



Defence Industry

In the past year the Australian Industry Group Defence Council has continued its activities and representations to governments on the need for a strong defence industry base and skilled defence workforce.

Ai Group Defence Council

The Ai Group Defence Council is the peak defence industry body and an important channel for liaison and input to Government and the Australian Defence Force. Membership spans the spectrum from SMEs to tier two companies and prime contractors, with member capabilities ranging from the provision of day-to-day supplies and services to the construction, delivery and maintenance of major defence equipment, including ships, armoured vehicles and aircraft.

Active Representation

Ai Group Defence Council representatives provide defence industry representation on key procurement and advisory bodies, including the Capability Development Advisory Forum, the Defence Exporters' Council, the Aerospace Industry Joint Steering Committee and the Defence Reserves Support Council.

Industry Participation Vital

With the increased pressure to strengthen the defence forces in response to increased overseas commitments, a major focus has been on more closely integrating industry into defence planning and thereby maximising local industry participation in the supply chain. A strong defence industry base and skilled defence workforce are essential to Australia's security and reducing pressure on the national balance of payments.

New Defence Capability Plan

As part of its commitment to keep industry up to date on Defence acquisition planning the Federal Government produced the *Defence Capability Plan 2004-2014*, which followed a significant review of Defence's capability requirements. Defence is now working on a revised version of this document, for which it will be seeking input from the Capability Development Advisory Forum. The Forum, which will be chaired by the Lieutenant General David Hurley, Head of Defence's Capability Development Group, will include Ai Group Defence Council Executive Director Leigh Purnell.

Air Warfare Destroyers and Amphibious Ships

In June the Federal Government announced that Adelaide based ASC Shipbuilder Pty Ltd had been chosen as the preferred shipbuilder for the RAN's \$6 billion Air Warfare Destroyer project. It is estimated that the project will create around 2,000 jobs for Australian industry, 1,000 of which will be located in South Australia. In the lead up to the decision, the Ai Group Defence Council made strong representations to the Federal Government to put forward the case for constructing the ships in Australia. It is now working to ensure that the next major naval project, new amphibious ships, are built in Australia.

Joint Strike Fighter

Australian industry has been awarded over \$60 million worth of work since Australia joined the System Development and Demonstration phase of the Joint Strike Fighter (JSF) in 2003. Australia will soon commence negotiations with other involved countries in the next phase of the program, Production, Sustainment and Follow-on development, with agreement expected in late 2006.

Primes Briefings

As part of its efforts to bring greater collaboration between primes and SMEs on defence contracts, the Ai Group Defence Council has continued an ongoing program of briefings by prime contractors at various locations to provide SMEs with information about requirements and upcoming projects, such as the Air Warfare Destroyers, the Amphibious Ships and the Joint Strike Fighter.

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Defence Industry Study

The study *A Profile of the Australian Defence Industry: Helping align defence industry, defence industry policy, and defence strategic planning* was released in November 2004. The study, prepared by ACIL Tasman, was commissioned by the Ai Group Defence Council in conjunction with the federal Departments of Defence, Foreign Affairs & Trade and State industry or regional departments in New South Wales, Queensland, South Australia, Victoria and Western Australia. The study identified managing defence demand and fostering defence industry enablers as the two main levers by which the future development of defence industry capacity can be aligned with defence strategic planning requirements.

Media Program

The Ai Group Defence Council has been undertaking an ongoing program throughout the year to assist defence journalists to increase their understanding of the Australian defence industry, including its many successes on specific projects.

New South Wales

Successful representations to Government were a highlight of the New South Wales Branch work this year, with the Workplace Fatalities draft legislation a focus of continued consultation. Other achievements include accelerated training programs for mature-age workers and an award winning Western Sydney training initiative.

OHS Representation Success

Successful Ai Group representations averted major shortcomings in the state's new Workplace Fatalities laws. The draft legislation introduced in the second half of 2004 contained serious flaws that threatened to expose responsible employers to increased risk of prosecution and gaol terms. Major concerns related to proposed new offences and penalties, inadequate appeals procedures, more costly legal processes and powers for unions to launch prosecutions against employers. Following Ai Group representations, the Government amended the proposals to make them significantly fairer.

Safeguards Secured

The modified legislation subsequently introduced in June 2005 incorporated most of the recommendations by Ai Group to provide safeguards for responsible employers who take OHS seriously.

Manslaughter Offence Dropped

In particular, the new legislation implemented the Government's earlier agreement to rule out a new offence of industrial manslaughter under the Crimes Act. Instead, it introduced an additional offence under the OHS Act that arises if a fatality or serious injury results from reckless conduct. This was an important change. The new offence is aimed at rogue employers and separates provisions relating to general OHS responsibilities from those applying to recklessness about safety issues. Importantly it also applies to reckless employees.

Other Important Changes

Other important changes established that managers and directors cannot be automatically deemed guilty if a corporation is successfully prosecuted, provided full appeal rights in the event of a gaol term being imposed and made it clear that unions cannot prosecute employers.

Minister Acknowledges Positive Input

The Minister for Industrial Relations, John Della Brosca, thanked Ai Group for its positive input during the consultations. "I'd like to acknowledge the leading and very constructive role the Ai Group leadership played in getting an outcome on a difficult issue," he said.

Member Programs

While the modified legislation is a marked improvement on the 2004 draft, Ai Group is closely monitoring its implementation to ensure it achieves its objectives. At the same time, extensive information and training programs have been developed to assist members to understand and comply with the new laws.

Safety Leadership

In a related initiative, the NSW branch also continued to spearhead the Ai Group *Safety Leadership* program to assist members to reduce accidents and illness and improve productivity and efficiency. Safety networks were set up in a number of areas to facilitate the exchange of information about safety initiatives and activities such as workplace safety inspections and discussion groups on issues such as forklift safety and manual handling. The project is supplemented by training packages and workshops specially designed for managers and supervisors.

WorkCover Finances Improve

Ai Group also stepped up calls for reductions in the NSW WorkCover premiums following the announcement of further improvement in the finances of the State's workers' compensation scheme. The WorkCover deficit fell by \$698 million during the year and has now been effectively halved in the past two years.

“I’d like to acknowledge the leading and very constructive role the Ai Group leadership played in getting an outcome on a difficult issue” – NSW Industrial Relations Minister, John Della Bosca, on the State’s new Workplace Fatalities legislation

Reforms Drive Improvement

WorkCover’s improved financial position resulted from significant reforms over the past four years since Ai Group launched its campaign to bring the scheme up to best practice. Reforms have included the abolition of the Workers’ Compensation Court in 2000/1, restrictions on common law claims and ambulance chasing by lawyers in 2001/2 and changes in the role of insurers, claims management and the notification system in 2003/4.

Continuing Campaign

Nevertheless, the State’s industry continues to be disadvantaged by average WorkCover premiums that are significantly higher than those in Queensland and Victoria. Ai Group is continuing to lobby for change, including measures to tighten the provisional liability regime, combat abuse, improve communication between doctors and employers and clarify the WorkCover Authority’s workplace and safety roles.

Pre Budget Representations

In the lead-up to the State Budget, Ai Group made representations to various State Ministers on issues ranging from workers’ compensation premiums, vendor duty and high business compliance costs to infrastructure investment and local industry participation in the provision of new passenger rail carriages.

Infrastructure Opportunities

Ai Group therefore welcomed the 15% Budget increase to \$8.2 billion in capital works funding for 2005/6, bringing projected public infrastructure investment over the next four years to \$26.6 billion. The new spending will be directed mainly towards public transport, electricity, water, hospitals and schools and will be financed in part by increased borrowings.

Ai Group is working with the Government and Industry Capability Network to ensure as much as possible of the work is directed to local companies.

Further Gains

In view of the pre-Budget representations, Ai Group also welcomed the August 2 statement by the new Premier, Morris Iemma, in which he announced the immediate abolition of vendor duty and foreshadowed plans to establish a new Finance Ministry with direct responsibility for cutting government administration and waste and the appointment of a new Infrastructure Development Unit.

Accelerated Adult Apprenticeship

With skill shortages continuing to cause problems for many companies, Ai Group took a pro-active role in developing and introducing a new recognition of prior learning program to enable mature-aged people to complete an adult apprenticeship in two years. The RPL process enables people who have worked in industry for three years or more to be credited with up to 32 points under the metal and engineering competency standards. Although initially targeting metal trades, it has been well received by training authorities and is now being taken up in other trades and states.

Mature-Aged Training

Following the development of the new RPL process, Ai Group launched a pilot accelerated apprenticeship program for mature-aged people to help companies in western and south Sydney fast track skills. The project was supported by the Federal Departments of Employment and Workplace Relations and Education, Science and Training and NSW Department of Education and Training.

