



Tasmanian Unions

Fairer ▶ Stronger ▶ Community

Budget Submission: Tasmanian Government 2019-20 Budget

December 2018

1. INTRODUCTION

Unions Tasmania is the peak body for trade unions in Tasmania. It is also the local branch of the Australian Council of Trade Unions (ACTU). With 26 affiliate unions in Tasmania, we represent approximately 50,000 union members across industry, in both the public and private sector.

The Tasmanian trade union movement works everyday towards building a better society for everyone. We believe that workers and their families are entitled to live in a decent and civil society that values fairness and equality – where everyone is afforded the opportunity to succeed.

Tasmanian workers need jobs they can count on. Wage growth lagging behind the rising cost of living, penalty rate cuts, cuts to our essential public services and growing numbers of people in insecure work or experiencing underemployment, all hurt working families and, ultimately, the Tasmanian economy.

The Budget represents an opportunity for Government to address some of these critical issues and to make progress where none is being made. Our submission reiterates key concerns of union members that were raised in our 2018/19 Budget Submission as well as addressing contemporary, emerging issues such as wage theft and better supporting young and migrant workers. We hope to see a bold vision for well paid, secure jobs included in this Budget.

Unions Tasmania welcomes the opportunity to make a submission in advance of the Budget. We put forward 29 recommendations that we believe will contribute to a stronger, fairer economy and improving social cohesion in our State. We remain open and willing to work with Government on implementation.

2. WAGE GROWTH AND EQUALITY

Tasmania's 2018 Budget recognises weak wage growth as a threat to household consumption and a risk to Tasmania's fiscal outlook¹. Low wage growth has been a feature of Tasmania's economy, as it has been nationally despite booming company profits and this is rightly recognised by the Reserve Bank of Australia as a major threat to social cohesion².

Without a decent pay rise, the rising costs of basic needs such as housing, petrol, health and insurance limit the amount of discretionary spending that Tasmanians can inject into our local economy.

¹ Tasmanian Government Department of Treasury and Finance, 2018, *Budget Paper 1*, p35, viewed 5 December 2018, <https://www.treasury.tas.gov.au/Documents/2018-19-Budget-Paper-No-1.pdf>

² Australian Broadcasting Corporation, 20 November 2018, *Record-low wage growth is threatening social cohesion, RBA governor says*, viewed 5 December 2018, <https://www.abc.net.au/news/2018-11-20/reserve-bank-philip-low-e-warns-of-low-wage-growth-impact/10515756>

At the same time, the economic security of approximately 25,000 people working in some of Tasmania's lowest paid industries including retail and hospitality is markedly diminished by the cuts to penalty rates which commenced last year. These penalty rate cuts are slashing thousands of dollars in take-home pay from Tasmanian households and for people who rely on penalty rates to make a living wage.

As the state's major employer, the Tasmanian government has a leading role in wage growth in our state. The Tasmanian Government's continuing wage cap of 2.0% for the State Service contributes to our overall low wage growth, and signals to other employers that decent wage rises are not the norm. Further contribution is made to inequality through government spending, by excessive gaps in salaries between the lowest and highest paid people in the state service and Government Business Enterprises.

We therefore make the following recommendations.

2.1. The Tasmanian Government removes the 2.0% wage cap for the State Service, commits to negotiating in good faith with public sector unions and uses these negotiations as an opportunity to arrest declining wage growth.

2.2. Chief Executive salaries in Tasmanian Government business enterprises should not exceed ten times the pay of the lowest paid employee.

3. JOB SECURITY

Job security is a major concern of working Tasmanians and the increased casualisation of the workforce in both the private and public sectors is diminishing the living standards of Tasmanian families.

Insecure work is destabilising for working people of all ages. Casual work does not deliver the financial security needed to secure housing, make plans from one week to the next, or establish a family. Increased casualisation can also contribute to reduced safety, with casual employees often more fearful of speaking up in the workplace.

The Tasmanian Government should lead by example in offering job security to its workforce. The practice of ongoing, permanent positions being replaced by casual jobs needs to end. Employees should have clear pathways to convert from casual to permanent employment. State service workers deserve job security and Departmental budgets should ensure adequate funding so that groups of employees, for example, Educational Facility Attendants, can remain directly employed.

We make the following recommendation.

