

# APPENDIX I

## ATTACHMENT 2

### DIRECTIVE UNDER SECTION 265(3)(b)

Pursuant to section 265(3)(b) of the *Industrial Relations Act 1999* (IR Act), I, Tom Barton, MP, Minister for Employment, Training and Industrial Relations and Minister for Sport, hereby direct the Queensland Industrial Relations Commission to hold an inquiry to examine the impact of the federal Government's Work Choices Amendments to the *Workplace Relations Act 1996* on Queensland workplaces, employees and employers.

The inquiry will commence as soon as practicable but at least within one month of the date of this directive.

In particular the Commission is to:

- a. consider mechanisms for employees to report incidents of unfair treatment as a result of the introduction of Work Choices; and
- b. inquire into incidents of unlawful, unfair or otherwise inappropriate industrial relations practices including:
  - the reduction in wages and conditions through Australian Workplace Agreements (AWAs) or other collective agreements;
  - discrimination, harassment or the denial of workplace rights; and
  - unfair dismissal or other forms of unfair or unlawful treatment of employees.
- c. consider the investigations and outcomes of similar inquiries in other states and territories in terms of their relevance to Queensland;
- d. recommend a process for:
  - facilitating the regular reporting and examination of incidents of unfair treatment as a result of the introduction of Work Choices; and
  - monitoring and reporting to the Minister, on a regular basis, on industrial relations practices under Work Choices including their impact on employees and employers.

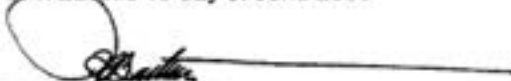
To facilitate the inquiry the commission is to establish a process for:

- receiving and examining incident reports from individuals and organisations;
- undertaking workplace inspections, if considered necessary;
- identifying remedies or options for further action in respect of specific incidents;
- promoting the purpose of the inquiry through media outlets and regional visits;
- submitting regular reports on major trends and developments under Work Choices;

The Commission is to provide:

- an interim report and recommendations under section 265(4) of the IR Act within three (3) months of the commencement of the inquiry; and
- a final report and recommendations under section 265(4) of the IR Act within six (6) months of the commencement of the inquiry.

DATED this 13 day of June 2006



**TOM BARTON MP**  
 Minister for Employment, Training and  
 Industrial Relations and Minister for Sport

## APPENDIX 2

### LEGISLATION

#### QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 - s. 265 - commission's jurisdiction*

#### **265 Commission's jurisdiction**

- (3) The commission -
  - (a) may hold an inquiry into or about an industrial matter on application by an interested person or on its own initiative; and
  - (b) must hold an inquiry into or about an industrial matter if the Minister directs.
- (4) The commission must report the result of the inquiry, and make recommendations, to the Minister.



## APPENDIX 3

### METROPOLITAN NEWSPAPER ADVERTISEMENT

Queensland Industrial Relations Commission

## Inquiry into the impact of Work Choices on Queensland workplaces, employees and employers

The inquiry, set up under s. 265(3)(b) of the *Industrial Relations Act 1999* at the direction of the Minister for Employment, Training and Industrial Relations and Minister for Sport, Mr Tom Barton, will examine the impact of the federal Government's Work Choices Amendments to the *Workplace Relations Act 1996* on Queensland workplaces, employees and employers.

**10am Friday 23 June** Preliminary sitting of inquiry  
Queensland Industrial Relations Commission  
Level 13, Central Plaza 2, Cnr Creek & Elizabeth Sts, Brisbane.

The inquiry will also visit regional and provincial centres throughout Queensland from July to October 2006. The inquiry will be finalised by 23 December 2006.

Employees, employers, organisations, community groups and other interested parties are invited to indicate their interest in the inquiry.

