

Mr Mark Ritter SC
Ministerial Review of the State Industrial Relations System
Secretariat
Level 4, Gordon Stephenson House
140 William Street
PERTH WA 6000

By email: irreviewsecretariat@dmirs.wa.gov.au

Enquiries: Sarah Haynes

5 December 2017

Dear Mr Ritter,

Re: Ministerial Review into the State Industrial Relations System

The Shop, Distributive and Allied Employees' Association (SDA) is one of Australia's largest trade unions and has over 20,000 members working in a range of industries in Western Australia.

In response to your letter of 18 October 2017, the SDA WA makes comment on particular items in the Terms of Reference as attached. The SDA supports the views put forward in this matter by UnionsWA.

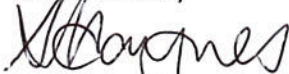
The SDA experience is that the WA State IR system offers superior and more comprehensive entitlements to employees than the federal system. This is despite the stated intentions of the federal IR review enacted by the Rudd/ Gillard Government which included Award Modernisation that lead to removal of employee entitlements, both inadvertent and negotiated. Further, reviews are resource intensive and may not achieve their ends.

While the SDA supports improvements to the WA IR system, there are some focussed changes that could make a vast improvement without the need for a wholesale review. In particular, updating Award scope clauses would remove coverage ambiguities; and addressing particular issues such as the genderisation of access to parental leave in certain awards would update areas that have fallen behind modern expectations.

Thank you for the opportunity to comment on the proposed review.

If you have any questions regarding the content of this letter, please contact Sarah Haynes, Industrial Officer at the SDAWA, by email: Sarah.Haynes@sdawa.asn.au or phone 08) 9222 4321.

Yours sincerely



pp, Peter O'Keeffe
Secretary

All correspondence to be addressed to the General Secretary

The Shop, Distributive and Allied Employees' Association of Western Australia