3.1. The Tasmanian Government recognises job security as a critical issue for all Tasmanian working people. We further recommend the Tasmanian Government

first take measures to ensure job security in its own workforce and then consider what strategies it can employ to encourage business to engage employees in secure work.

4. TACKLING UNDEREMPLOYMENT

Underemployment remains pronounced in Tasmania, sitting at the top end of the scale at 15.9% in October 2018, compared to 13.3% nationally³.

Improvements to the headline unemployment figure are welcome but do not tell the full picture when it comes to unemployment and underemployment in this State. We know unemployment statistics classify workers who may have only had one hour of work in a week as 'employed', and this distorts how many people are actually truly unemployed.

People don't have enough work, and many are pushed by employers to work extra hours for free. Underemployment - that is, where employed persons aged 15 years and over want, and are available for, more hours of work than they currently have - should be recognised by the Tasmanian government as a crucial issue to be addressed in our economy, in terms of the overall economy, as well as in the Government's own projects.

We therefore make the following recommendation.

4.1. The Tasmanian Government adopts a clear focus on tackling the problem of underemployment across all employment related initiatives.

5. WAGE THEFT

Stopping wage theft is a top priority for Tasmanian workers. Workers and their unions are regularly confronted with employers who deliberately withhold wages, superannuation or other employee entitlements, falsify employment records, or fail to keep employment records. Other jurisdictions are moving on this issue, such as Victoria which is moving to legislate on the issue, and Queensland, whose inquiry this year identified billions of dollars in unpaid wages and superannuation, imposing significant costs on workers, their families, businesses and the economy⁴.

The Tasmanian Government is a major consumer of good and services in the state and has set out clear ethical standards and a procurement code of conduct, to ensure effective use of public money, in the best interest of Tasmania, as well as fair and open

³ Australian Bureau of Statistics, 2018, *6202.0 - Labour Force, Australia, October 2018*, viewed 5 December 2018, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0October%202018?OpenDocument>

⁴ Queensland Government, November 2018, *A fair day's pay for a fair day's work? Exposing the true cost of wage theft in Queensland*, Report No. 9, 56th Parliament, Education, Employment and Small Business Committee, viewed 5 December 2018, <https://www.parliament.qld.gov.au/Documents/TableOffice/TabledPapers/2018/5618T1921.pdf>

competition⁵. These goals can be undermined when some suppliers of goods and services do not uphold their legal obligations to their workers, for example through wage theft or unsafe working conditions.

5.1. The Tasmanian Government resources and undertakes a comprehensive inquiry into wage theft in Tasmania, with a view to legislating to tackle the problem.

5.2. The Tasmanian Government allocate funds and conducts an ethical supply chain audit of all state procurement, to identify where obligations to workers are not being met, including but not limited to wage theft, and use this to inform future government policy.

6. REGULATE LABOUR HIRE

Labour hire as a form of casual work in Australia is recognised as one in which basic employment conditions such as correct pay, superannuation and workers compensation are not reliably met and where even a state government can be given short shrift, with payroll taxes being dodged.

Numerous labour hire companies are operating in an unregulated environment in Tasmania, although other jurisdictions have already moved to address this including Queensland, South Australia and soon Victoria. Just this week a federal parliamentary Standing Committee on Industry, Innovation, Science and Resources is recommending a review of casualisation and labour hire, with a view to amending the Fair Work Act to prevent misuse⁶.

We therefore make the following recommendation.

6.1. The Tasmanian Government develops a scheme to regulate and track the use of labour hire.

7. PORTABLE LONG SERVICE LEAVE

Thousands of Tasmanian workers are not able to accrue Long Service Leave despite their continued commitment to work, due to the contract and short-term, insecure nature of work in community services sectors.

⁵ Tasmanian Government Department of Treasury and Finance, 2017, Treasurer's Instruction No 1101: Procurement Principles: goods and services (Version 12) <http://www.treasury.tas.gov.au/Documents/TI-1101.pdf>

⁶ Sydney Morning Herald, 4 December 2018, *Barnaby Joyce joins Labor to urge crackdown on work casualisation and fly-ins*, viewed 5 December 2018, <https://www.smh.com.au/politics/federal/barnaby-joyce-joins-labor-to-urge-crackdown-on-work-casualisation-and-fly-ins-20181204-p50k26.html>

This contributes to income inequality and affects the well-being of people working in these physically demanding sectors over long periods of time, by denying them the opportunity to take paid long service leave.

