

4 THE NATION

AWA plan to put mums behind tills

Ewin Hannan
MATURE jobless mums will be lured back into the workforce by potentially using individual contracts that wipe out penalty rates and make it cheaper for retailers to hire staff on weekends.
Retailers have signed on to a federal Government-sponsored program under which female employees could return to work stripped of the penalty rates received by existing employees.
The Australian Retailers Association said unemployed mothers

prepared to work weekends could be offered Australian Workplace Agreements that did not compensate them for lost penalties.
"The big issue for retailers is the weekend penalty rates because that's when 50 per cent of the work gets done," ARA executive director David Edwards said.
"If it's possible to package up something for people who are happy to work weekends that doesn't have the high penalty rate in it, then there has got to be much more opportunity to bring people back into the workforce."

"When you speak to retailers, there is a genuine group of employees and potential employees out there who prefer to work on weekends. For them, you'd have to pay them penalty rates on Monday to Friday because they don't want to do it."
Retailers want to use the new Work Choices laws to drive down labour costs that they claim are higher than the rest of the services sector.
Penalty rates have been used by the fabric giant Spotlight to justify offering AWAs that strip away

conditions in exchange for a 2c-an-hour pay rise.
Mr Edwards said employers wanted to encourage older people back into the workforce, under the federally sponsored ARA Retail Employment Pathways program, citing hardware giant Bunnings as a company that had successfully taken on many mature-aged workers.
"It's a great sector to attract those mature-age people back in, but many are going to be unskilled and they are going to be competing with young casuals," he said.

"If we're going to give them a chance, we need to look at the appropriate conditions to get them into the workforce again."
"The project we're working on is to target some people trying to get back into the workforce and an obvious sector, because of the federal Government's changes, is the mum returning to the workforce who has been out looking after the kids for years."
The ARA had told the Fair Pay Commission that "if you make your minimum wages too high you are going to make it very

difficult for these people to get back in". "I'm not arguing that everybody should come down," he said. "I'm just arguing that you need some flexibility".
Asked if this would be done through AWAs, he said: "It's possible you could develop some AWAs that sort of recognise their initial competence. I'm just speculating at the moment, but AWAs give you an opportunity to cater for those people that inflexible awards might not do".
The central aim of the program was to train people who wanted to

return to work, as well as "mentoring" retailers.
"Most retailers have been put off by the complexity of getting out of the award system," he said.
"They have remained in the award system by default because it's just been too difficult."
"AWAs are going to make it easier for them to exit from the award system and there is certainly plenty of incentive for them to do it now."
Paul Kelly — Page 20
Inquirer — Pages 23, 27

No one's quite like Coldplay any more



Prowl: Chris Martin last night
Phil Stafford
Review

LAST year, British rock satirists Mitch Benn and the Distractions released a one-off single called *Everything Sounds Like Coldplay Now*. Intended as an insult, the title was ironic in that, early in their career, Coldplay were accused of sounding like two bands who are now considered their only peers in stadium rock: U2 and Radiohead.
If anything, last night's opening show of Coldplay's Twisted Logic tour in Brisbane confirmed quite the opposite. There is no one who sounds quite like Coldplay.
With their line-up unchanged after 10 years together, they even look the same (drummer Will Champion may be a little bald but he's made up for it with a full beard).
Dressed almost identically in black with white sneakers, the band hit the stage with a back projection of a digital countdown. It was one of their few concessions to modernity.
With just three albums to their name, it was inevitable this show would be a procession of hits. But it was still a surprise to hear the one that broke them worldwide just three songs in.
With the lighting suitably stark, as if it were one of their very early shows, they launched into *Yellow*, to rousing applause. You couldn't help thinking they were getting it out of the way, so as to avoid having to perform it as an encore.
Still, the crowd was thrilled with the release of several huge yellow balloons, each of which exploded in a shower of golden tinsel. The audience took over Chris Martin's vocal towards the end of the song and, given half a chance, they would probably have sung the entire set.
In any case, the distraction gave Martin the chance to move between his three favoured modes: seated at the electric piano, donning a guitar as second-choice prop, or prowling the vast stage like the keeper of the world's largest gold mouth.
And fittingly, the band were playing as if this were the World Cup of stadium rock.