**To register your interest please contact:**

The Industrial Registrar  
GPO Box 373, Brisbane Q 4001  
Email: [qirc.registry@dir.qld.gov.au](mailto:qirc.registry@dir.qld.gov.au)  
Fax: (07) 3221 6074 Phone: (07) 3227 8060

Further information and the Terms of Reference  
are available at: [www.qirc.qld.gov.au](http://www.qirc.qld.gov.au)



## APPENDIX 3 (continued)

### REGIONAL NEWSPAPER ADVERTISEMENT

Queensland Industrial Relations Commission

## Inquiry into the impact of Work Choices on Queensland workplaces, employees and employers

The inquiry, set up under s.265(3)(b) of the *Industrial Relations Act 1999* at the direction of the Minister for Employment, Training and Industrial Relations and Minister for Sport, Mr Tom Barton, has begun to examine the impact of the federal Government's Work Choices Amendments to the *Workplace Relations Act 1996* on Queensland workplaces, employees and employers.

On Friday 23 June 2006 the Commission released a statement detailing the conduct of the Inquiry.

The Commission will visit regional centres from **21 September 2006 to 12 October 2006.**

Any interested participants who have not yet recorded their interest in the Inquiry, are asked to do so now.

Further programming of regional visits will take place at the directions hearing on **Monday 4 September 2006.**

To register your interest in making a submission or to obtain full information including the Terms of Reference for the Inquiry and the Commission's Released Statement please visit: [www.qirc.qld.gov.au](http://www.qirc.qld.gov.au) or contact:

The Industrial Registrar  
GPO Box 373 Brisbane Q 4001

Email: [qirc.registry@dir.qld.gov.au](mailto:qirc.registry@dir.qld.gov.au)

Fax: (07) 3221 6074 Phone: (07) 3227 8060



# APPENDIX 4

## INQUIRY WEB-SITE

### **Inquiry into the impact of Work Choices on Queensland workplaces, employees and employers**

**[Statement released](#) | [Inquiry Terms of Reference](#) | [Timeline](#) | [Registration of Interest](#) |  
[Submissions & Affidavits](#) | [Locations](#) | [Transcripts](#)**


The Inquiry, set up under s. 265(3)(b) the Industrial Relations Act 1999 at the direction of the Minister for Employment, Training and Industrial Relations and Minister for Sport, Mr Tom Barton, will examine the impact of the federal Government's Work Choices Amendments to the Workplace Relations Act 1996 on Queensland workplaces, employees and employers.

Please click here to view related documents:

- Terms of Reference [PDF 99kB]
- Statement released - The preliminary sitting of Inquiry was held 10am Friday 23 June 2006. [PDF 150kB]
- List of registered parties [PDF 108kB]
- Daily transcript of sittings

### **Timeline**

For logistical purposes, the Inquiry will be conducted according to the following schedule.

- For any other interested participants who have not yet recorded their interest in the Inquiry, they are requested to do so by **7 July 2006** to the Industrial Registry.
- For participants whose wish to be heard in Brisbane and who wish to express any concern about Work Choices, their statements of evidence and/or their submissions are to be filed by 4.00 p.m. on **Friday 21 July 2006**. Please click here for Directions regarding giving of evidence and/or the making of submissions. [PDF 119kB]
- Further Directions Hearings will take place in Brisbane on **Tuesday 1 August 2006** and **4 September 2006** at 10.00 a.m. on each day.
- Evidence of those who wish to express a concern about Work Choices will be heard in Brisbane at 10.00 a.m. each day from **Monday 21 August 2006 to Friday 1 September 2006**.  
 Please click here for a copy of the [Directions Order setting out the timetable for Sittings](#). [PDF 112kB]
- The dates for the regional visits will be from **21 September 2006 to 12 October 2006**. See below for regional locations and dates of visits.
- The Inquiry will continue in Brisbane on **Monday 16 October 2006** commencing at 10.00 a.m. for the purpose of hearing evidence from or the making of submissions by those participants who wish to express positive views of the Work Choices Legislation. The Inquiry will listen to such evidence/submissions from **16 October 2006 until 30 October 2006**. Likewise, during that time slot, participants who wish to express a neutral view will be heard.

**Please note:** This schedule will be subject to change dependent on the progression of the Inquiry. Any changes will be notified to all participants who have registered an interest in the Inquiry and will be posted on the Inquiry's website, as soon as it becomes available.



## Register your interest

Employees, employers, organisations, community groups and other interested parties are invited to indicate their interest in the Inquiry. Please click on the [Registration of Interest form](#) and return via email.