Regional Skills

Ai Group also launched pilot programs in the Hunter and Illawarra regions to help companies address regional skill shortages. The programs were set up with Commonwealth and State Government support following an Ai Group survey in which 61 Hunter companies reported 895 vacancies for skilled workers and 44 Illawarra companies reported 740 vacancies. Two experienced VET officers were recruited to manage the pilots and industry-led taskforces were established in both regions. A follow up survey in early 2005 found there had been a 25% increase in Hunter apprentice intakes since the program was introduced.

Training Award

The Macarthur Apprentice Recruitment Strategy (Mars) initiated by Ai Group and Western Sydney training bodies to recruit young people into manufacturing careers and facilitate the transition from school to work, carried off a major award in the annual Macarthur Industry Awards. The project involved developing links between companies and schools, organising careers expos and distributing careers information to schools, libraries and the community.

Workplace Surveillance Submission

An Ai Group submission called on the NSW Government to ensure proposed new workplace surveillance laws provide flexibility for employers to monitor workplace email and internet usage. The submission was made in response to the Government’s Workplace Surveillance Draft Exposure Bill.

“I appreciate the strong, positive working relationship that my Government has with the Australian Industry Group” – Queensland Premier, Peter Beattie

Queensland

New programs to assist members on workplace skills and safety were successfully initiated by the Queensland Branch in the past year. Other highlights included further reductions in WorkCover premiums and successful representations for the retention of the small business exemption from severance pay provisions in State awards.

Premier's Praise For Ai Group

The Premier, Peter Beattie, was once again a keynote speaker at the Queensland Annual Dinner in November 2004. Mr Beattie praised Ai Group's representation of industry and singled out for special mention input into the *Smart State Manufacturing Development Strategy*. "I appreciate the strong, positive working relationship that my Government has with the Australian Industry Group," the Premier said.

Development Strategy

Ai Group also provided input to the *South East Queensland Infrastructure Plan* and *South East Regional Development Plan*, two State Government initiatives to provide a planning framework for development of this vital region over the next 20 years.

WorkCover Premium Reductions

The announcement that Queensland's average WorkCover premiums for 2005/6 would be cut from 1.55% to 1.43% means that state workers' compensation premiums will continue to be the lowest in Australia for the seventh successive year. The low rate is an important competitive advantage for Queensland companies and reflects ongoing cooperation between industry, Queensland WorkCover and OHS authorities to improve workplace safety.

Safety Action Plan

During the year, Ai Group assisted the rollout of the new *Manufacturing Industry Action Plan* to further improve workplace health and safety. The plan sets out a nine-point agenda for action ranging from improved assistance and incentives for employers, to the preparation of new safety codes and stronger enforcement. Previous action plans focused on the construction, transport, health and community services and rural sectors.

Employer Safety Guide

With the assistance of Q-COMP, Ai Group also revised and expanded the *Employer's Guide to Managing Workplace Health*

and Safety and Reducing Workers' Compensation Costs. The updated guide was distributed to industry through briefings at 12 regional centres.

Workplace Safety Lobbying

At the same time, Ai Group continued to lobby to protect the interests of members on a range of workplace safety issues. This included successful representations in relation to the *Workers' Compensation and Rehabilitation Act* covering self-insurance, changes in the Workplace Health and Safety Regulations on plant registration and safety standards in the building and construction industry.

Other Representations

Other representations related to changes in the Allied Health Professions, Claims Management and Workplace Rehabilitation regulations, a Government review of the fees schedule for medical services and a draft *Code of Practice on Electrical Equipment*. The Safety and Workers' Compensation Regulatory Advisory Group met quarterly to consult on behalf of members about the proposed changes.

OHS Support Services

In addition to representation, Ai Group provides extensive services to assist members to comply with OHS requirements and maintain safe workplaces, including onsite consultancy and advisory services as well as hotline assistance and training courses. The annual two-day *Risk Management* conference and workshop program was expanded, with six workshops held in metropolitan and regional Queensland.

Small Business Exemption

In a significant win for small business, Ai Group successfully defended the retention of the small business exemption from the severance pay provisions under Queensland State awards. The Queensland Council of Unions lodged an application to revisit the issue following the AIRC's 2004 decision to remove a similar

provision from national awards. However, the State IRC rejected the application following submissions by Ai Group, the State Government and other bodies.

Workplace Relations Services

There continued to be strong member demand for Ai Group's professional workplace relations and human resources services, including advisory, advocacy and consultancy services and assistance on issues ranging from enterprise bargaining to dispute resolution and representing members in response to unfair dismissal claims.

Burnett Dam Consultancy

Ai Group provided workplace relations advice and advocacy to the Burnett Dam Alliance during a series of industrial disputes and was subsequently retained to provide onsite strategic employee relations support. The project's workplace relations has since begun to improve, as evidenced by greater compliance with the resolution procedures and improved onsite communications.

Workplace Bullying

Ai Group's submissions were successful in avoiding prescriptive new legislative requirements on workplace bullying. Instead, the State Government issued a *Prevention of Workplace Harassment Advisory Standard* which sets out policies and procedures for dealing with the issues. Ai Group's submissions emphasised that training and education for employers and employees is far more effective than prescriptive requirements.

Support Program

It is important that companies ensure their policies and procedures meet the requirements of the new standard. In this regard, Ai Group designed and delivered training to hundreds of participants from member companies, including training for managers and supervisors to implement appropriate management procedures.

Skills and Training Reforms

With many members reporting skill shortages, Ai Group led the industry's representations in response to a State Government discussion paper canvassing reforms to modernise the apprenticeship system and the role of Queensland's 15 TAFE institutes, increase the qualifications profile of Queenslanders, develop responses to the skills drain because of the ageing workforce and boost labour force participation. Ai Group stressed the importance of developing a more responsive and flexible vocational education and training system to meet the needs of industry in the 21st century.

Skills Development Initiative

Ai Group continued to take a leading role in the rollout of the *Manufacturing Skills Development Initiative*. The project is funded by Queensland's Department of State Development and Innovation and is designed to work directly with employers to assist them to develop best practice training and skills development models to upskill existing workers and develop entry level training programs for new employees.

Mature-Aged Skills Project

Ai Group launched a pilot project in Brisbane and Toowoomba to recruit and prepare long-term unemployed people over 40 and unemployed migrants for jobs in industry. During the 12-month project, 80 people will undergo TAFE pre-employment training to develop competencies in areas such as OHS, hand and power tools, machine operation, and welding.

Jobs Outcomes

By the end of June, 40 people had participated in the program. Eleven had been placed in full-time employment and 12 others were undertaking structured work placement with a view to gaining full-time jobs. The program was supported by the Commonwealth Department of Employment and Workplace Relations and the Queensland Department of Employment and Training.

Skilled Migrants

A *Migrant Skills Expo* was undertaken in partnership with the Department of Immigration to introduce potential skilled migrants to prospective employers and facilitate the skilled migration process. Department officers assisted with completing visa and other requirements. More than 600 skilled migrants attended with many successful in gaining employment.

Careers Expo

Ai Group and a number of members were again well represented at the 2005 *Brisbane Careers and Employment Expo*. The pavilion featured a range of interactive member displays to focus attention on manufacturing careers and skills. More than 40,000 students, parents, teachers and others attended the expo.

Schools Programs

Ai Group also worked with members and schools across Queensland to develop links through the *Industry Schools Partnerships* and *Adopt a School* programs and facilitate the transition from schools and careers in industries. Other initiatives included local career expos and industry excursions by local schools to encourage school-based and full-time apprenticeships.

MESCA Opportunities

The Mining Equipment Services Council of Australia (MESCA) celebrated its 10th anniversary with a seminar on *Project Management and Procurement Strategy*. Since its establishment, MESCA has helped generate business opportunities worth millions of dollars for local manufacturers and suppliers to the mining and energy sector. With more than 220 members, MESCA provides industry with information about opportunities through an email newsletter and networking events each year. More than 400 business leaders attended the latest round of briefings.

Business Breakfast Networking

The popular *Business Over Breakfast* networking events continued to be well supported by members. Speakers included the Managing Directors of Comalco, Sam Walsh, and Multiplex Developments, Ben McCarthy, the Minister for Transport, Paul Lucas, the former Treasurer and Deputy Premier, Terry Mackenroth, and the Lord Mayor of Brisbane, Councillor Campbell Newman. The breakfasts were again sponsored by St George Corporate and Business Bank.

Victoria

Significant savings for business on WorkCover premiums and land tax and increased infrastructure opportunities for industry highlighted another big year for Ai Group's Victorian Branch. During the year, Ai Group also secured significant safeguards for Victoria in relation to the State's new OHS laws and the new common rule workplace relations system.

\$700 Million Savings

The 2005/6 Victorian Budget delivered on major Ai Group goals, including a further 10% cut in WorkCover premiums, reductions in land tax, a commitment to more cost efficient delivery of government services and a major boost in infrastructure spending. Together with other Budget decisions, the Government estimates that the measures will eventually save business \$700 million a year.

