

# NEWS RELEASE

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## **BHP BILLITON PROVIDES SUBMISSION TO THE PRODUCTIVITY COMMISSION'S INQUIRY INTO WORKPLACE RELATIONS**

BHP Billiton today welcomed the opportunity to provide a submission to the Productivity Commission as it considers improvements to the workplace relations framework in Australia.

BHP Billiton's submission includes recommendations for a number of specific enhancements to the workplace relations framework that could be made in the near term. These amendments would allow employers and employees to more effectively work together to support improvements to productivity and competitiveness in the Australian economy.

In its submission, BHP Billiton said reform should be focused on:

- Implementing current amendments to the Fair Work Act which are before the Parliament on right of entry provisions and agreement provisions for 'greenfield' sites;
- Ensuring that the Fair Work Act restricts enterprise agreement content to terms of employment only and not operational matters that limit productivity improvements;
- Truly supporting an employee's choice of representation and equally enabling both non-union and union streams of enterprise bargaining;
- Providing greater access to relief for employers where industrial action is taken and ensuring that protected industrial action is only available as a last resort; and
- Amending the Fair Work Act provisions about adverse action to restore the limit on such claims to matters of victimisation due to union membership status or activity.

In addition to these specific measures which can be implemented in the short term, BHP Billiton said it would encourage the Productivity Commission to facilitate a discussion on what is required to ensure the regulatory framework evolves to keep pace with other jurisdictions and to ensure enhanced employment outcomes for the Australian nation in the longer term.

BHP Billiton directly employs approximately 23,000 people and indirectly engages approximately 34,000 contractor employees at its 35 operations across Australia. Of the approximately US\$25 billion that BHP Billiton contributed to the Australian economy in FY2014, about US\$4 billion was via employee benefits and expenses.

Mike Henry, BHP Billiton President - Coal, said BHP Billiton believes safe and productive workplaces are built on mutual respect, open and transparent communication, and through fostering an environment for employee development.

"BHP Billiton invests in major industrial infrastructure and equipment that is able to operate 24 hours per day, 365 days per year," Mr Henry said.

“Achieving a safe and productive return on this significant investment is enabled by an appropriate workplace relations framework. In turn, the successful conduct of its operations allows BHP Billiton to contribute strongly to the Australian economy.”

BHP Billiton’s submission to the Productivity Commission review is available [here](#).

Further information on BHP Billiton can be found at: [www.bhpbilliton.com](http://www.bhpbilliton.com).

### **Key Facts about BHP Billiton in Australia:**

- BHP Billiton has approximately 23,000 direct employees in Australia
- BHP Billiton has approximately 34,000 contractor employees in Australia
- BHP Billiton contributed approximately US\$25 billion to the Australian economy in the financial year 2014
- BHP Billiton contributed approximately US\$4 billion towards employee benefits and expenses in the financial year 2014 in Australia

### **BHP Billiton’s perspective on workplace relations is based on five principles for relationships between the Company and its employees:**

**1. Safe and engaging workplaces** - Employees have a right to a safe and productive work environment that supports ongoing training and development in fulfilling jobs.

**2. Internationally competitive** - Businesses must have access to employment arrangements that enable them to adapt to the external environment in which they compete, making jobs more secure.

**3. Diverse and inclusive** - Policy and legislation that supports diversity of thought, gender, experience, ethnicity and sexual orientation that will deliver superior capability.

**4. Reward aligned to performance** - While ensuring a fair and reasonable minimum, businesses must be able to better align the reward of employees with better business outcomes (both what and how).

**5. Simplicity** - Policy and legislation should drive towards a simplified system of both processes and agreements that enhance the levels of collaboration and cooperation between employers and employees (current and future).

## **Media Relations**

### **Australia**

Emily Perry  
Tel: +61 3 9609 2800 Mobile: +61 477 325 803  
email: [Emily.Perry@bhpbilliton.com](mailto:Emily.Perry@bhpbilliton.com)

Paul Hitchins  
Tel: + 61 3 9609 2592 Mobile: + 61 419 315 001  
email: [Paul.Hitchins@bhpbilliton.com](mailto:Paul.Hitchins@bhpbilliton.com)

Eleanor Nichols  
Tel: +61 3 9609 2360 Mobile: +61 407 064 748  
email: [Eleanor.Nichols@bhpbilliton.com](mailto:Eleanor.Nichols@bhpbilliton.com)

### **United Kingdom**

Ruban Yogarajah  
Tel: +44 20 7802 4033 Mobile: +44 7827 082 022  
email: [Ruban.Yogarajah@bhpbilliton.com](mailto:Ruban.Yogarajah@bhpbilliton.com)

Jennifer White  
Tel: +44 20 7802 7462 Mobile: +44 7827 253 764  
email: [Jennifer.White@bhpbilliton.com](mailto:Jennifer.White@bhpbilliton.com)

### **Americas**

Ruban Yogarajah  
Tel: +44 20 7802 4033 Mobile: +44 7827 082 022  
email: [Ruban.Yogarajah@bhpbilliton.com](mailto:Ruban.Yogarajah@bhpbilliton.com)

BHP Billiton Limited ABN 49 004 028 077  
Registered in Australia  
Registered Office: Level 16, 171 Collins Street  
Melbourne Victoria 3000 Australia  
Tel +61 1300 55 4757 Fax +61 3 9609 3015

Members of the BHP Billiton Group which is headquartered in Australia

## **Investor Relations**

### **Australia**

Tara Dines  
Tel: +61 3 9609 2222 Mobile: +61 499 249 005  
email: [Tara.Dines@bhpbilliton.com](mailto:Tara.Dines@bhpbilliton.com)

Andrew Gunn  
Tel: +61 3 9609 3575 Mobile: +61 402 087 354  
email: [Andrew.Gunn@bhpbilliton.com](mailto:Andrew.Gunn@bhpbilliton.com)

### **United Kingdom and South Africa**

Jonathan Price  
Tel: +44 20 7802 4131 Mobile: +44 7990 527 726  
email: [Jonathan.H.Price@bhpbilliton.com](mailto:Jonathan.H.Price@bhpbilliton.com)

Dean Simon  
Tel: +44 20 7802 7461 Mobile: +44 7717 511 193  
email: [Dean.Simon@bhpbilliton.com](mailto:Dean.Simon@bhpbilliton.com)

### **Americas**

James Agar  
Tel: +1 212 310 1421 Mobile: +1 347 882 3011  
email: [James.Agar@bhpbilliton.com](mailto:James.Agar@bhpbilliton.com)

Joseph Suarez  
Tel: +1 212 310 1422 Mobile: +1 646 400 3803  
email: [Joseph.Suarez@bhpbilliton.com](mailto:Joseph.Suarez@bhpbilliton.com)

BHP Billiton Plc Registration number 3196209  
Registered in England and Wales  
Registered Office: Neathouse Place  
London SW1V 1LH United Kingdom  
Tel +44 20 7802 4000 Fax +44 20 7802 4111