Or contact:

The Industrial Registrar

GPO Box 373

Brisbane Q 4001

Email: [qirc.registry@dir.qld.gov.au](mailto:qirc.registry@dir.qld.gov.au)

Fax: (07) 3221 6074

Phone: (07) 3227 8060

## Submissions and Affidavits

 [Click here to view Interim Submissions filed.](#)

 [Click here to view Affidavits filed.](#)

Participants who wish to make a statement and/or submission about Work Choices should forward such material by e-mail [qirc.registry@dir.qld.gov.au](mailto:qirc.registry@dir.qld.gov.au) or by Fax [07-32216074] or alternatively forward such material to the Industrial Registry.

All participants should indicate on their statement and/or submission **whether they are not agreeable** to having such statements of evidence and/or submission reproduced on the Inquiry's website. In light of this choice, because all statements/submissions may not be on the web site, such material may be viewed at the Industrial Registry.

Please click here for [Directions regarding giving of evidence and/or the making of submissions.](#) [PDF 119kB]

## Regional locations

The following is a revised list as of 2 August 2006 of the dates and towns where the Inquiry will be visiting:

CITY/TOWN	VENUE	DATE	TIME
Roma	Roma Court House 141 McDowall Street ROMA QLD 4455	Thursday 21 September 2006	10.00am
Toowoomba	Toowoomba Court House 159 Hume Street TOOWOOMBA QLD 4350	Friday 22 September 2006	10.00am
Emerald	Emerald Court House Egerton Street EMERALD QLD 4720	Monday 25 September 2006	9.00am
Hervey Bay	Hervey Bay Court House Freshwater Street HERVEY BAY QLD 4655	Tuesday 26 September 2006	10.00am
Southport	Southport Court House Cnr Davenport & Hinze Streets SOUTHPORT QLD 4215	Wednesday 27 September 2006 Thursday 28 September 2006 Friday 29 September 2006	10.00am each day
Cairns	Cairns Court House Sheridan Street CAIRNS QLD 4870	Monday 2 October 2006	10.00am

Townsville	Townsville Court House 31 Walker Street TOWNSVILLE QLD 4810	Tuesday 3 October 2006	10.00am
Mackay	Mackay Court House 67 Victoria Street MACKAY QLD 4740	Wednesday 4 October 2006	10.00am
Rockhampton	Rockhampton Court House Cnr East & Fitzroy Street ROCKHAMPTON QLD 4700	Thursday 5 October 2006	11.00am
Gladstone	Gladstone Court House 14 Yarroon Street GLADSTONE QLD 4680	Friday 6 October 2006	10.00am
Bundaberg	Bundaberg Court House 44 Quay Street BUNDABERG QLD 4670	Monday 9 October 2006	10.00am
Caloundra	Caloundra Court House 92 Bulcock Street CALOUNDRA QLD 4551	Tuesday 10 October 2006 Wednesday 11 October 2006	10.00am each day
Mt Isa	Mt Isa Court House Isa Street MT ISA QLD 4825	Thursday 12 October 2006	1.00pm

If sufficient interest is identified in any other region, then the Inquiry will give due consideration to visiting such region. This decision will be subject to the submissions made by interested persons to the Inquiry.



## APPENDIX 5



# Queensland Industrial Relations Commission

## NOTICE OF LISTING

### LISTING DETAILS

Matter Number:	INQ/2006/1
Matter Details:	S265(3)B - Inquiry into industrial matter QIRC inquiry to examine the impact of the federal Government's Work Choices Amendments to the Workplace Relations Act 1996 on Queensland workplaces, employees and employers
Listing Type:	Preliminary Sitting
Listing Time:	10:00 AM
Listing Date:	23 June 2006
Listing Location:	Queensland Industrial Relations Commission, Level 13 66 Eagle Street Brisbane Qld, 4000
Member:	Deputy President Swan, Commissioner Asbury, Commissioner Thompson

### ALL PARTIES NOTIFIED OF THE MATTER

Registered Industrial Organisations of Employers  
Registered Industrial Organisations of Employees  
Attached Organisations

