GROUP** AUSTRALIAN MADE CAMPAIGN LIMITED **AUSTRALIAN MINES & METALS ASSOCIATION** AUSTRALIAN PAINT MANUFACTURERS' FEDERATION **AUSTRALIAN RETAILERS' ASSOCIATION** AUSTRALIAN SELF MEDICATION INDUSTRY **BUS INDUSTRY CONFEDERATION** CONSULT AUSTRALIA **HOUSING INDUSTRY ASSOCIATION** LIVE PERFORMANCE AUSTRALIA **MASTER BUILDERS AUSTRALIA** MASTER PLUMBERS' & MECHANICAL SERVICES ASSOCIATION OF AUSTRALIA **NATIONAL ELECTRICAL & COMMUNICATIONS ASSOCIATION** NATIONAL FIRE INDUSTRY ASSOCIATION **NATIONAL RETAIL ASSOCIATION** OIL INDUSTRY INDUSTRIAL ASSOCIATION **PHARMACY GUILD OF AUSTRALIA** PLASTICS & CHEMICALS INDUSTRIES ASSOCIATION **PRINTING INDUSTRIES ASSOCIATION OF AUSTRALIA** RESTAURANT & CATERING AUSTRALIA **VICTORIAN AUTOMOBILE CHAMBER OF COMMERCE**

ANNEXURE 1

Historical table: All wage agreements, by ANZSIC division, current on the last day of the quarter: December quarter 1991 - June quarter 2014

