

## ADIA Policy Statement –

<b>Policy</b>	<b>B6 – Business Sustainability (Workplace Relations)</b>
<b>Statement</b>	The Australian dental industry supports a freedom of choice for employers and employees in their workplace arrangements.
<b>Principle/s</b>	Australia’s commercial and economic interests are served by a workplace relations system that is fair to both employers and employees, establishes a framework of fair and economically responsible standards and behaviour that recognises that employers and employees share substantial common interests.
<b>Background</b>	<ul style="list-style-type: none"> <li>▪ Australia has a long history of a centralised and regulated labour system. Over the last two decades, federal governments have introduced and developed workplace reforms designed to make the Australian economy more efficient and competitive, and improve employment opportunities.</li> <li>▪ Australian industrial relations reforms from 1993 onwards are estimated conservatively to have reduced the structural unemployment rate by at least 1.77 percentage points according to the report entitled <i>Economic Effects of Industrial Relations Reforms Since 1993</i> as established by research commissioned by the Australian Chamber of Commerce and Industry (ACCI).</li> <li>▪ Industrial relations reforms from 1993 onwards are estimated in the research to have increased labour productivity by 1.4 per cent according to the same research.</li> <li>▪ The modern Australia, with its outward-looking focus, structural transition and increased reliance on the services sector, requires a high level of adaptability and flexibility in our labour market.</li> <li>▪ The rigidity of Australia’s labour market has been recognised as the main area for concern and the most problematic factor for doing business, ahead of red tape, according to the <i>2013-14 Global Competitiveness Report</i> published by the World Economic Forum.</li> <li>▪ Inflexible labour rules, which operate on a ‘one size fits all’ basis or a 9am to 5pm, Monday to Friday paradigm, do not reflect the evolution of the sector and specific needs of firms operating in the services sector. They also do not reflect the needs and capacities of the majority of Australian business employers, which employ less than twenty employees.</li> </ul>
<b>Framework Documents</b>	<ul style="list-style-type: none"> <li>▪ ADIA Advocacy Agenda</li> <li>▪ ADIA Stakeholder Engagement Strategy</li> </ul>
<b>Engagement &amp; Advocacy Partner/s</b>	<ul style="list-style-type: none"> <li>▪ <u>Internal</u>: ADIA-BAC Business Affairs Committee</li> <li>▪ <u>External</u>: ACCI Australian Chamber of Commerce &amp; Industry</li> </ul>
<b>Currency</b>	ADIA-BAC Endorsement: 9/2/2015      ADIA Board Approval: 18/2/2015 (Reference 1.9.1)



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