### ADDITIONAL LISTING INFORMATION

ANY ENQUIRIES REGARDING THIS NOTICE SHOULD BE DIRECTED TO AARON CLARK ON  
(07) 3227 8782

G.D. Savill,  
Industrial Registrar.  
15 June 2006

Industrial Registry, 18th Floor, Central Plaza 2  
66 Eagle Street, (Corner Elizabeth and Creek Streets), BRISBANE QLD 4000  
Postal Address: GPO Box 373, BRISBANE QLD 4001  
General Enquiries: (07) 3227 8060 Facsimile: (07) 3221 6074 www.qirc.qld.gov.au



# APPENDIX 6

## REGISTRATION OF INTEREST

### Queensland Industrial Relations Commission

#### Inquiry into the impact of Work Choices on Queensland workplaces, employees and employers

REGISTRATION OF INTEREST		
Name		
Organisation (if applicable)		
Mailing Address		
Telephone Number		
Facsimile Number		
Email address		
<b>Level of participation:</b>		
I/we would like to provide evidence to the inquiry	Yes *	No *
I/we would like to make a submission to the inquiry	Yes *	No *
I/we would like to receive notices of inquiry proceedings	Yes *	No *
Would you like the inquiry to visit a particular town/city [This will be dependent upon the level of interest in that town/city]	Yes *	No *
I would like the inquiry to visit the following town/city:		

If you would like to make further comments, please do so.  
Comments

-----

-----

-----

Please return this form by fax to **07 3221 6074**



## APPENDIX 7

### STATEMENT I FROM THE INQUIRY RELEASED 23 JUNE 2006

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 - s. 265 - commission's jurisdiction*

#### **INQUIRY INTO THE IMPACT OF WORK CHOICES ON QUEENSLAND WORKPLACES, EMPLOYEES AND EMPLOYERS (INQ/2006/1)**

DEPUTY PRESIDENT SWAN  
COMMISSIONERS ASBURY AND THOMPSON

23 June 2006

#### STATEMENT

By a direction dated 13 June 2006, pursuant to s. 265(3)(b) of the *Industrial Relations Act 1999*, the Minister for Employment, Training and Industrial Relations and Minister for Sport directed the Queensland Industrial Relations Commission to conduct an inquiry to examine the impact of the federal Government's Work Choices amendments to the Commonwealth *Workplace Relations Act 1996*. A copy of this document is Exhibit 1.

The Inquiry given the task of complying with the Minister's direction comprises Deputy President Swan and Commissioners Asbury and Thompson. Commissioner Thompson is unavoidably absent today. The Inquiry is being conducted pursuant to the *Industrial Relations Act 1999* and it will be conducted in accordance with the Commission's normal practices.

Notification of the Inquiry was advertised in the Courier Mail of Wednesday 21 June 2006 and a web-site has also been established with a link from the Commission's home page [[www.qirc.qld.gov.au](http://www.qirc.qld.gov.au)]. A copy of this advertisement is Exhibit 2.

We would now call upon all those who wish to participate in this Inquiry (in whatever form) to announce their appearances.

In the Courier Mail advertisement a wide cross section of the community was invited to register their interest in the Inquiry. Interested persons will, naturally, have a view of the legislation and its impact. If they wish the Inquiry to consider that view, it will be necessary for them to attend and give the Inquiry such relevant information as they may have. We expect a wide range of perspectives about the impact of Work Choices and these will realistically include comments from those positive to Work Choices legislation, those holding negative views about it and those who simply wish to express a more general perspective.

It is expected that employer and employee organisations will place material before the Inquiry saying how the Work Choices legislation has impacted on their members. Also, individual members of society, perhaps those who are not members of either an employer or employee organisation, may wish to tell of their experiences. These people are welcome to contact the Industrial Registry in accordance with the advertisement and arrangements will be made for appropriate assistance to be given to them. The assistance could involve the preparation of statements and the presentation of evidence.



Should a prospective witness not wish to be identified, mechanisms exist for the protection of that person's identity. The Inquiry will consider applications for evidence to be given *in "camera"* and for the suppression of identifying details. Such persons should contact the Industrial Registry who will make the necessary arrangements.