WorkCover Premium Cuts

The WorkCover premium cut was exactly in line with Ai Group's proposals. Ai Group first called for the 10% reduction in October 2004 following the announcement that WorkCover was fully funded and in surplus. Ai Group Director – Victoria, Timothy Piper, followed up in a letter to the Treasurer, John Brumby, last November, and in a question to Mr Brumby at Ai Group's March *Economic Outlook Forum*. The issue was a key element of Ai Group's annual pre-State Budget submission.

Competitiveness Boost

The reduction brings Victoria's average WorkCover premium for 2005/6 down to 1.8%, providing a significant boost to competitiveness through projected savings for Victorian business of \$170 million in 2005/6 and \$850 million over five years. It followed a similar reduction in 2004 and the introduction of the new premium calculation system. The two reductions mean that Victoria's WorkCover premiums are now Australia's second lowest.

Additional Savings

The Budget reduction in land tax on properties valued at up to \$2.7 million and commitment to more efficient delivery of government services also were in line with Ai Group's pre-Budget submission. The Government estimated that the service efficiencies would save business \$532 million over the next four years.

Infrastructure Opportunities

At the same time, the Budget opened new opportunities for industry with a \$2 billion increase in infrastructure spending over the next four years mainly for public transport infrastructure and roadworks. The additional funding brings projected infrastructure investment to \$3 billion in 2005/6 and about \$2.5 billion in each of the next three years. In line with Ai Group submissions, about 25% of the work will be funded by borrowings rather than new revenue-raising measures. Ai Group is working with the Government and the Industry Capability Network to ensure as much of the work as possible is channelled to Victorian and Australian companies.

Additional Measures

Other important State Budget measures in line with Ai Group submissions included the abolition of Rental Business Duty, the extension of the Electricity Network Tariff Rebate Scheme, additional funding of \$10 million for the Regional Infrastructure Development Fund and \$12 million for a regional pre-apprenticeship program and a commitment to develop a new Energy Technology Strategy for industry.

Common Rule Awards

In the lead up to the 1 January 2005 introduction of the new common rule workplace relations system in Victoria, Ai Group allocated considerable resources to representing industry and assisting members to comply. The introduction of the new system followed the 2003 agreement between the Commonwealth and Victorian Governments to maintain a unitary workplace relations system in Victoria and subsequent AIRC proceedings in 2004 to establish general principles for the declaration of awards as common rule.

Safeguards Secured

Ai Group coordinated representations on behalf of 15 other employer bodies during the proceedings and secured significant safeguards for employers which were endorsed by a Full Bench

decision in October 2004. These included safeguards relating to superannuation contributions, redundancy pay, accident make-up pay and leave entitlements.

Ongoing Representation

Ai Group has continued to represent industry during the subsequent process of declaring specific awards as common rule. Throughout this process, Ai Group has successfully emphasised the importance of limiting the number of awards to be declared common rule and avoiding overlap between awards where possible. By the end of June 2005, the majority of awards intended to be declared as common rule had been processed.

Member Support

At the same time, Ai Group provided extensive support and information services to assist members. This included well attended workshops in both metropolitan and regional centres, a special member advice, *Awards are Back in Victoria – Are you Ready for Them*, and the introduction of new training programs for members.

Better Bargaining

With many manufacturing agreements scheduled for renewal in the first half of 2006, Ai Group commenced an awareness program including *Better Bargaining Workshops*, training programs and information services to brief members on current issues and assist them to identify objectives and develop appropriate strategies. This program will be ongoing as the bargaining round draws nearer.

New OHS Laws

Ai Group also won significant developments in Victoria's new OHS Act that came into force on 1 July 2005. Throughout the consultations, Ai Group stressed that education and training to assist in the prevention of workplace accidents and illness, is more effective than punitive measures after accidents have occurred. While there continues to be concerns about aspects of the new laws, the representations ensured the legislation was not as draconian as originally proposed.

Manslaughter Offence Abandoned

In particular, Ai Group successfully opposed calls by unions and some sections of the legal profession for the introduction of a new criminal offence of industrial manslaughter and proposals to enable unions to order cessations of work and prosecute employers. Ai Group lobbying for a stronger focus on accident-prevention information and safety education was also successful.

Continuing Concerns

Nevertheless, the new laws affect every Victorian company and there are increased risks for those that fail to meet the requirements. While the restructuring of offences and penalties mean there are fewer circumstances in which a person can be gaoled, a new offence of reckless endangerment has been introduced and can apply to every person in the workplace. Other changes relate to workplace OHS consultation, union rights of entry and the roles of safety representatives and committees.

“Ai Group is a vital voice to ensure that industry and business views are heard by Government.”
– Steve Bracks,
Victorian Premier

Member Programs

Ai Group is working closely with WorkSafe to ensure new guidance materials meet the needs of employers. In addition, Ai Group has developed a comprehensive package of member information and support services, including updated training programs, practical workshops designed mainly for small and medium companies, consultancy services and the preparation of special *Member Advices* and *Fact Sheets*.

Free OHS Consultancies

Ai Group also continued to provide free OHS consultancies for businesses with up to 50 employees. The consultancies are funded by WorkSafe Victoria and include the development of a safety improvement plan. More than 400 companies have been assisted since it was introduced in 2002/3. The program has again been extended for 2005/6, with funding for up to another 180 consultancies.

Training Taskforce

Following extensive representations about worsening skill shortages in Victorian industry, Ai Group Director – Victoria, Timothy Piper, was appointed by the Victorian Government to chair a new *Manufacturing Skills and Training Taskforce*. The taskforce was set up by the Office of Manufacturing and the Office of Training and Tertiary Education to develop projects to enhance the state's skill base. Ai Group also took a leading role in the Victorian Learning and Skills Commission's policy development workshops to set strategic directions for vocational education and training over the next two years.

Export Missions

During the year, Ai Group coordinated the largest Victorian trade and export mission to China. The mission was supported by the State Government and led by the Premier, Steve Bracks, to mark the 25th anniversary of Victoria's sister state relationship with Jiangsu. Representatives of 47 companies and organisations, including building, construction, design and automotive companies, identified project and other opportunities worth about \$50 million.

Further Missions

Ai Group also co-ordinated a City of Melbourne mission to China and Government-supported missions to India to promote Commonwealth Games opportunities. There was also a mission to Dubai to exhibit products at the hotel show and the US to seek opportunities for printing and publishing companies. Ai Group established three new exporter networks, including a Ballarat network, a printing industry network and food and beverages network focused on Korea.

SME Exporters

Ai Group received Victorian Government funding for a senior export consultant to work with eight to 10 small and medium enterprises over the next 12 months at half the normal cost. *The Next Step Export Adviser* program is part of the Government's *Opening Doors to Export Strategy* and is directed at companies that have started to export but need assistance to take the next step. Although it is in early stages, the project has already established new export contacts for five of the participating companies.

Victorian Auto Study

Ai Group in association with the Federation of Automotive Components Manufacturers and Victorian Department of Industry, Innovation and Regional Development undertook a major study into the competitiveness of the domestic automotive components sector. It confirmed that many Victorian component manufacturers are facing increasing pressures because of the accelerating trend to global outsourcing in the automotive industry. About 40% of surveyed companies were being forced to consider relocating at least part of their operations offshore.

Water Supplies

In response to a request by the Deputy Premier and Minister for Environment, John Thwaites, Ai Group presented a discussion paper to State Government on sustainable water management practices. Detailed submissions were also made in response to the Government's *White Paper on Securing Our Water Future Together*. The discussion paper and submission both emphasised the need to support efficient water management practices by industry and ensure that the new water management policies do not jeopardise the viability of water intensive businesses.

Environmental Leadership

Ai Group has continued to provide leadership in environmental activities which have the potential to impact on our members. This has necessarily involved extensive liaison with Government to ensure sustainability issues involve environmental, social and

business sustainability. Government has recognised Ai Group's major role in assisting members in this area.

Environmental Representation

Ai Group represents members on numerous energy and environmental committees, including the Essential Services Commission Customer Consultative Committee, Business Energy Innovation Initiative Advisory Panel, Steering Committee for the Eastern Water Recycling Proposal feasibility study and the EcoBuy for Business Steering Committee.

Other Representations

Other representations and submissions related to proposals for the Port Phillip channel deepening, the site for the new hazardous waste disposal facilities, hazard-based waste classification, the trade waste management framework, water and trade waste price determinations, electricity prices, environment reporting and assessment procedures and greenhouse issues.

