
From: YourSAy
Sent: Wednesday, 21 December 2022 3:29 PM
Subject: Anonymous User completed Propositions Survey

Anonymous User just submitted the survey Propositions Survey with the responses below.

What type of job do you do?

representative of an employee association (e.g. union)

If you would like to tell us the reason for your response, please do so

Prior to the changes of the Act by the previous Government the composition was appropriately balanced which gave overall good outcomes to the scheme. This was never challenged, and the subsequent changes were purely political and spiteful.

The expression of interest process for Board appointees should remain, but the Minister should not be compelled to utilise this if the Minister is satisfied that good reason exists not to.

Yes, supported

The Act should require the appointment of a Board member with extensive knowledge of training policy and the contemporary training landscape.

Yes, supported

The Act should require that the Minister ensure that through appointments to the Board, members collectively bring sufficient expertise in the building and construction industry, legal and financial skills. Consideration should also be given to promoting diversity in making appointments to the Board.

Yes, supported

If you would like to tell us the reason for your response, please do so

And such appointments with the requisite skills should not be sole employer skills

The appointment of Deputy Members should be reserved only for members appointed due to a specific skill set.

No, not supported

If you would like to tell us the reason for your response, please do so

Deputy Members should be appointed to ensure a consistent quorum not just a specific skill set.

provision

The ability for the Presiding Member to exercise a casting vote should remain.

Yes, supported

The provision

Yes, supported

The Act should confirm the principle that Board members' overriding fiduciary duty is to the Board and its objects under the Act.

Yes, supported

The Act should formalise a requirement to consult with Sector Committees during the preparation of the Training Plan.

Yes, supported

The appointment of an independent Chair of the Finance and Audit Committee should be facilitated by permitting the Minister to approve remuneration of the Chair of committees.

Yes, supported

The Act's position in relation to the use of public service employees should reflect that in the *South Australian Skills Act 2008* to enable more integrated and complementary connections between the Board and Government.

No, not supported

Government and the CITB should develop processes that facilitate information and market intelligence sharing in the formative stage of the development of a Training Plan.

Yes, supported

The annual planning cycle should be replaced by four year rolling reviews of the overall

From: YourSAy
Sent: Wednesday, 11 January 2023 4:10 PM
Subject: Anonymous User completed Propositions Survey

Anonymous User just submitted the survey Propositions Survey with the responses below.

What type of job do you do?

representative of an industry association

Please provide your name, contact phone number, email address and the organisation you represent. The reviewers may contact you to discuss your responses in more detail

There are four Terms of Reference below. Each has multiple propositions and you can complete all or as many as you like.

Note, if you intend to respond to multiple ToRs select them before you start your response.

- ToR A: CITB composition, administration, and operation
- ToR C: Allocation of funds obtained through the levy
- ToR D: Training plans

The Act should include Objects so that the Board's purpose and priority for the administration of the Fund is clearer. This should include that the Fund should be applied to ~~applying~~ and entry supported by data and evidence available to the Board.

The Act should require the appointment of Board members to have a greater balance of employer and employee perspectives than

If you would like to tell us the reason for your response, please do so

CITB is here support to the attraction, training and retaining of South Australian building and construction workers by providing leadership in training and skills development. The purpose is it not about industrial matters so employer/employee representation is

The provision for a majority Board decision should remain.

Yes, supported

The Act should confirm the principle that Board members' overriding fiduciary duty is to the Board and its objects under the Act.

Yes, supported

The Act should formalise a requirement to consult with Sector Committees during the preparation of the Training Plan.

Yes, supported

The appointment of an independent Chair of the Finance and Audit Committee should be facilitated by permitting the Minister to approve remuneration of the Chair of committees.

No comment

The Act's position in relation to the use of public service employees should reflect that in the *South Australian Skills Act 2008* to enable more integrated and complementary connections between the Board and Government.

No comment

A minimum of 60% of the CITB fund allocations to training activity should be allocated between each sector of the building and construction industry in approximately the same proportion.

Yes, supported

If you would like to tell us the reason for your response, please do so

It makes sense and always good to be transparent.

The annual planning cycle should be replaced by four

The expression of interest process for Board appointees should remain, but the Minister should not be compelled to utilise this if the Minister is satisfied that good reason exists not to.