The creation of a Tasmanian scheme for portable long service leave covering the community services, disability and aged care, contract cleaning and security sectors would make a significant impact on the economic security of some of Tasmania's lowest paid working people and there is substantial engagement and support for this from Tasmanian workers⁷.

Unions Tasmania makes the following recommendation.

7.1. The Tasmanian Government establishes a Portable Long Service Leave scheme, similar to that in the construction industry, for the community services, cleaning and security and other contracting sectors.

8. NEW INITIATIVES TO SUPPORT WORKERS

Widespread exploitation of workers is occurring in Tasmania, particularly amongst vulnerable groups of workers such as students, young people and migrants, involving wage theft, racism, illegal and unsafe working conditions. High profile instances in recent months include contract cleaners ripped off in Tasmanian supermarkets⁸, visa holder harassment and wage theft at a Tasmanian hotel⁹, and more than 100 plasterers at the Royal Hobart Hospital subjected to wage theft this year¹⁰.

We know that there are many more instances of vulnerable Tasmanian workers being exploited and bullied by employers. The establishment of Workers' Centres to directly engage with young workers and migrant workers would bring together the industrial expertise of Unions Tasmania and its 26 affiliate unions spanning all sectors of work in the state, with education about issues regarding workplace safety and rights, support and assistance in resolving workplace issues.

We make the following recommendations.

⁷ Health and Community Services Union and United Voice, 2016, *Portable Long Service Leave Scheme for the Tasmanian community services, disability and aged care, contract cleaning and security sectors*, VIEWED 5 December 2018, https://issuu.com/hacsutasmania/docs/plsl_discussionpaper_final_issueu

⁸ Fair Work Ombudsman, February 2018, *Inquiry into the procurement of cleaners in Tasmanian supermarkets*, viewed 5 December 2018, <https://www.fairwork.gov.au/reports/inquiry-into-the-procurement-of-cleaners-in-tasmanian-supermarkets>

⁹ The Examiner Newspaper, 28 May 2018, *Fair Work Ombudsman fines former owner of Scamander Beach Resort Hotel Chang Yen Chang*, viewed 5 December 2018, <https://www.examiner.com.au/story/5430785/fair-work-ombudsman-fines-former-owner-of-scamander-beach-resort-hotel/>

¹⁰ The Mercury Newspaper, 5 September 2018, *A workforce of mostly Chinese nationals are claiming their pay is being docked by bosses*, viewed 5 December 2018, <https://www.themercury.com.au/news/a-workforce-of-mostly-chinese-nationals-are-claiming-their-pay-is-being-docked-by-bosses/news-story/b95eef58e3affbb855da4c57b8781cad>

8.1. The Tasmanian Government allocates seed funding of \$250,000 for the establishment of a Migrant Workers Centre within Unions Tasmania.

8.2. The Tasmanian Government allocates seed funding of \$250,000 for the establishment of a Young Workers Centre within Unions Tasmania.

8.3. The Tasmanian Government allocates resources to build and implement statewide, in partnership with unions and employers, curriculum content about workers' rights and the roles of employers, government and unions in the world of work.

9. APPRENTICESHIPS AND TRAINING

The apprenticeship and training system should be strengthened to meet Tasmania's needs for economic growth, and to ensure that Tasmanian workers are well positioned to take part in that growth. We use the term apprentice in this submission to refer to both apprentices and trainees.

Vocational skills are central to the creation of a well-educated, socially capable and resilient population with the skills to face the future. Vocational education and training are essential to creating industries and enterprises that are responsive to changes in technology and the national and world economy and can compete globally and provide secure employment and career path opportunities for workers.

A skilled and adaptable workforce is essential to productivity and represents a high value public good that is worthy of public investment. However the number of apprenticeships in Tasmania has slipped in recent years. The Tasmanian Government is a major procurer of building, construction and maintenance works, and rightfully demands that its contractors and sub-contractors to use apprentices for a minimum of 20% of the labour required on-site and off-site, for work undertaken on Tasmanian Government contracts over \$250,000. However this ratio is not being reliably met, and is not implemented for Government Business Enterprises, meaning that important opportunities for apprenticeships are being missed. Government Business Enterprises represent significant public investment and as such can be considered to have an obligation to the community to make a similar contribution in the provision of training to support industry and economic growth.

