

MEDIA RELEASE

14 July 2017

Gender diversity gap narrows with more outstanding FWC appointments

RESOURCE industry employer group AMMA welcomes last night's Fair Work Commission appointments.

AMMA Chief Executive Steve Knott said the Minister for Employment and Women has continued her approach of appointing high-calibre, well-qualified, professional and experienced workplace relations practitioners.

"These appointments are a welcome step to continue closing what remains a glaring talent and gender diversity gap at the Fair Work Commission," Mr Knott said.

Last month, Shadow Treasurer Chris Bowen outlined that Labor had been successful in reaching a 40% target of female appointments on Government boards in 2013.

However, the Fair Work Commission was left in the dark ages when Labor left Government with only 17% female representation across its ranks.

Last night's appointments increase female representation to 39% and will substantially add to the strength of the Fair Work Commission through increased experience and expertise.

"In the past two years, seven of the 11 appointments to the Fair Work Commission made by Minister Cash have been women," Mr Knott said.

"AMMA supports the decisive action by the Minister to address the diversity gap."

Mr Knott congratulated Abbey Beaumont, Amber Millhouse and Ian Masson on their appointments to the Fair Work Commission as Deputy Presidents.

"Abbey Beaumont is a well-credentialed appointment whose experience with Fortescue Metals Group and as a member of AMMA's Board Reference Group will bring both business and technical expertise to the Commission," Mr Knott said.

"Fortescue Metals Group People and Employer Relations Manager, Abbey Beaumont is both highly respected and regarded in the WA business community, legal and industrial relations communities."

Mr Knott also praised Amber Millhouse as another high quality appointment.

"Amber Millhouse is well-known across Australia for her expert workplace relations legal advice assisting small, medium and large businesses," Mr Knott said.

"As a professional workplace relations lawyer with over a decade of experience working on complex employment law matters, Amber Millhouse is another excellent appointment by Minister Cash."

Ian Masson, ExxonMobil's IR Manger, a former Vice President HR at Woodside Energy, and also a former AMMA Workplace Relations Director, is a seasoned business executive with impressive workplace relations experience.

Ian Masson's experience and advice on mega resource sector projects and critical supply chain service providers is immense.

"Ian Masson, with over 30 years IR and HR expertise in the manufacturing and resources and energy sector, is highly regarded by many within corporate Australia," Mr Knott said.

"Where practical to do so, AMMA supports the continuation of closing the gender diversity gap that currently exists within Fair Work.

"This year's appointments give Australian employers and employees increased confidence in the people and professional capability within the nation's Fair Work Commission."

Background Information

Fair Work Commission composition document (as at 13 July 2017)

PRESIDENTIAL (Total 20)		
Justice IJK Ross AO	P	■
A Hatcher	VP	■
J Catanzariti AM	VP	■
JM Hamberger	SDP	●
RS Hamilton	DP	●
PJ Sams AM	DP	■
A Booth	DP	■
IC Asbury	DP	■
A Gooley	DP	■
VP Gostencnik	DP	■
J Kovacic	DP	■
GE Bull	DP	■
M Binet ▶	DP	●
WR Clancy ▶	DP	●
LE Dean ▶	DP	●
P Anderson ▶	DP	●
A Colman ▶	DP	●
A Millhouse ▶	DP	●
A Beaumont ▶	DP	●
I Masson ▶	DP	●

COMMISSIONERS (Total 21)	
AL Cribb	■
PJ Spencer	●
BD Williams	●
DS McKenna	■
IW Cambridge	■
JF Ryan	■
PJ Hampton	■
MP Bissett	■
CF Simpson	■
T Lee	■
S Booth	■
B Riordan	■
D Gregory	■
LAT Johns OAM	■
NP Wilson	■
T Saunders	●
T Cirkovic	●
C Platt	●
K Harper-Greenwell ▶	●
J Hunt ▶	●
S McKinnon ▶	●

KEY	
<i>Italics, bold</i>	Denotes female appointees
■	ALP
●	Coalition
▶	Appointed by the Hon. Michaelia Cash

Total Coalition = 18
Total ALP = 23

Analysis

- (46) Forty-six FWC members when the ALP left office on 7 September 2013
- (41) Forty-one FWC members after today's appointments
- (20) Twenty FWC members are at the Presidential level
- (21) Twenty-one FWC members are at the Commissioner level
- (16) Sixteen out of (41) forty-one FWC members are female:
 - Seven female FWC members have been appointed by the ALP
 - Eight female FWC members have been appointed by the Coalition post 7 September 2013
 - Seven out of the eleven appointments made by current Employment Minister and Minister for Women the Hon. Michaelia Cash have been female.

MEDIA CONTACT: Heather Stewart via Heather.Stewart@amma.org.au or 0409 781 580