Howard demands state reform ideas

Mike Steketee
National affairs editor
JOHN Howard is pressing the states for specific plans to lift literacy and numeracy, expand early childhood education and tackle chronic disease before he promises commonwealth funding for a new wave of federal-state reforms.
He is ready to commit money to these and other projects, provided the states can show how they will produce benefits on top of existing programs.
Victorian Premier Steve Bracks met the Prime Minister yesterday to press the case of the Labor states and territories for an across-the-board funding mechanism to give impetus to ambitious reforms agreed to at the February meeting of the Council of Australian Governments.
The reforms included a \$1.1 billion package of health measures over five years, further moves towards a national electricity grid, mutual recognition of trade skills, and the harmonising of regulations on roads, railways and infrastructure.
Mr Bracks is suggesting a body such as the Productivity Commission determine funding according to how the costs and benefits of reforms are shared between the commonwealth and the states.
Speaking before the meeting, he said the states would bear many of the costs of implementing change. "Funding is the key because it is the one way that the states and territories can be locked in," he said.
Mr Howard is prepared to offer commonwealth funding where it can be established the states bear a disproportionate share of the costs. But he believes it is premature to talk of an overall deal.
Instead, he wants to see the details of specific proposals, starting in areas such as literacy and numeracy.
COAG made a commitment in February to increasing the proportion of young people reaching basic literacy and numeracy standards.
The meeting also promised to give priority to improving early-childhood development, saying

this was critical to children starting school with the basic skills for learning.
There was also an agreement that health promotion and prevention and early intervention were required to reduce chronic diseases such as diabetes, cancer and mental illness.
Coinciding with the COAG reforms, big business is mounting a new push to reform federal-state relations, arguing that duplication and other inefficiencies cost the economy billions of dollars. The Business Council of Australia says reform has to be driven from the top and wants COAG meetings to be held at least twice a year.
It wants COAG's work to be backed by a secretariat staffed by commonwealth and state officials and an independent federal commission with the power to initiate its own reviews, including examining ways to remove duplication and inefficiencies.
The proposals are in a discussion paper circulated by the BCA to governments and other interested parties.
It will follow up with further research and a set of final recommendations in October.
The paper says that, more than 100 years after federation, lines of responsibility have become so blurred that it is no longer apparent which level of government is primarily responsible for areas of policy and service delivery, leading to growing inefficiencies and weaknesses in the federal system.
"These weaknesses create real problems that put our economic growth and future prosperity at risk," it says.
"Lack of co-ordination means forward planning and focused investment in our infrastructure has not been happening."
"The regulatory burden on the community and business grows yearly as governments add to the stockpile of overlapping, duplicated and inconsistent laws. Education and health services suffer through a lack of clear lines of responsibility and inconsistent direction from different levels of government."
Inquirer — Page 25

Part-time boaties keep cruiser on short lease




Marine life: Tony and Susie Bissley moved from Britain to Sanctuary Cove, in Queensland, where they save a packet by leasing a boat instead of buying
Picture: Lyndon Mechielsen

Andrew Fraser
ONE of the main reasons Tony and Susie Bissley moved to Sanctuary Cove from Britain last year was the outdoor lifestyle. And at Sanctuary Cove, an area of the Gold Coast without a beach, that means golfing and boating.
They were right on the golfing side of things but knew nothing of boating.
And while they arrived in Australia cashed-up, they still blanched at paying \$270,000 for an asset — a 10m Sunrunner 3300 — they might use only some of the time and didn't know how to maintain or even drive.
So instead of buying a luxury

WATER WINGS				
Annual costs of buying or leasing a boat worth \$270,000				
Owner	Lessee			
Maintenance	\$5500	Fees	\$15,950	
Berth	\$4000	Interest (6% on \$270,000)	\$15,240*	
Registration, insurance	\$3000	Annual cost of boating	\$710	
Annual depreciation (20% first year)	\$54,000	Tax on interest (top rate)	\$6000	
Total	\$66,500		\$8710	
Average cost per cruise*	\$3325	*Based on 20 trips	# Money saved	\$335.50

There are about a dozen companies around Australia that lease boats under different conditions, but the industry leaders both came out of Sydney in the late 1990s — the Cruising Club and the Leisure Boating Club.
The economics of leasing a luxury boat only come into play when the boat is used for less than one month a year.
"If someone is going to take their boat out every other day then they're going to buy a boat," said David Bagnall, of the Leisure Boating Club at Hope Island, on the northern part of the Gold Coast.
"But all our research shows that these big boats are only used for less than 30 days a year. This

way you can get your 30 days on a luxury boat at a much cheaper price."
"This is like a golf club. You don't own the facilities but you pay a membership fee to be able to use them and you can get access to professional help."
The Leisure Boating Club and the Cruising Club operate as franchises. In the case of the Leisure Boating Club, the boats are leased from Sunrunner for two years, then returned to Sunrunner, which sells them as second-hand.
The cost of joining the Leisure Boating Club depends on the size of the boat, with memberships for the three boats available at the Hope Island franchise ranging from \$14,000 to \$23,000.



Australian Government
Department of Immigration and Multicultural Affairs

SENIOR EXECUTIVE LEADERSHIP ROLES HELP DRIVE BUSINESS AND CULTURAL REFORM!

