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**From:** [REDACTED]  
**Sent:** Wednesday, 1 June 2022 4:32 PM  
**To:** Chambers - Young DP  
**Subject:** IPCA Enterprise Agreement 2011.

I would like the following comments to be considered when deciding whether or not to terminate the agreement.

1. the agreement has been in place for over 10 years, as such covering potentially 1,000's of staff & yet nobody has challenged it until now. This would indicate a level of satisfaction with the agreement.

2.with businesses still feeling the effects of COVID & facing the challenges of spiraling food/ packing costs, energy costs rising etc to change such a large input cost could be the final nail in some businesses viability. If it is the feeling this Agreement should be cancelled delaying so would at least allow business to plan especially in light of the above factors changing so rapidly.

3.business tends to run on %'s, a business can only afford to spend a certain % of sales on certain items, eg wages. An increase in wages with currently flat sales will result in a reduction of hours.

4.potentially any changes to the agreement will more adversely effect day staff who are predominantly young mothers, any reduction in their hours may result in the balance between working & paying child care tip the way of not working & ending up on welfare.

5.Ultimately the market usually will indicate the suitability/ fairness of most things including this agreement. In a tight labour market if staff felt this was an unfair agreement they would be a high staff turnover, this is not the case.

Regards,

[REDACTED]