It is expected that statistical data and reports will be received from a range of sources.

Community groups, including church groups, will be another source of information pertinent to the terms of reference of the Inquiry.

For completeness, the Commission will access relevant academic circles for the benefit of the conclusions reached by those who have made a study of the issues with which this Inquiry is concerned.

The Commission's charter is to examine the impact of the federal legislation.

This is exclusively a fact finding exercise. The Commission is entirely independent and will report on the facts as they are presented to the Inquiry. The Commission is not concerned with the many controversies surrounding this legislation except to the extent that aspects of them may be relevant to the matters into which the Commission is to enquire.

Any person wishing to make a submission to the Inquiry or to give evidence will submit a statement of that evidence to the Industrial Registry by the date stipulated. Where natural justice requires it, or where the Inquiry considers it desirable, copies of such statements of evidence may be distributed to persons with an interest in the details of the statements.

**Note:** The Inquiry does not wish to categorise participants, however, for logistical purposes some general categorisation is required if all participants are to be heard within reasonable timeframes.

For logistical purposes, the Inquiry will be conducted according to the following schedule:

- For any other interested participants who have not yet recorded their interest in the Inquiry, they are requested to do so by 7 July 2006 to the Industrial Registry.
- For participants who wish to be heard in Brisbane and who wish to express any concern about Work Choices, their statements of evidence and/or their submissions are to be filed by 4.00 p.m. on Friday 21 July 2006. It would be preferable to forward such material by e-mail [qirc.registry@dir.qld.gov.au] or by Fax [07-3221 6074] or alternatively forward such material to the Industrial Registry.
- Evidence may be taken "*in camera*".
- All participants at this stage can indicate on their statement and/or submission whether they are not agreeable to having such statements of evidence and/or submissions reproduced on the Inquiry's web-site [www.qirc.qld.gov.au].
- In light of this choice, because all statements/submissions may not be on the web-site, such material may be viewed at the Industrial Registry.
- **Further Directions Hearings** will take place in Brisbane on Thursday 27 July 2006 and 4 September 2006 at 10.00 a.m. on each day.
- Evidence of those who wish to express a concern about Work Choices will be heard in Brisbane at 10.00 a.m. each day from Monday 21 August 2006 to Friday 1 September 2006.
- Those who wish to express a positive view of the Work Choices legislation will be heard in Brisbane after the Inquiry has visited regional areas.
- When the Inquiry visits regional areas, then all participants of all persuasions will be heard during the time allocated for each regional area.
- The following is a list of the towns and regions where the Inquiry envisages participants may wish to be heard:
  - Brisbane
  - Cairns
  - Townsville



- Mt Isa
- Mackay
- Emerald
- Rockhampton
- Maryborough/Hervey Bay
- Bundaberg
- Gladstone
- Sunshine Coast
- Gold Coast
- Toowoomba
- Roma

The locations indicated will be subject to change dependent upon the level of interest in such areas. If sufficient interest is identified in any other region, then the Inquiry will give due consideration to visiting such region. This decision will be subject to the submissions made by interested persons to the Inquiry.

When a clearer picture emerges with regard to the location of Inquiry sittings outside of Brisbane, a schedule of those locations, with appropriate dates, will be made available to all interested persons.

The dates for the regional visits will be from 21 September 2006 to 12 October 2006.

The Inquiry will continue in Brisbane on Monday 16 October 2006 commencing at 10.00 a.m. for the purpose of hearing evidence from or the making of submissions by those participants who wish to express positive views of the Work Choices legislation. The Inquiry will listen to such evidence/submissions from 16 October 2006 until 30 October 2006. Likewise, during that time slot, participants who wish to express a neutral view will be heard.

Similar processes will be available to these participants as were made available to all other participants.

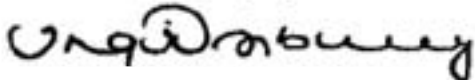
We remind all participants that this schedule will be subject to change dependent on the progression of the Inquiry.

Any changes will be notified to all participants who have registered an interest in the Inquiry and will be posted on the Inquiry's web-site.

