



## **THE GOVERNMENT OF NORFOLK ISLAND**

### **MEDIA RELEASE**

#### **Employment complaints – is the system working?**

André Nobbs, Chief Minister of Norfolk Island, has announced a review of the effectiveness of the complaint resolution procedures established under the *Employment Act 1988*.

The Act provides for complaints by aggrieved persons about:

- non-compliance with a provision of a written contract entered into within the terms of the Act;
- non-compliance with the minimum terms and conditions of employment specified in the Act;
- non-compliance with most other provisions of the Act; and
- any other matter in relation to employment.

The Employment Conciliation Board has the power to inquire into and resolve complaints through informal conciliation. Matters not resolved in that process may be referred by the parties for determination to the Employment Tribunal.

“In recent times I have had separate discussions about the operation of the employment complaints system with members of the Conciliation Board and the Employment Tribunal”, Mr Nobbs said. “There have also been direct approaches to me about particular cases by both employers and employees. I have invited members of both the Board and the Tribunal to make written submissions to me about ways to improve the complaints system, and now invite other interested parties to have their say”.

“The Norfolk Island Government is committed to an industrial relations system which is fair to both employers and workers and which imposes the lowest possible cost burdens on both parties while achieving proper and equitable outcomes”, the Chief Minister said. “I am really interested to hear the views of all members of our community about how we can best achieve these goals”.

The full text of the Employment Act setting out complaint structures and processes is available at <http://www.info.gov.nf/legislation/ConsolidatedActs>. Submissions or requests for further information should be directed to the Healthcare and Employment Manager (Gary Dowling) on 22001 or email [gdowling@admin.gov.nf](mailto:gdowling@admin.gov.nf) or to the Secretary to Government (Peter Maywald) on 22003 or email [pmaywald@assembly.gov.nf](mailto:pmaywald@assembly.gov.nf). Closing date for submissions is 4.30 p.m. on Friday 28<sup>th</sup> September 2007.

André Nobbs  
**Chief Minister**

7<sup>th</sup> September 2007