The Department of Immigration and Multicultural Affairs (DIMA) is committed to ensuring that Australia has the best possible services in immigration, border protection, citizenship and multicultural affairs. The Department has over 6000 employees across 100 locations in Australia and overseas. As part of a major reform agenda to continually improve the quality of their services DIMA is looking for talented and dynamic professionals to join their executive management team.

FIRST ASSISTANT SECRETARY PEOPLE SERVICES, VALUES AND TRAINING

As First Assistant Secretary, People Services, Values and Training, you will lead a large team which is responsible for all aspects of people management, including leadership, personnel, values and standards, payroll, training and workforce development. You will shape the Department's people management framework and help build an organisation that is open, client focused and committed to excellence. As a key senior executive you will also provide high level policy advice to the Minister, Secretary and the Corporate Leadership Group on a broad range of workforce initiatives, contribute to the strategic and operational management of the Department and represent the Department in a range of fora.

To be successful in this role, you will need to be an outstanding leader with a substantial record of achievement, particularly in the implementation of organisational change, and a reputation for innovation and delivery of results. You will be a team player, have high level policy, program management or corporate strategy experience, outstanding communication and negotiation skills and a strong client focus. Your collegiate personal style and your ability to engender trust and respect will be complemented by sound judgement, intellectual rigour and a strong achievement orientation.

Before applying, please obtain selection documentation by emailing admin@hsexecsearch.com.au quoting Ref. No. 383. Further information can be obtained by contacting Tricia Seanson on (02) 6162 7777. Applications close on 14 July 2006.

MEDICAL DIRECTOR HEALTH ASSESSMENT SERVICE


The Health Assessment Service (HAS) is the Unit responsible for managing the health checks for people seeking visas to Australia, and ensures that they meet Australia's health standards. As Medical Director, HAS, you will be responsible for the overall direction and performance of the Unit and will provide current and expert medical advice on whether specific visa applicants meet the health requirements of Australia. You will also be expected to contribute at a senior leadership level within the organisation and to develop strong relationships with key stakeholder groups across industry, other government departments and at a local and international level.

To be a strong contender for this important appointment, you will need to be a registered medical practitioner who is up to date with current Australian medical practice and emerging global health issues. You will possess high level leadership skills and have the ability to administer relevant legislation, manage high workloads and build strong stakeholder relationships. You will also have outstanding representational, analytical and communication skills and a commitment to service excellence which is client focused and responsive. Your drive, energy and professional credibility will set you apart from others. This position will be an exciting challenge for senior medical practitioners interested in making a career change.

Before applying, please obtain selection documentation by emailing admin@hsexecsearch.com.au quoting Ref. No. 384. Further information can be obtained by contacting Karina Duffey on (02) 6162 7777. Applications close on 21 July 2006.

- New directions in HR
- Dynamic and people focused organisation
- Significant six figure \$\$\$ package
- Canberra based with national responsibilities

- Protect the health and safety of the Australian community
- Professional autonomy
- Significant executive remuneration package
- Sydney based



Bid to salvage fighter project

From Page 1
delivery, could leave Australia with a dangerous gap in air capability.
"Billion-dollar bangles like the Government's mismanagement of the Super Seasprite helicopter project could really pale in comparison to this unprecedented \$16 billion project — big enough to account for almost the entire annual Defence budget," Mr McClelland said.
"If Labor win Government we will closely examine the option of acquiring F-22 Raptors, at least in the initial procurement phase, to ensure Australia does not forfeit regional air superiority between retirement of the F-111s in 2012 and delivery of replacement JSFs in 2015 at the earliest and more likely 2017."
The Howard Government has paid \$155 million to join in the design of the JSF, with a final decision on the purchase of the plane due in 2008.
Cost overruns have lifted the average fly-away cost of the plane from \$45 million to more than \$60 million per plane.

Trujillo hits fund plan

Michael Sainsbury
TELSTRA chief executive Sol Trujillo has branded the Howard Government's plan to transfer Telstra shares into the Future Fund after privatisation as "bad policy" that could bring even more pain to long-suffering shareholders in the company.
He believes the move might set a ceiling for Telstra's share price and fears this could become permanent, dashing his plans to bring more value to the telecommunications giant through an aggressive \$11 billion transformation project.
"It's bad for the shareholders, it's bad for all those who invested in T2," Mr Trujillo told *The Weekend Australian*.
"To say that should be an objective is just to put it in the Future Fund and create essentially a ceiling for where a share price can go — I think that's bad policy."
However, Mr Trujillo threw his weight behind the proposed sale of Telstra under the proviso that existing shareholders in the company should not be disadvantaged by the move.
"Now in fairness to the existing shareholder base, trying to float it in a way that is fair to them in addition to new shareholders is very important."
Exclusive interview — Business, Page 33