All participants and those interested in the Inquiry should refer to the Inquiry's web-site for on-going information.



D.A. SWAN, Deputy President



I.C. ASBURY, Commissioner



J.M. THOMPSON, Commissioner



## APPENDIX 8

### STATEMENT 2 FROM THE INQUIRY RELEASED 10 JULY 2006

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 - s. 265 - commission's jurisdiction*

#### INQUIRY INTO THE IMPACT OF WORK CHOICES ON QUEENSLAND WORKPLACES, EMPLOYEES AND EMPLOYERS (INQ/2006/1)

DEPUTY PRESIDENT SWAN  
COMMISSIONERS ASBURY AND THOMPSON

10 July 2006

#### DIRECTIONS

##### RELATING TO THE GIVING OF EVIDENCE AND/OR THE MAKING OF A SUBMISSION

This direction relates to the giving of evidence and/or the making of submissions (as referred to in our Statement dated 23 June 2006).

It is the preference of the Inquiry that evidence be given in the following form, save for “**special circumstances**”:

An interested participant wishing to give evidence to the Inquiry shall:

- submit their evidence to the Inquiry in affidavit form;
- personally attend the Inquiry;
- may give their evidence "*in camera*";
- will not be cross-examined by any party;
- may be asked questions by Inquiry members.

In “**special circumstances**” an interested participant may give their evidence to the Inquiry without the requirement to submit an affidavit.

In “**special circumstances**” (e.g. where an interested participant lives in an area not to be visited by the Inquiry) an interested participant may give their evidence via the telephone.

An interested participant wishing to make submissions to the Inquiry shall:

- make written submissions.

In “**special circumstances**” an interested participant may make their submissions orally.

Where a witness identifies another employer/employee, then that employer/employee may also give evidence or make submissions to the Inquiry within the same guidelines.

We reiterate to interested participants the comments made in our Statement of 23 June 2006 that:

“All participants at this stage can indicate on their statement and/or submission whether they are not agreeable to having such statements of evidence and/or submissions reproduced on the Inquiry’s web-site [www.qirc.qld.gov.au].



In light of this choice, because all statements/submissions may not be on the web-site, such material may be viewed at the Industrial Registry.”.

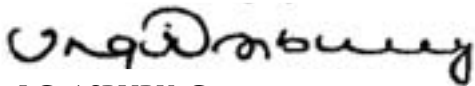
This statement applies to all statements/submissions other than “*in camera*” material.

“**Special circumstances**” will be considered by the Inquiry as and when they arise. These could include the situation where an interested participant is unable to provide an affidavit through an inability to acquire appropriate assistance in creating such a document or where distance and convenience prevent the interested participant in attending personally at the Inquiry. In such cases, telephone evidence/submissions may be made. These are examples only and the Inquiry will hear the views of interested participants whenever such issues arise.

To facilitate participants who may not be able to attend the Inquiry during normal sitting hours (10.00 a.m. to 4.15 p.m. on each sitting day), the Inquiry will give consideration to expanding such hours in special circumstances. Prior notice of at least 48 hours should be given to the Inquiry of this requirement.



D.A. SWAN, Deputy President



I.C. ASBURY, Commissioner



J.M. THOMPSON, Commissioner



## APPENDIX 9

### STATEMENT 3 FROM THE INQUIRY RELEASED 1 AUGUST 2006

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 - s. 265 - commission's jurisdiction*

#### **INQUIRY INTO THE IMPACT OF WORK CHOICES ON QUEENSLAND WORKPLACES, EMPLOYEES AND EMPLOYERS (INQ/2006/1)**

DEPUTY PRESIDENT SWAN  
COMMISSIONERS ASBURY AND THOMPSON

1 August 2006

#### DIRECTIONS

These directions relate:

- (1) only to the hearing of evidence and/or submissions to be made in Brisbane from Monday 21 August 2006 to Friday 1 September 2006; and
- (2) only to those participants who wish to express any concern about Work Choices.

After today's further directions hearing, a formal Directions Order will be issued by the Inquiry on Friday 4 August 2006.