Environmental Grants

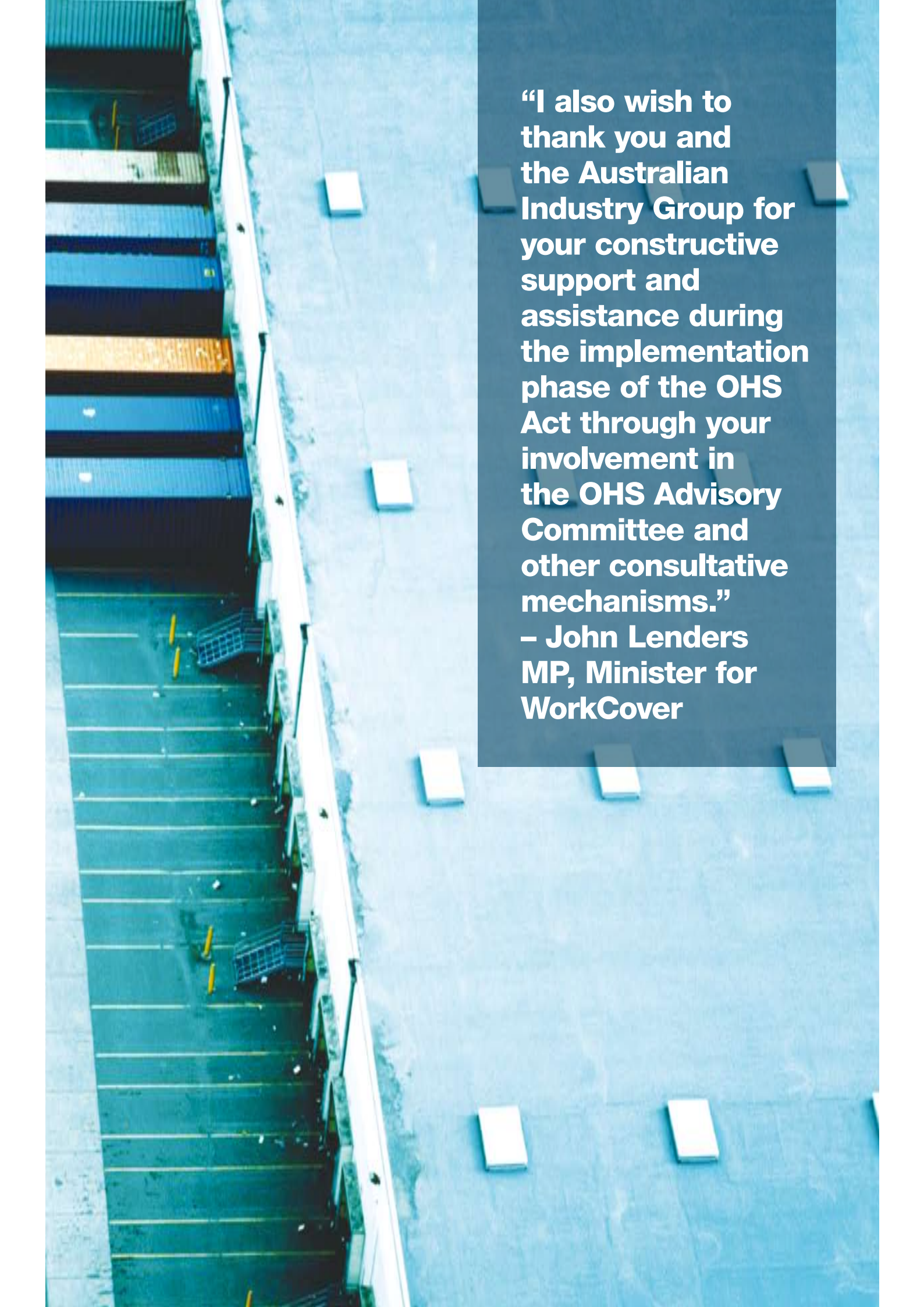
Ai Group also worked with the Victorian Sustainable Energy Authority and the Australian Business Council for Sustainable Energy on the administration of grants to help manufacturers introduce sustainable energy technologies. The State Government provided a further \$1.4 million for the program during the year. In a separate program, the EPA will provide further funding of \$3 million over three years to assist members with small projects to reduce waste and/or improve efficiency.

Environment and Energy Victoria

Ai Group implemented a program to develop a framework for collaboration with Victorian Government agencies to further encourage sustainable practices. The agencies include the Environment Protection Authority Victoria, EcoRecycle Victoria and Sustainable Energy Authority Victoria (SEAV). Projects include the development of a service to provide SMEs with onsite assessment and advice on material energy and water resource efficiencies and to develop alternatives to prescriptive regulation such as an Environmental Code of Practice for Manufacturers and sector-based Sustainability Covenants for industries such as Commercial Laundries and Food Processing.

Journey of Excellence

The popular *Journey of Excellence* breakfast briefings on lean manufacturing and leading edge manufacturing continued to attract strong attendances. The briefings are sponsored by St George Corporate and Business Bank and the Victorian Government.

An aerial photograph of a large industrial building with a blue corrugated metal roof. The building is surrounded by a parking lot with several yellow bollards and a few parked cars. The sky is clear and blue. The text is overlaid on the right side of the image.

“I also wish to thank you and the Australian Industry Group for your constructive support and assistance during the implementation phase of the OHS Act through your involvement in the OHS Advisory Committee and other consultative mechanisms.”

**– John Lenders
MP, Minister for
WorkCover**

Regions

Regional industry development is a major focus of Ai Group's representations and services. Front line activities in the past year included a further landmark report on regional industry's competitiveness and a range of initiatives to assist members to address regional skill shortages.

Regional Membership

About one in every five Ai Group members is based in regional areas. These companies span the spectrum of manufacturing, construction and related industries and in many communities they are the main drivers of local economic activity and jobs.

Remarkable Progress

An Ai Group study in late 2004 confirmed regional industry has made remarkable progress in recent years. Despite the long drought and often less developed infrastructure and services, the study confirmed that regional businesses are highly competitive and do not feel significantly disadvantaged by their location.

Ongoing Project

The study, *Industry in the Regions 2004: The Competitiveness Report* was the latest in a series undertaken with the support of the Commonwealth Bank over the past five years to establish a stronger research base for regional policy development and representation. It covered 550 companies in 15 country and metropolitan regions of New South Wales, Queensland, South Australia and Victoria.

Main Findings

The report confirmed regional companies overall were strongly focused on exports and were investing in key areas of competitiveness, including skills, R&D, new technologies and plant and machinery. While metropolitan companies scored marginally higher on overall competitiveness, financial strength and productivity; regional companies were ahead on leadership, profitability, employee participation and investment in skills. The study also highlights areas where different regions could focus their efforts to improve competitiveness.

Policy Priorities

The *Regional Competitiveness* study identified several policy areas for attention. These included the need for targeted assistance to develop export markets, improved regional labour market data and initiatives to foster the development of regional business leaders. The findings were widely distributed to federal and state policy makers.

Skills Pilots

Skill shortages are a critical issue across many regional areas. Ai Group successfully managed two pilot programs to address serious skill shortages in the Illawarra and Hunter regions of NSW funded by the Australian Government. The programs were implemented following a mid-2004 study in which 61 Hunter companies reported 895 vacancies for skilled workers and 44 Illawarra companies reported 740 vacancies. Two officers were recruited to manage the programs and industry-led Skill Shortages Taskforces were established. A follow up survey in early 2005 found there had been a 25% increase in Hunter apprentice intakes since the program was introduced. Official statistics by the Department of Education and Training found a 40% increase in manufacturing and engineering apprenticeships in the Hunter.

Technical Colleges

With the Federal Government moving quickly to implement its election commitment to establish 24 new Australian Technical Colleges, Ai Group also took an active role in assisting groups managing the new colleges in Bendigo, Geelong and the Illawarra Regions as well as Eastern Melbourne and Adelaide.

Albury: Hume – Riverina

The region's manufacturers provided continued support for the nationally recognised model Solar Car project, an ongoing initiative to promote interest in manufacturing skills and careers. Eleven member companies formed mentoring partnerships with local schools to build and race model solar cars. The annual race day in December 2004 was well supported by the

whole community. Ai Group and its members are now assisting manufacturers in Bathurst develop a similar program.

The Hume - Riverina branch completed management of the successful three-year Murray Youth Employment Network (MYETN) program. The project supported young people from disadvantaged groups to obtain basic skills to improve access to traineeships and apprenticeships. The MYETN achieved its aim of building a sustainable project.

There continued to be strong demand for Ai Group's industrial relations and representational services being conducted out of the Albury office. The region is working towards establishing a lean manufacturing network in addition to an annual Human Resources Management conference.

Ballarat and Wimmera

The Ballarat office was successful in gaining funding from the State Government through their *Opening Doors to Export Program* to expand the Ballarat Export Network. This group consists of potential and current exporters who are keen to network and share ideas and experiences. The network hosted a number of events, including events for teachers and industry to discuss career opportunities for young people in the region.