Anecdotally we see the beginnings of a push by some employers in Tasmania for institutional delivery of apprenticeships, meaning that apprentices would be enrolled with an educational institution but without the security of a training contract to ensure that they emerge at the completion of their apprenticeship with recognised and industry-relevant qualifications. Rather they would be expected to shop themselves around for any work experience they could get, without a structured work experience process or assured quality of training. It is our view that such a system should be resisted and dismissed as it

would reduce financial security and final qualifications of the apprentice, as well as deliver inferior outcomes for industry, representing a poor return on investment for public funds.

Unions Tasmania therefore makes the following recommendations.

9.1. The Tasmanian Government appoints and appropriately resources a compliance officer, empowered to ensure that the procurement policy ratio of one in five or 20 per cent of workers to be apprentices, is consistently met.

9.2. The Tasmanian Government extends the policy for a ratio of one in five or 20 per cent of workers to be apprentices to Government Business Enterprises.

9.3. The Tasmanian Government maintains the existing program of training contract based apprenticeships and rejects any push to institutional delivery.

10. STRENGTHENING WORKSAFE AND LEGISLATING TO DEAL WITH INDUSTRIAL MANSLAUGHTER

Thousand of serious injuries including deaths occur each year in Tasmanian workplaces, and despite growth in the number of businesses operating, the number of WorkSafe inspectors has been cut markedly in recent years.

Over the last three years, there have been 8,453 serious injuries reported and 24 people have died due to work related incidents in Tasmanian workplaces¹¹.

The number of businesses operating in Tasmania has grown to nearly 38,000 in June 2017, up 1.8% from June 2013¹². The state is also seeing an increase in high-risk activity such as construction and large-scale infrastructure projects. Staffing of the state's chief body for workplace health and safety compliance, WorkSafe Tasmania has declined markedly during this period from 157 in 2013¹³ to fewer than 90 this year¹⁴ including inspectors and other staff.

It is our view that there are now too few inspectors to adequately cover Tasmanian worksites and further, that the loss of specialised inspectors with industry-specific expertise, leaves Tasmanian workers vulnerable to gaps in coverage. This is especially the case for workers in high-risk industries such as mining, construction, transport and so on.

¹¹ Tasmanian Government, 2018, *WorkSafe Tasmania Strategic Plan 2018-2023*, viewed 4 December 2018, https://www.worksafe.tas.gov.au/_data/assets/pdf_file/0007/448945/Strategic-Plan-2018-2023.pdf

¹² Australian Bureau of Statistics, 2018, *Counts of Australian Businesses, including Entries and Exits, Jun 2013 to Jun 2017*, cat. no. 8165.0, viewed 4 December 2018, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/8165.0Jun+2013+to+Jun+2017>

¹³ Tasmanian Government, 2013, *Department of Justice Annual Report 2012-2013*, viewed 4 December 2018, <http://stors.tas.gov.au/au-7-0023-00287>

¹⁴ Tasmanian Government, 2018, *Department of Justice Annual Report 2017-2018*, viewed 4 December 2018, https://www.justice.tas.gov.au/_data/assets/pdf_file/0004/449068/Department-of-Justice-Annual-Report-2017-2018.pdf

Appallingly, in the case of workplace deaths, Tasmanian families have experienced time and again the callous disregard of some employers which, even where they are at fault, seem to treat the fines they face as a simple accounting consideration, or worse still ignore them altogether. We believe that industrial manslaughter legislation is necessary to deter that minority of employers from willfully neglecting the safety of Tasmanians in their workplaces.

Unions Tasmania therefore recommends the following measures.

- 10.1. The Tasmanian Government increases staffing of WorkSafe Tasmania, to increase the number of inspectors overall, as well as to ensure that individual inspectors with industry-specific expertise are in place to manage safety issues for specific industries.**
- 10.2. The Tasmanian Government invests in the establishment of an internal training department with the skills and resources to set up and manage individual training programs for staff of WorkSafe. Particular attention should be paid to developing capacity to manage safety issues around explosives management.**
- 10.3. The Tasmanian Government invests in improving documentation and record management processes at WorkSafe.**
- 10.4. The Tasmanian Government introduce industrial manslaughter legislation and appropriately resource its implementation.**

11. EXPANDING COVERAGE OF THE WORKERS REHABILITATION AND COMPENSATION ACT 1988 TO INCLUDE ALL FORMS OF EMPLOYMENT

At present the members of, or crews, of fishing boats who are paid wholly or mainly on the basis of a share of profits or gross earnings of the boat are not covered by the *Workers Rehabilitation and Compensation Act 1988*, nor are people participating in approved programs of work for unemployment payment (work-for-the-dole schemes). However they are working in places and conditions effectively under the control and direction of others. It is our view that people working in these situations should be considered as workers for the purposes of the Act.