What we will do today is flag our proposed agenda for the Brisbane hearings - but the formal Directions Order will not issue until Friday 4 August 2006.

Because participants may not receive the Court transcript prior to that date, each participant will be provided today with a brief summary of times and dates and a check list from which to work.

Before we do that, we raise the following matters:

- In accordance with the Statement issued by the Inquiry on 23 June 2006, the date for the receipt of affidavits and/or submissions for the initial Brisbane sittings was 21 July 2006; and
- A significant number of affidavits and submissions have been received by the Inquiry in relation to the initial Brisbane sittings. Unless otherwise indicated by participants, these affidavits and submissions will be available on the Inquiry web-site.

Some participants have asked for, and been granted, extra time in which to submit their affidavits and submissions for these sittings. All participants are afforded this extra time.

Some participants have determined to give their evidence "*in camera*". This process will be facilitated by the Registry and a particular day will be set aside for the giving of such evidence before the Inquiry.



At this point in time, there are a considerable number of witnesses who will give evidence before the Inquiry during the initial Brisbane sittings. However, it is expected that this number will increase when all affidavits have been received.

It may eventuate that other employees/employers who have been mentioned in the affidavits (other than “*in camera*” evidence) may wish to submit an affidavit and/or submissions to the Inquiry, and arrangements will be made for that to occur during the second Brisbane sittings to be held from 16 October 2006 to 30 October 2006 inclusive.

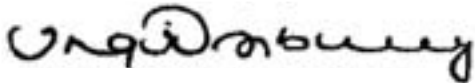
There have been 10 days set aside for the initial Brisbane sittings (21 August 2006 to 1 September 2006 inclusive).

Time will also be set aside during that time frame for the initial Brisbane sittings for participants submissions to be read. These submissions will also be reproduced on the Inquiry web-site.

The course of proceedings we now propose for the first Brisbane sitting is now flagged only and we are open to suggestions from any participant as to whether a different course should be adopted.



D.A. SWAN, Deputy President



I.C. ASBURY, Commissioner



J.M. THOMPSON, Commissioner



## APPENDIX 9 (continued)

### QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 – s.265(3)(b) – Inquiry into industrial matter*

#### INQUIRY TO EXAMINE THE IMPACT OF THE FEDERAL GOVERNMENT'S WORK CHOICES AMENDMENTS TO THE WORKPLACE RELATIONS ACT 1996 ON QUEENSLAND WORKPLACES, EMPLOYEES AND EMPLOYERS (INQ/2006/1)

#### DIRECTIONS ORDER

FURTHER to the directions hearing before the Inquiry in the above matter on Tuesday 1 August 2006, IT IS ORDERED:

1. That those participants who wish to express any concern about Work Choices will be heard before Deputy President D.A. Swan, Commissioner I.C. Asbury and Commissioner J.M. Thompson at the Queensland Industrial Relations Commission, Level 13, Central Plaza 2, 66 Eagle Street, (Cnr Elizabeth and Creek Streets), Brisbane, at Sittings from Monday 21 August 2006 through to Friday 1 September 2006, in accordance with this Order.
2. That those participants who wish to **make submissions** expressing any concern about Work Choices will be heard at Sittings **commencing on Monday 21 August 2006 through to Thursday 24 August 2006**, commencing at 10:00 a.m. and finishing at 4:15 p.m. each day.
3. That those participants who wish to **give evidence** in relation to any concern about Work Choices will be heard at Sittings commencing in accordance with the following schedule:

#### **Monday 28 August 2006**

10:00 a.m. Department of Industrial Relations

#### **Tuesday 29 August 2006**

10:00 a.m. Department of Industrial Relations

2:00 p.m. Liquor Hospitality and Miscellaneous Union, Queensland Branch, Union of Employees

#### **Wednesday 30 August 2006**

10:00 a.m. The Electrical Trades Union of Employees Queensland

2:00 p.m. The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland

#### **Thursday 31 August 2006**

10:00 a.m. Queensland Services, Industrial Union of Employees

11:00 a.m. Queensland Working Women's Service

12:00 p.m. Young Workers Advisory Service

2:00 p.m. Queensland Council of Social Services

3:00 p.m. Department of Employment and Training

5:00 p.m. Witness evidence outside of normal hours

to 7:00 p.m.