In conjunction with the Highlands Local Learning and Employment Network, a range of school - industry projects were initiated to promote industry careers. Case studies from these initiatives were incorporated into Ai Group's Adopt a School Toolbox, an information pack to facilitate partnerships between schools and local businesses.

A number of surveys, including Ai Group's *Industry in the Regions 2004: the Competitiveness Report*, confirmed that Ballarat was a centre for manufacturing excellence and provided opportunities for investment and growth. The City of Ballarat continues to support local manufacturers and a number of members expanded their businesses during the year, demonstrating their commitment to investing in the city.

Membership in the region has been strong. However, the drought continued to have an effect on members involved in the agricultural industry and skill shortages continue to be a concern, with a number of companies looking at skilled migration to fill the gaps.

Bendigo: North and Central Victoria and Goulburn Valley Region

The year saw a strong focus on skill shortages, with Ai Group playing a leading role in many initiatives to address this challenging issue. This included co-ordinating employer input in response to the Commonwealth Government's decision to establish an Australian Technical College in Bendigo.

Together with Ai Group Training Services, Ai Group has fostered enduring local partnerships between industry, schools, education and community sector organisations to build understanding of industry's requirements and enlist support to attract people into industry careers.

Skill shortages are a critical issue across many regional areas. Ai Group successfully managed two pilot programs to address serious skill shortages in the Illawarra and Hunter regions of NSW funded by the Australian Government.

Following the 2004 federal election there has been greater demand for Ai Group's industrial relations services particularly in the areas of enterprise bargaining and Australian Workplace Agreements. Demand for these services is expected to remain high as the Government implements its workplace relations reforms.

Geelong

The Geelong office continued to deliver professional and informed industrial representation as well as building strong relationships with members.

The past 12 months have been reasonably active on the industrial relations front, mainly in the area of dispute resolution. With many existing agreements due to expire in the first half of 2006, the office is gearing up for a busy period of agreement negotiation.

Membership retention was solid, due in part to the professional and practical approach to handling industrial issues. In addition, the office attracted a number of new members.

Central and Northern Queensland

During the past year, Ai Group supported the rollout of the *Central Queensland Manufacturing Strategy* and continued representations for further measures to promote the development of regional skills and infrastructure.

On skills, Ai Group also ran a pilot pre-employment program in Toowoomba to help prepare mature-aged people and migrants for jobs in manufacturing and engineering. Fourteen people successfully completed six weeks formal training at the Southern Queensland Institute of TAFE (Toowoomba) and two weeks work experience with Ai Group members, Orford Refrigeration and Davey Industrial Engineering Solutions.

Ai Group's regional BIZassistBriefings are particularly important in regional Queensland, where enormous distances can make it difficult for members to keep in touch with new regulatory and other issues. BIZassistBriefings were held three times during the year at Bundaberg, Gladstone, Mackay, Toowoomba and Townsville. Other events included several Mining Equipment and Services Council of Australia (MESCA) briefings at Gladstone, Townsville and Mackay and safety seminars at many regional locations.

Ai Group also provided support services to a number of major projects, including the Yabulu and Gladstone Port expansion, Burnett Dam and Kogan Creek power station.

Hunter and Northern NSW

2004/05 saw many positive achievements for Ai Group members in the Hunter and Northern NSW Region. The Hunter Manufacturing Council, Ai Group's policy formation body in the region, continued to drive an Action Plan to boost industry skills, foster improved workplace safety, raise the profile of manufacturing and build networks to advance regional industry capability.

The pilot *Hunter Skills Development Program* was launched in October 2004 following an Ai Group survey arising from the Council's discussion of skill shortages. The program was supported by the Federal Government. The State Government has also contributed to the program through funding for training and contributing research activities. The program has already made a significant contribution towards helping alleviate skill shortages in the region by linking industry with schools, vocational training providers and universities.

As part of Ai Group's *Safety Leadership* initiative, a *Hunter Safety Leadership Network* was formed in November 2004. Its bi-monthly meetings provide a forum for members to join together to share information about good safety practice.

The region's program of BIZassistBriefings was extended to include Coffs Harbour as well as Central Coast, Hunter and mid-North Coast. In another initiative, a deputation of Hunter Manufacturing Council members attended Ai Group's 2004 National Forum to network with industry leaders and debate policy platforms with the major party leaders.

Other activities included the production of *Industry Matters*, the Hunter Manufacturing Council's regional quarterly newsletter, the development of a regional webpage at www.aigroup.asn.au and initiatives to raise media attention of industry issues.

Wollongong: Illawarra Region

Initiatives to build the region's skills and improve workplace safety continued to be priorities of Ai Group's Illawarra office in the past year.

An industry-led *Skills Shortage Taskforce* was set up under the pilot *Illawarra Skills Development Program* to identify impediments to the development of local skills, formulate strategies to assist employers address skill shortages and promote more positive perceptions of industry careers. The Taskforce successfully developed and launched an *Employer's Toolkit*, providing information and advice for employers on steps they can take towards securing a skilled workforce.

As part of Ai Group's *Safety Leadership* initiative, the Illawarra Safety Taskforce provided a forum for members to share ideas and draw on the collective experiences about best OHS practices.

The Illawarra office also continued to encourage a favourable economic climate through its pro-active participation on various regional economic development and planning committees.

In other initiatives, the office assisted 23 Illawarra companies to export for the first time through the Trade Start program.

The Hon Stephanie Key MP, South Australian Minister for Employment, Training and Further Education, with EEASA Group Training Scheme apprentice, Brad Donaldson, who won the 2004 Australian Apprentice of the Year at the National Training Awards.



South Australia

With the State Government pursuing a wide ranging legislative agenda, EEASA has been vigilant in representing members on issues ranging from new strategies for industry development, skills training and defence procurement to new environment, OHS and workplace relations regulations. The local economic environment for industry was reasonably buoyant during the year.

Industry Development

EEASA played a key role in representing industry on the State Manufacturing Consultative Council, which is chaired by the Deputy Premier, Kevin Foley, and also includes the Industry Minister, Paul Holloway. The MCC released a blueprint for the state's manufacturing development in June and the Government responded quickly with a framework document to implement a range of initiatives to assist manufacturers meet the global challenges.

Upskilling Employees

EEASA was also successful in gaining State Government financial support for a formal upskilling program to be accessed by the state's manufacturers. For some time, EEASA has identified the need to upskill the state's existing manufacturing workforce in order to meet future skill gaps in the wake of new projects coming on stream. The new upskilling program will run for the 2005/06 financial year.

Training Achievement

The separately incorporated EEASA Group Training Scheme (GTS) registered a tremendous achievement during the year when toolmaking apprentice, Brad Donaldson, won the prestigious Australian Apprentice of the Year Award at the National Training Awards. Brad has been an excellent ambassador for the EEASA GTS and an admirable role model for young school leavers considering a career in the trades.

Environmental Red Tape

The State Government's environmental regulation agenda continued to be an important focus of EEASA's representations during the year. The legislative program in this area has been exhaustive and EEASA co-opted considerable legal expertise in response to draft Bills and amendments. South Australia became the first state to adopt a civil penalty regime, although its operation has been delayed for 12 months pending a broad based understanding of appropriate protocols. EEASA has an

active Environment Committee to provide specialist advice to the Committee of Management.

Defence Supply Opportunities

Another important focus of EEASA's representations centred on maximising the participation of South Australia industry in Australia's defence procurement. In a significant development, the Air Warfare Destroyer contract was awarded to an EEASA member, ASC Shipbuilding Pty Ltd. The contract provides a huge boost to the state's manufacturing sector and considerable attention is being given to identifying opportunities for local companies and ensuring the necessary skills are available. EEASA maintains a state-based defence members group which has links into the Ai Group Defence Council.

Industrial Relations Reform

In industrial relations, EEASA worked closely with Ai Group on joint representations in response to the Federal Government's workplace relations reforms. At the state level, EEASA also took a pro-active role in representing members in response to the Industrial Law Reform (Fair Work) Amendment Bill and the new Safe Work legislation which centralised the administration of OHS and added some additional responsibilities for employers.

Member Services

Strong member demand continued during the year for EEASA's human resources, industrial relations and enterprise bargaining services. With the federal workplace relations reforms due to come on stream in the period ahead, demand for EEASA's professional services in these areas is expected to remain high in the foreseeable future.

Member briefings

There was also considerable member interest in the regular IR/HR and economic briefings presented in association with the affiliated Australian Industry Group and EEASA training courses, particularly in relation to award interpretations and IR/HR management.

Elected Policy Makers

The Australian Industry Group's policies are developed on the basis of extensive research and member consultation and are overseen by the elected National Executive and State Branch Councils comprised of senior executives from member companies.

National Executive

Mr John Ingram was re-elected National President of the Australian Industry Group at the Annual General Meeting on 24 November, 2004.