Unions Tasmania therefore makes the following recommendation.

- 11.1. The Tasmanian Government amends the Workers Rehabilitation and Compensation Act 1988 to capture all forms of employment, and specifically so as to include people working as members of, or crews, of fishing boats whether or not they are paid on the basis of a share of profits or gross earnings of the boat, and people participating in approved programs of work for unemployment payment (work-for-the-dole schemes).**

12. FUNDING FOR WORKERS MEMORIAL PARK, ELIZABETH GARDENS, LAUNCESTON

Each year, Tasmanian families are impacted by the loss of loved ones to fatal workplace injuries. Last year five people were reported to be killed at work in Tasmania¹⁵ and over the last three years, 24 people have died due to work related incidents in Tasmanian workplaces¹⁶.

The Workers Memorial Park at Elizabeth Gardens in Launceston was officially opened in 2011 following the work of a small but dedicated number of community members, including local government representatives, union officials and in particular, Guy Hudson whose teenage son was killed at work. With a local architect, they had planned for a park that would appropriately remember those who were killed at work.

The Memorial Park was intended to be a place of reflection, a place where families, colleagues or friends of those who lost their lives at work could go to remember them. It was to also serve as a permanent reminder to the community that workplaces can be dangerous and that we must keep safety front of mind every day.

Sadly, efforts to secure the \$250,000 in funding needed to complete the Park to its original design have been unsuccessful. It would mean a lot to the local community and, most importantly, to the families and friends left behind, if the Park were finally finished.

We therefore make the following recommendation.

12.1. The Tasmanian Government allocates the required funding of \$250,000 to complete the Workers Memorial Park.

13. CLOSING THE GENDER PAY GAP

Inequality is incredibly high in Australia right now and the gender pay gap is a persistent feature of this inequality. Lesser pay and opportunities for women means a poorer economy and a less equal and just society. Many of the actions recommended in this submission will assist in closing the gender pay gap for Tasmanian women. The consultative development of a comprehensive Tasmanian Women's Strategy is welcome.

As the state's largest employer the Tasmanian government itself has the power to progress the issue of closing the gender pay gap for a large portion of our workforce.

¹⁵ Safe Work Australia, 2018, *Work-related injury fatalities - Key WHS statistics Australia 2018*, viewed 14 November 2018, <https://www.safeworkaustralia.gov.au/book/work-related-injury-fatalities-key-whs-statistics-australia-2018#work-related-injury-fatalities>

¹⁶ Tasmanian Government, 2018, *WorkSafe Tasmania Strategic Plan 2018-2023*, viewed 4 December 2018, https://www.worksafe.tas.gov.au/_data/assets/pdf_file/0007/448945/Strategic-Plan-2018-2023.pdf

We make the following specific recommendation.

- 13.1. The Tasmanian Government allocates funds and conducts an audit of positions currently held across the State Service, to map gender gaps in pay for comparable work, and gaps in levels of seniority across the service. The results of this audit should inform gender equality policy and initiatives and provide a baseline from which progress can be measured in a transparent way.**

14. PAID FAMILY AND DOMESTIC VIOLENCE (FDV) LEAVE

From 2005 to 2015, in Tasmania, 87.8 per cent of family violence victims were female¹⁷. Economic insecurity is one of the greatest factors inhibiting people from leaving a violent situation at home and the financial cost to leave is substantial, with housing, medical, legal and other costs easily mounting to thousands of dollars. The economic cost of not tackling domestic violence is also substantial.

Many women resign, or are terminated from their jobs, because they need to take time off work to deal with injuries to themselves or to their children. They need time to attend appointments with counsellors, police, or real estate agents. They may not be able to attend work as they have been prevented from leaving the house by the perpetrator of violence. Women are unable to undertake the activities associated with making safe arrangements for themselves and their children when their financial security is under threat.