4. That those participants who require **additional time for further direct evidence or further submissions** will be heard at Sittings commencing at 10:00 a.m. on **Friday 1 September 2006.**
5. The Principal Registry Officer serve by facsimile a copy of this Order on all participants who have expressed an interest in this Inquiry.
6. That the Industrial Registrar post a copy of this Order on the Commission's website at: [www.qirc.qld.gov.au](http://www.qirc.qld.gov.au).
7. That any other Directions stand over.

Dated 4 August 2006.



G. Savill  
Industrial Registrar

## APPENDIX 10

### STATEMENT 4 FROM THE INQUIRY RELEASED 24 AUGUST 2006

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 - s.265(3)(b) - Inquiry into industrial matter*

#### **INQUIRY TO EXAMINE THE IMPACT OF THE FEDERAL GOVERNMENT'S WORK CHOICES AMENDMENTS TO THE WORKPLACE RELATIONS ACT 1996 ON QUEENSLAND WORKPLACES, EMPLOYEES AND EMPLOYERS (INQ/2006/1)**

DEPUTY PRESIDENT SWAN  
COMMISSIONER ASBURY  
COMMISSIONER THOMPSON

24 August 2006

#### STATEMENT

The Directive under section 265(3)(b) states, *inter alia*, that:

*“to facilitate the inquiry the commission is to establish a process for:*

...

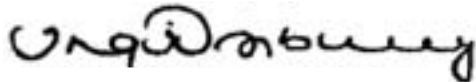
*undertaking workplace inspections, if considered necessary ...”.*

The Inquiry advises all participants that if any workplace inspections are requested, the Inquiry will give due consideration to such request. As well, the Inquiry may, at any stage, instigate workplace inspections as it sees fit.

If participants wish to respond to these matters and put specific requests to the Inquiry, then they may do so at the next Directions Hearing to be held on 4 September 2006.



D.A. SWAN, Deputy President



I.C. ASBURY, Commissioner



J.M. THOMPSON, Commissioner



## APPENDIX II

### SCHEDULE OF REGIONAL SITTINGS

Date	Regional Venue	Commencement of Sittings
Thursday, 21 September 2006	Roma Court House, 141 McDowall Street ROMA QLD 4455	10.00 a.m.
Friday, 22 September 2006	Toowoomba Court House, 159 Hume Street TOOWOOMBA QLD 4350	10.00 a.m.
Monday, 25 September 2006	Emerald Court House, Egerton Street EMERALD QLD 4720	9.00 a.m.
Tuesday, 26 September 2006	Hervey Bay Court House, Freshwater Street HERVEY BAY QLD 4655	10.00 a.m.
Wednesday, 27 September 2006 Thursday, 28 September 2006 Friday, 29 September 2006	Southport Court House Cnr Davenport & Hinze Streets SOUTHPORT QLD 4215	10.00 a.m. each day
Monday, 2 October 2006	Cairns Court House, Sheridan Street CAIRNS QLD 4870	10.00 a.m.
Tuesday, 3 October 2006	Townsville Court House, 1 Walker Street TOWNSVILLE QLD 4810	10.00 a.m.
Wednesday, 4 October 2006	Mackay Court House, 67 Victoria Street MACKAY QLD 4740	10.00 a.m.
Thursday, 5 October 2006	Rockhampton Court House Cnr East & Fitzroy Street ROCKHAMPTON QLD 4700	11.00 a.m.
Friday, 6 October 2006	Gladstone Court House, 14 Yarroon Street GLADSTONE QLD 4680	10.00 a.m.
Monday, 9 October 2006	Bundaberg Court House, 44 Quay Street BUNDABERG QLD 4670	10.00 a.m.
Tuesday, 10 October 2006 Wednesday, 11 October 2006	Caloundra Court House, 92 Bulcock Street CALOUNDRA QLD 4551	10.00 a.m. each day
Thursday, 12 October 2006	Mt Isa Court House, Isa Street MT ISA QLD 4825	1.00 p.m.