Other National Office Bearers re-elected at the meeting were Mr Rod Chadwick as Deputy National President, Messrs Ross Dunning AC and Roger Leeming as National Vice Presidents and Dr Walter Uhlenbruch AO as National Secretary/Treasurer.

Mr Lance Hockridge was also elected to a vacant position as a National Vice President.

New National Councillors during the year were Messrs Greg Sedgwick and Don Matthews and former Alternate National Councillors, Messrs Ken Bridges and Richard Leupen.

Messrs Geoff Ashton AM (a former National President), Doug Harland and Paul Salteri did not seek re-election as National Councillors and Mr Russell Cooper retired from the position of Alternate National Councillor. In the period under review, Mr Peter Sutton also retired from the National Executive.

Mr Harland subsequently took up a position as an Alternate National Councillor.

New Alternate National Councillors were Messrs Angelo Conte, Graham Lockhart and Chris Raine.

Dr Geoff Blomfield and Messrs Grant Price and Chris Stathy were new representatives of the Engineering Employers Association, South Australia, following the retirements from the National Executive of Messrs Leon Andrewartha, Alex Drysdale and Paul Haysman.

New South Wales Branch

In New South Wales, Mr Lance Hockridge was re-elected as the Branch President at the 2004 annual meeting.

Other office bearers elected or re-elected at the meeting were the Deputy President, Mr Graham Smith, Vice Presidents, Messrs Trevor Carroll and Lucio Di Bartholomeo and Secretary Treasurer, Mr Chris Raine.

Messrs Raine and Greg Sedgwick were elected as General Councillors at the 2004/5 election. Messrs John Gaskell, Malcolm Jackman, Martin Monro and Robert Salteri were elected during the year to casual vacancies as General Councillors.

Messrs Gaskell, Jackman, Raine and Sedgwick were previously Advisory Councillors.

Mr Anthony Green was elected as the Section Councillor from the Macarthur region and Mr Mark Finlay took up a position during the year as the Section Councillor from the South Coast and Tablelands.

Mr Geoff Ashton AM and Sir William Tyree did not seek re-election as General Councillors in 2004. General Councillors who stepped down during the year included Ms Jo-Anne Collier and Messrs Simon Chivers, Russell Cooper, David Marginson and Paul Salteri.

Messrs John Wisby and Gary Dewhurst retired from positions as Section Councillors.

Emeritus Councillors

The honour roll of Australian Industry Group Emeritus Councillors recognises the outstanding contributions to industry policy development and representation by former and current members of Ai Group National Executive and councils.

G J (Geoff) Ashton AM

M A (Tim) Besley AC

J M (Jim) Dowrie OBE

J A (John) Hale*

I D (Ivan) James*

G J (Graham) Kraehe AO

R D (Bob) Hill-Ling AO+

F R D (Frank) Morgan CBE

P G (Peter) Thomas AM

Sir William Tyree OBE

Dr W W J(Walter)

Uhlenbruch AO*

* Current National Councillors

+ Current EEASA Alternate

Queensland Branch

Mr Ross Dunning AC was re-elected as the Queensland Branch President for 2004/5. He subsequently took leave of absence for personal reasons with Michael Symes acting in his place.

Other branch office bearers re-elected at the annual meeting were the Deputy President, Mr Michael Symes, Vice Presidents, Messrs Ken Bridges and Angelo Conte, and Secretary/Treasurer, Mr Ken Porter.

In another change to the branch council, Mr Rex Vegt took up a position as an Advisory Councillor at the time of the 2004/5 election.

Victoria

Mr Roger Leeming was re-elected unopposed as the 2004/5 Victorian President.

The Victorian Deputy President, Mr John Hale, Vice President, Mr Ian Campbell and Secretary/Treasurer, Mr Russell Rolls, also were re-elected unopposed.

Four new General Councillors joined the Branch Council following the 2004 election. They included two former Advisory Councillors, Messrs Paul Mracek and Greg Waters, and two new Councillors, Messrs Wayne Austen and William Purton.

Mr Chris Ogilvy took up a position as an Advisory Councillor during the year.

Four former members of the council did not seek re-election in 2004. They included two former General Councillors, Mr William Stokes and Ms Dawn Waugh, a Section Councillor, Mr Tony Whiting, and an Advisory Councillor, Mr David Stobart.

Messrs Nicholas Harvey, Stephen Seward and Peter Sutton resigned as General Councillors during the year.

South Australia

Engineering Employers Association, South Australia

Mr Grant Price was elected President of the affiliated Engineering Employers Association, South Australia at the annual meeting in November 2004.

Other office bearers elected at the meeting were the Deputy President, Dr Geoff Blomfield, Vice President, Mr Chris Stathy, and Treasurer, Mr David McNeil.

Mr Eduardo Donoso was elected to the Committee of Management at the meeting.

New members elected during the year included Messrs Bob Cusworth, Nick Daly and David Heaslip. Mr Brian Smith also re-joined the Committee during the year.

Messrs Paul Haysman, Steen Saubrey and Brian Smith did not seek re-election at the annual meeting and Messrs Leon Andrewartha and Alex Drysdale retired from the Committee during the year.

National Executive (As at 30 June 2005)




National President

	J W (John) Ingram Chairman Wattyl Australia Limited		I (Ian) Campbell Managing Director GUD Holdings Ltd		K J G (Ken) Porter Chief Executive Officer QMI Solutions Limited
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Deputy National President

	R L (Rod) Chadwick Director Exide Technologies		T (Trevor) Carroll Managing Director Electrolux Home Products Pty Ltd		G (Greg) Sedgwick Managing Director Crane Group Limited
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National Vice-President

	R W (Ross) Dunning AC Chairman Port of Brisbane Corporation		L (Lucio) Di Bartolomeo Managing Director ADI Limited		G (Graham) Smith Managing Director ISP South Pacific BOC Limited
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National Vice-President

	L E (Lance) Hockridge President - Industrial Markets Bluescope Steel Limited		J A (John) Hale National General Manager - Group Procurement & Employee Services Spotless Group Limited		M (Michael) Symes Chief Executive Officer Triasx Pty Ltd
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National Vice-President

	R (Roger) Leeming President Pilkington (Australasia) Ltd		R (Richard) Leupen Managing Director & Chief Executive Officer United Group Limited		A (Angelo) Conte General Manager Structural Mechanical Process John Holland Pty Limited
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Alternate National Councillors




National Secretary / Treasurer

	Dr W W J (Walter) Uhlenbruch AO Director and Deputy Chairman Hella Australia Pty Limited		D (Darron) McGree Group Executive General Manager Australasia Simsmetal Limited		D M (Doug) Harland Executive General Manager Toowoomba Metal Technologies
---	--	---	--	--	--

Immediate Past National President

	I D (Ivan) James Chairman and CEO Automotive Components Limited		D (Don) Matthews President SCA Hygiene Australasia		G (Graham) Lockhart Regional Managing Director, Asia Pacific Weir Warman Ltd
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National Councillors

	K (Ken) Bridges Managing Director B & R Enclosures Pty Ltd		P J (Peter) Nicholls Managing Director Production Parts Pty Ltd		C (Chris) Raine Country President and Managing Director Alstom Australia Ltd
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R J (Russell) Rolls
Chairman
R G Melgaard & Co Pty Ltd



R J C (Robert) Wilson
Managing Director
Wilson Transformer Co
Pty Ltd

AFFILIATE DELEGATES

**ENGINEERING EMPLOYERS
ASSOCIATION, SOUTH AUSTRALIA**

Dr G (Geoff) Blomfield
Chief Executive Officer
Intercast & Forge Pty Limited

G (Grant) Price
Company Secretary
Gerard Corporation Pty Ltd

C (Chris) Stathy
Managing Director
Philmac Pty Ltd

ALTERNATES

R K (Richard) Colebatch
Managing Director
Kemalex Plastics

R D (Bob) Hill-Ling AO
Chairman
Hills Industries Limited

D B (David) McNeil
Director
Safe Care Optical

C J (Colin) Peters
Director
EEA Group Training Scheme Inc.

**CHAMBER OF COMMERCE AND
INDUSTRY, WESTERN AUSTRALIA**

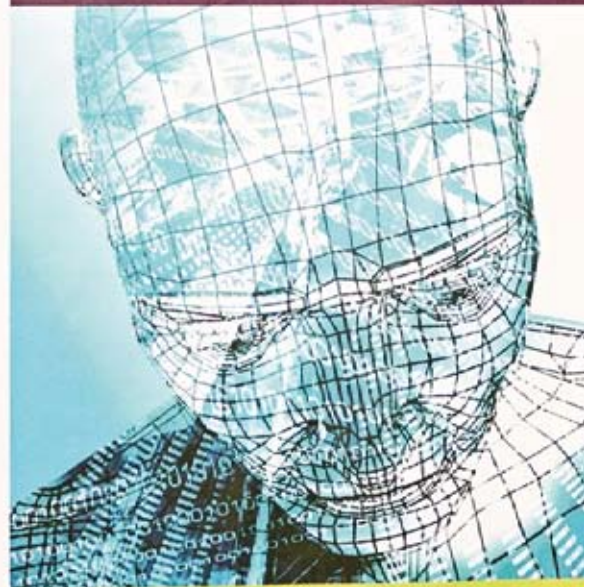
L (Len) Roy
Outage Manager
GE Energy Services

B (Bruce) Williams
Executive Director, Policy & Advice
Chamber of Commerce and Industry
Western Australia

RETHINKING BUSINESS

Opposition Leader Kim Beazley gave the opening address at the 2005 National Forum.