A 2016 study into the provision of paid family and domestic violence leave as a national standard, notes that “being able to undertake legal, medical, relocation and other measures to address their situations, without the risk of losing income or losing their employment entirely, has been proven to enhance the likelihood of victims’ escaping violence and hence preventing its reoccurrence”¹⁸.

We make the following recommendations.

- 14.1. The Tasmanian Government supports the union movement’s campaign for ten days of paid Family and Domestic Violence leave in the National Employment Standards and make their support known to the Commonwealth Government.**

¹⁷ Tasmanian Government 2016, *Women and Girls in Tasmania – Fact Sheet 6: Safety and Justice*, Department of Premier and Cabinet, http://www.dpac.tas.gov.au/_data/assets/pdf_file/0011/280865/Fact_sheet_6_Safety_and_Justice.pdf?SQ_DESIGN_NAME=women

¹⁸ Stanford, J. 2016, *Economic Aspects of Paid Domestic Leave Provisions*, Centre for Future Work at the Australia Institute, https://d3n8a8pro7vnmx.cloudfront.net/theausinstitute/pages/1408/attachments/original/1482351910/Economic_Aspects_Domestic_Violence_Leave.pdf?1482351910

14.2. The Tasmanian Government promotes the social and economic benefits of paid family and domestic violence leave among Tasmanian private sector employers and uses early adopters as role models.

15. PRIVATISATION OF PUBLIC ASSETS

Unions Tasmania does not support the sale and privatisation of profitable public assets and infrastructure, irrespective of how the Government came to be in ownership of them. If assets and infrastructure are essential to providing public services, or able to return an income to the Crown, they should be retained in public hands to the benefit of Tasmanian people.

We make the following recommendations.

15.1. The Tasmanian Government commits to retain ownership of the Treasury building, for the use and benefit of the Tasmanian public.

15.2. The Tasmanian Government commits to retain ownership of all infrastructure, assets and property which provides a public service.

16. TASMANIAN PRISON SYSTEM

The commitment to build a northern prison is welcome. However the state's correctional facilities remain overcrowded and understaffed, putting at risk the safety and wellbeing of Tasmanians who work in corrections, and those who are prisoners. Prisoner numbers have increased significantly and are not expected to decrease in the near term. There have been substantial incidents including rioting in recent years, partly due to overcrowding.

We therefore make the following recommendations in support of a well-resourced prison system that remains in public hands.

16.1. The Tasmanian Government allocates funds and increases the number of correctional officer positions to meet increasing demand.

16.2. The Tasmanian Government increase funding for rehabilitation, mental health and therapeutic services in the Tasmanian Prison Service, for both inmates and workers.

17. WORKING TOGETHER

Unions Tasmania has been a respected and valued contributor to government policy through a range of boards, standing committees and one-off advisory groups.

We are deeply concerned that the Tasmanian Government have seemingly sought to exclude the voice of workers and their unions in some areas where the interests of working people should be represented. This includes issues that directly impact on workers such as industrial/workplace relations, skills and training, health and safety and workers' compensation.

Union members expect their Government to engage in consultation and decision making with all stakeholders in relation to issues that affect them. Good decision making comes from a diversity of views.

We make the following recommendations.

17.1. The Tasmanian Government conducts an audit of all Government Boards, Committees and other consultation mechanisms to identify instances where the unions are not directly included.

17.2. The Tasmanian Government commits to collaboratively working with the trade union movement and its members on all issues affecting workers including through Government Boards, Committees and other consultation mechanisms.

18. Conclusion

This pre-budget submission proposes new initiatives to build a stronger, fairer Tasmania and tackle head on the persistent challenges facing Tasmanian workers and their families. There is a clear case for action on job security, wage growth and equality, skills development, workplace health and safety, strengthening public services and supporting the most vulnerable working Tasmanians.

In putting forward these initiatives, Unions Tasmania has kept this submission broad and conceptual, in order to start a discussion with the Tasmanian Government. We would welcome the opportunity to discuss in more detail a range of measures and responses to the issues we've identified within our submission. We believe that collaboration and a joint approach with unions, government and other stakeholders to further develop these initiatives will be needed to achieve lasting progress for all Tasmanians.