



CIVIL CONTRACTORS FEDERATION

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Civil Contractors Federation Employment and Workplace Relations Policy and the Australian Building and Construction Commission

The Civil Contractors Federation (CCF) believes that the key features of a productive employment and industrial relations system should be based on the following underlying principles:

- The primacy of the relationship between an employer and an employee with the parties free to bargain directly with each other to:
 - achieve flexible and efficient outcomes for that workplace;
 - negotiate agreements on an individual or non collective basis free from the interference of third parties; and
 - negotiate agreements which reflect and are tied to productivity in that workplace.
- Genuine support for freedom of association that is the right to join or not join a union or an employer association;
- Respect for the rule of law by both employers and employees -facilitated by meaningful sanctions, speedy enforcement mechanisms and a strong regulator to enforce such sanctions for unlawful industrial action;
- The Australian Industrial Relations Commission (Fair Work Australia) should have a defined and limited role and generally only become involved in the case of irreconcilable differences between the parties.
- When an employment relationship does break down unfair dismissal laws which appropriately balance the rights of employers and employees.

Civil Contractors Federation and the Australian Building and Construction Commission (ABCC)

Infrastructure development plays a vital role in our national prosperity. Fundamentally, however and at its heart the delivery of civil infrastructure is reliant upon a productive and industrially peaceful building and construction industry.

Industrial disputation has a real cost to the economy. Comments made in 2005 by the Building Industry Taskforce are as relevant today as they were then:

“ For every incident of unlawful industrial action, payment of strike pay and disruption to day-to-day activities, somebody has to pay the price. The building industry is vital to Australia’s economy and the unlawful conduct of employers and unions is forcing up costs, which are ultimately borne by all Australians”¹.

Such peace and productivity is critical for the future of all Australians. CCF supports a strong independent and robust regulator for the building and construction industry.

We support:

- the continuation of specific and targeted legislation dealing with the building and construction industry;
- a separate regulatory body dealing with building and construction matters, properly resourced and truly independent; and
- Strong and robust powers for such a Regulator such as the power to compel people to attend and give evidence on oath or affirmation subject to appropriate safeguards.

CCF will continue to argue strongly for a Regulatory framework and Regulator which meets these key requirements.

¹ Building Industry Taskforce Upholding the Law: Findings of the Building Industry Taskforce (September 2005) at page 23