**AUSTRALIAN
INDUSTRY
GROUP**
NATIONAL FORUM 2005



Proudly supported by

State Branch Councils New South Wales (As at 30 June 2005)

President

	L E (Lance) Hockridge President – Industrial Markets Bluescope Steel		S (Steve) Hamer General Manager Onesteel Reinforcing		R (Robert) Salteri Executive Director Tenix Pty Ltd
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Deputy President

	G (Graham) Smith Managing Director ISP South Pacific BOC Australia Limited		P R (Peter) Harvey Managing Director Harveys Parramatta Pty Ltd		G (Greg) Sedgwick Managing Director Crane Group Limited
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Vice Presidents

	T (Trevor) Carroll Managing Director Electrolux Home Products Pty Ltd		J W (John) Ingram Chairman Wattyl Australia Limited		R (Ray) Stallworthy Chairman Mirotone Pty Limited
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Section Councillors

	L (Lucio) Di Bartolomeo Managing Director ADI Limited		M (Malcolm) Jackman Chief Executive Officer Coates Hire		G (Graham) Choice General Manager Industrial Galvanizers Corp Pty Ltd (Parramatta)
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Secretary / Treasurer

	C (Chris) Raine Country President and Managing Director Alstom Australia Ltd		R A (Richard) Leupen Managing Director / CEO United Group Limited		J F (John) Coyle Director Treloar Group Limited (Newcastle)
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General Councillors

	D J (Danny) Broad Executive General Manager - Freight EDI Rail		G (Graham) Lockhart Regional Managing Director Asia Pacific Weir Warman Ltd		M (Mark) Finlay Managing Director Joy Mining Machinery (South Coast and Tablelands)
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	J (Joss) De Iulii Chairman Custom Fluid Power		D (Darron) McGree Group Executive General Manager Australasia Simsmetal Limited		A (Anthony) Green Director Interlloy Pty Ltd (Macarthur)
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	J (John) Gaskell President and CEO ABB Australia Pty Ltd		M (Martin) Monro Managing Director Grant Constructions Pty Ltd		W A (William) Hutchinson Managing Director Thomas Electronics of Australia Pty Ltd (Southern)
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State Branch Councils Queensland (As at 30 June 2005)

President

	R W (Ross) Dunning AC Chairman Port of Brisbane Corporation		P (Paul) Moreton Chief Executive Officer Neumann Associate Group of Companies		R (Rex) Vegt General Manager Atlas Heavy Engineering
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Deputy President

	M (Michael) Symes Managing Director Triasx Pty Ltd		R J (Rob) Noble Managing Director Noble Engineering Pty Ltd
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Vice Presidents

	K (Ken) Bridges Managing Director B & R Enclosures Pty Ltd		G D (Gerard) O'Brien Managing Director Buderim Ginger Limited
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	A (Angelo) Conte General Manager – Structural Mechanical Process John Holland Pty Limited		J (Jim) Vaughan Managing Director Vorn Australasia Pty Ltd
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Secretary / Treasurer

	K J G (Ken) Porter Chief Executive Officer QMI Solutions Limited		M (Max) Voigt General Manager Pac Foundry Group - Maryborough
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Immediate Past President

	D M (Doug) Harland Executive General Manager Toowoomba Metal Technologies		T (Terri) Zupp Deputy Managing Director Zupps Mt Gravatt (Zupps Group of Companies)
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General Councillors

	S D (Simon) George Managing Director Monarch Industrial Products		R (Bob) Townsend Managing Director Kador Engineering (Aust) Pty Ltd (MESCA – Mining Equipment and Services Section)
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Section Councillor

Advisory Councillors


	P (Peter) Lancaster Chief Executive Officer Food Spectrum Pty Ltd		G D (Graham) Bourne Managing Director Bournedrill Pty Limited
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State Branch Councils Victoria (As at 30 June 2005)

President

	R (Roger) Leeming President Pilkington (Australasia) Limited		W J (Bill) Coulter General Manager Thompsons Kelly & Lewis Pty Ltd Trading as Flowserve Pump Division		R J C (Robert) Wilson Managing Director Wilson Transformer Co Pty Ltd
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Deputy President

	J A (John) Hale National General Manager – Group Procurement and Employee Services Spotless Group Ltd
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Section Councillors

	G M (Greg) Hargrave Chief Executive Officer Skilled Group Ltd		P F (Peter) Doyle Chief Executive Officer Hella Australia Pty Ltd (Automotive Products Manufacturers)
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Vice Presidents

	I (Ian) Campbell Managing Director GUD Holdings Ltd		I D (Ivan) James Chairman and CEO Automotive Components Limited		M (Mark) Dwyer Managing Director K & K Fasteners Pty Ltd (Ballarat and Wimmera)
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	P J (Peter) Nicholls Managing Director Production Parts Pty Ltd		D (Don) Matthews President SCA Hygiene Australasia		B M (Barry) Ellis Chief Executive Officer Keech Castings Australia Pty Ltd (North, Central and Goulburn Valley)
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Secretary / Treasurer

	R J (Russell) Rolls Chairman R G Melgaard and Co Pty Ltd		P R (Paul) Mracek Managing Director – Asia Pacific Fasco Australia Pty Ltd		D B (David) Sinclair Human Resources Manager Basell Australia Pty Ltd (Geelong and South Western)
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Immediate Past President

	R L (Rod) Chadwick Director Exide Technologies
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Advisory Councillors

	W W (William) Purton Managing Director Dolphin Products Pty Ltd		A D (Alan) McGarrigle Director – Corporate Services Toyota Motor Corporation Australia Ltd
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General Councillors

	W (Wayne) Austen Director Haycolec Industries Pty Ltd		Dr W W J (Walter) Uhlenbruch AO Director and Deputy Chairman Hella Australia Pty Ltd		C (Chris) Ogilvy Chief Executive Officer Note Printing Australia Limited
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	D (David) Baker Managing Director Deck Guardrail Australia Pty Ltd		G (Greg) Waters President Bluescope Steel Ltd Westernport		A (Alison) Terry Executive Director – Corporate Affairs GM Holden Ltd
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Affiliated Industry Organisations (As at 30 June 2005)

SOUTH AUSTRALIA

Engineering Employers Association,
South Australia

Committee of Management

President

G L (Grant) Price
Company Secretary
Gerard Corporation Pty Ltd

Deputy President

Dr G A (Geoff) Blomfield
Chief Executive Officer
Intercast & Forge Pty Limited

Vice President

C X (Chris) Stathy
Managing Director
Philmac Pty Ltd

Treasurer

D B (David) McNeil
Managing Director
Safe Care Optical

Committee Members

P D (Paul) Bradley
Managing Director
Peterson Industries Pty Ltd

J (John) Cloonan

General Manager
Exacto Fuel Tank Systems

R K (Richard) Colebatch

Managing Director
Kemalex Plastics

R (Bob) Cusworth

General Manager – National Quality
Electrolux Home Products Pty Ltd

N (Nick) Daly

General Manager SA
Skilled Group Limited

E (Eduardo) Donoso

Managing Director
Louminco Pty Ltd

A S (Andrew) Downs

Managing Director
Sage Automation (SA) Pty Ltd

B D (Brian) Freeborn

Managing Director
Schefenacker Vision Systems Aust
Pty Ltd

P R (Peter) Gardner

Director, Manufacturing – Brake &
Fuel, Asia Pacific
TI Automotive

D I (David) Heaslip

Managing Director
Century Products (SA) Pty Ltd

R D (Bob) Hill-Ling AO

Chairman
Hills Industries Limited

P T (Paul) Hyland

Managing Director
PAC Mining Pty Ltd

B F (Bernie) Kavanagh

Director
A Noble & Son Ltd

C J (Colin) Peters

Director
EEA Group Training Scheme Inc

B (Brian) Smith

General Manager – Operations of
Australasia
Exide Australia Pty Ltd

M J (Michael) Terlet AO

Chairman
United Water International Pty Ltd

B F (Brenton) Thorndike

Managing Director
Key Manufacturing

G R M (Grant) Tinney

Sales & Marketing Director
Precise Tooling Australia

G S (Stan) Ward

Chief Executive Officer
Agpoint Pty Ltd

A M (Amanda) Wood

Managing Director
A Class Metal Finishers Pty Ltd

D T (David) Wylie

General Manager – SA
Dana Australia Pty Ltd

WESTERN AUSTRALIA

Chamber of Commerce and Industry
of Western Australia

President

Dr B E (Brian) Hewitt

Vice-Presidents

J (Joe) Boros
(Finance Committee Chairperson)

W (Wayne) Osborn

President and Managing Director
Alcoa World Alumina Australia

Immediate Past President

A G Thompson
Partner
Minter Ellison

Committee

J K (John) Atkins
Head of Office
Freehills

R B (Bob) Browning

Chief Executive Officer
Alinta Limited

K (Kevin) Cass-Ryall

Executive Director
Hollywood Private Hospital

R B (Russell) Chapman

Managing Director
Budget 4WD

S J (Steve) Elliott

State Manager
Rocla Quarry Products

I F (Ian) Gay

Regional General Manager WA
Qantas Airways Limited

P N (Nigel) Glass

Executive Director
Paraplegic Quadriplegic Association
of WA Inc
Civilian Maimed and Limbless Assn

D J (David) Gray

Managing Director
David Gray & Co Pty Ltd

W D (Warwick) Hemsley

Managing Director
Peet & Company Ltd

P J (Peter) Hood

Managing Director
Coogee Chemicals Pty Ltd

I F (Ian) Law

Managing Director
West Australian Newspapers Limited

P A (Pat) Leighton

Principal
Pat Leighton Chartered Accountants

R H (Bob) Muirhead

Managing Director
Remote Control Technologies Pty Ltd

S (Stuart) Munro

Managing Director
SC Munro & Co Pty Ltd

P J (Phil) Nixon

General Manager
United Farmers' Co-operative Ltd

R S (Bob) Phelps

Managing Director
Maxwell Robinson & Phelps

M (Malcolm) Reed

Store Manager
David Jones Limited

W (Willie) Rooney

General Manager, Civil
MacMahon Contractors Pty Ltd

L (Len) Roy

Outage Manager
General Electric Inc

P (Peter) Speirs

State Manager
Coles Supermarkets

R (Ray) Sputore

WA Manager
Leighton Contractors Pty Ltd

Life Members

W H (Harold) Clough AO OBE

R L (Roger) Day

D J (David) Gray

G J (Graham) Greig

A J (Tony) Howarth

F A (Tony) Manford

L G (Lyndon) Rowe

A G (Andrew) Thompson

A K R (Kevin) Watson

Ai Group Defence Council (As at 30 June 2005)

Chair

L (Lucio) Di Bartolomeo
Managing Director
ADI Limited

National Executive

I H (Ian) Ashbrook
Executive Director and Head of
Defence
Rolls-Royce Australia Limited

G (Guido) Belgiorno-Nettis
Managing Director
Transfield Holdings Pty Ltd

M (Mike) Caldwell
General Manager
Qantas Defence Services Pty Ltd

A (Tony) Carolan
General Manager - Business
Development
Hawker de Havilland

M (Merv) Davis
Managing Director
Saab Systems

M (Mark) Diedrichs
Managing Director
General Dynamics Land Systems -
Australia

R (Ron) Fisher
Managing Director
Raytheon Australia

D (David) Gray
Managing Director
Boeing Australia Limited

D (David) Harvey
Managing Director
Thales Underwater Systems

W (William) Hutchinson
Managing Director
Thomas Electronics of Australia Pty
Ltd

P (Paul) Johnson
Managing Director
Lockheed Martin Australia Ltd

R (Ross) Johnston
National General Manager - Property
& Facilities
Spotless Group Limited

O (Owen) Martin
Director
Connell Wagner

J (Jose) Massol
Senior Vice President - International
Operations
Thales International

J (Jim) McDowell
Chief Executive Officer
BAE SYSTEMS Australia

P J (Peter) Nicholls
Managing Director
Production Parts Pty Ltd

T (Tony) Quick
Director & General Manager
GKN Aerospace Engineering Services
Pty Ltd

P F (Peter) Rehn
Chairman, Australian Group
CSC Australia Pty Ltd

P (Paul) Salteri
Group Managing Director
Tenix Pty Ltd

R (Robert) Salteri
Chief Executive Officer
Tenix Defence Pty Limited

J (Joseph) Saporito
Chief Executive Officer
Australian Aerospace

A (Tony) Shepherd
Deputy Chairman
Transfield Services

P (Peter) Smith
Chief Executive
Barton Vale Group

G (Greg) Tunny
Managing Director
ASC Pty Ltd

M (Mike) Turner
National President
Australian Industry & Defence
Network

P (Peter) Watson
Managing Director
Transfield Services (Australia) Pty
Limited

M (Michael) Zimmer
Managing Director
Cablex Pty Ltd

Industry Councils, Sections and Groups (As at 30 June 2005)

<p>NATIONAL</p> <p>Australian Industry Group Defence Council</p> <p>Chair L (Lucio) Di Bartolomeo ADI Limited</p> <p>Australian Industry Group Personnel and Industrial Relations (PIR) Group</p> <p>Chair H (Heather) Ridout Australian Industry Group</p> <p>Australian Industry Group National Cast Metal Council</p> <p>Chair D M (Doug) Harland Toowoomba Metal Technologies</p> <p>Mining Equipment and Services Council of Australia</p> <p>Chair R (Bob) Townsend Kador Engineering (Aust) Pty Ltd</p>	<p>Southern Section</p> <p>Chair W (William) Hutchinson Thomas Electronics Pty Ltd</p>
<p>NEW SOUTH WALES</p> <p>Hunter Manufacturing Council</p> <p>Chair J (Jeff) Phillips G H Varley Pty Ltd</p> <p>Illawarra Industry Council</p> <p>Chair M (Mark) Finlay Joy Mining Machinery</p> <p>Macarthur / Liverpool Member Network</p> <p>Chair A (Anthony) Green Interlloy Pty Ltd</p> <p>Parramatta Section</p> <p>Chair G (Graham) Choice Industrial Galvanizers Corp Pty Ltd</p>	<p>QUEENSLAND</p> <p>Australian Industry Group National Cast Metal Council – Queensland Division</p> <p>Chair C (Craig) Fisher Toowoomba Metal Technologies</p> <p>VICTORIA</p> <p>Ballarat and Wimmera Section</p> <p>Chair P (Peter) Carthew A M E Systems Pty Ltd</p> <p>Foundry Section</p> <p>Chair Z (Zeno) Katschmarsky Bradken Industrial</p> <p>North Central and Goulburn Valley Section</p> <p>Chair M (Michael) McKern McKern Building Products</p> <p>Riverina / Hume Section</p> <p>Chair Election pending</p>

Trade Associations (As at 30 June 2005)

Air Pollution Control Equipment Manufacturers Association

President
P (Peter) Stephenson
 Stephenson Environmental

Association of Suppliers to Australian Picture Framers

President
J (John) Wildes
 All State Frames

Australian Constructors Association

President
W M (Wal) King AO
 Leighton Holdings Limited

Australian Tomato Processors Association

President
B (Barry) Joyce
 Ardmona Foods

Concrete Cutters Industry Association

President
G (Greg) Mahoney
 Condrill Services Pty Ltd

Diagnostic Imaging Association of Australia

Chair
R (Rod) Cummings
 Agfa-Gevaert

Federation of Automotive Product Manufacturers – Northern Region

President
R (Ray) Perry
 representing Fidax Foundry Pty Ltd

Federation of Automotive Product Manufacturers – Southern Region

President
R (Robert) Franklin
 Autoliv Australia

Gas Appliance Manufacturers Association of Australia

President
A (Andrew) Creek
 Sit Gas Control

National Product Liability Association

President
D (David) Poulton
 Minter Ellison

Potato Processors Association of Australia

President
P (Paul) Frost
 Safries

Powder Metal Industries Association of Australia

President
B (Brendan) Drury
 Intercast & Forge Pty Ltd

Process Engineers and Constructors Association

Chair
T (Tom) Quinn
 Aker Kvaerner

Refrigeration and Air Conditioning Contractors Association of Victoria Inc

President
R (Robert) Taylor
 Air Four

Structural Steel Fabricators Association

President
A (Andrew) Matthews
 F & B Skrobar Engineering Pty Ltd

Textile Rental and Laundry Association (Australia)

President
J (Jeff) Gruber
 Aladdin's Laundry

Textile Rental and Laundry Association (Victoria)

President
R (Rex) Davis
 Davis Laundry Service

Vehicle Manufacturers Group Industry Committee

Chair
C (Chris) Mealin
 Holden Ltd

Weighing Industry Association of Australia

President
P (Peter) Simonis
 Precision Calibration Services

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Ballarat VIC 3353
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