Yes, supported

The Act should require the appointment of a Board member with extensive knowledge of training policy and the contemporary training landscape.

Yes, supported

The Act should require that the Minister ensure that through appointments to the Board (Regulation) (09/11/2017)

The appointment of an independent Chair of the Finance and Audit Committee should

From: YourSAy
Sent: Monday, 23 January 2023 1:04 PM
Subject: Anonymous User completed Propositions Survey

Anonymous User just submitted the survey Propositions Survey with the responses below.

What type of job do you do?

construction employer

Which industry or sector do you predominantly work in?

construction residential

Please provide your name, contact phone number, email address and the organisation you represent. The reviewers may contact you to discuss your responses in more detail

[REDACTED]

The

The appointment of an independent Chair of the

Yes,supported

The

Yes, supported

A minimum of 60% of the CITB fund allocation to training activity should be allocated between each sector of the building and construction

[Redacted]

From: YourSAy [Redacted]

Sent: Monday, 30 January 2023 9:17 AM

[Redacted]
60% of the CITEs allocated for holistic or crosssector programs such as sector
sector developme

[Redacted]

nt.

Yes, supported

The CITEs should allocate funding to administration activities such as research, data analysis, education and compliance.

Yes, supported

If you would like to tell us the reason for your response, please do so

More needs to be done to promote the building and construction industry and to retain experienced staff such as construction supervisors and contract administrators.

Are there any other models for supporting industry training and workforce development outcomes that the reviewer recommends to assist the Construction Industry Training Board achieve its objectives?

More emphasis on market research including interviews with individuals to get their perception of the building and civil construction sectors. This information must be used when developing promotional activities

Any other comments?

The CITB could take the lead and put some resources into how the industry can develop sustainable costing practices. From my experience the client is almost always looking for least cost, head contractors often bid below cost to win the work and then extract the necessary margins from the subcontractors which means they have to cut corners. This practice ultimately affects the viability of the subcontractors and suppliers and gives the industry a poor commercial reputation.

From: YourSAy
Sent: Monday, 30 January 2023 10:38 AM
Subject: Anonymous User completed Propositions Survey

Anonymous User just submitted the survey Propositions Survey with the responses below.

What type of job do you do?

Other (please specify) r Representative of a training organisation

Which industry or sector do you predominantly work in?

education and training

There are four Terms of Reference below. Each has multiple propositions. 0.000680.224 and 4.636 -0.0001 T -0.001.11

The

Yes, supported

The provision for a majority Board decisions should remain.

Yes, supported

The Act should confirm the principle that Board members' overriding fiduciary duty is to the Board and its objects under the Act.

Yes, supported

The Act should formalise a requirement to consult with Sector Committees during the preparation of the Training Plan.

Yes, supported

The appointment of the Council should be integrated into the Bill.

Yes, supported

If the levy is based on project value, it should apply to a project's value excluding GST.

Yes, supported

If the levy remains calculated based on project value and exemptions are reduced resulting in an increase in revenue, the threshold of \$40,000 should be increased to reduce the administrative burden of payment and collection on low value projects.

Yes, supported

If you would like to tell us the reason for your response, please do so

\$40k seems too low and I can see how this would create clutter in the administrative space.

The levy threshold should be contained in the Regulations and reviewed periodically against CPI increases and other relevant data (such as expenditure from the Fund).

Yes, supported

This appears to be a better compromise allowing new cross-sector initiatives to be identified and funded.

The CITB should allocate funding to administration activities such as research, data analysis, education and compliance.

Yes, supported

Government and the CITB should develop processes that facilitate information and market intelligence sharing in the formative stage of the development of a Training Plan.

Yes, supported

The

From: YourSAy
Sent: Wednesday, 1 February 2023 11:32 AM
Subject: Anonymous User completed Propositions Survey

Anonymous User just submitted the survey Propositions Survey with the responses below.

What type of job do you do?

representative of an industry association

Which industry or sector sector

The Act should require the appointment of Board members to have a greater balance of employer and employee perspectives than is presently the case.

No comment

The expression of interest process for Board appointees should remain, but the Minister should not be compelled to utilise this if the Minister is satisfied that good reason exists not to.

No comment

The Act should require the appointment of a Board member with extensive knowledge of training policy and the contemporary training landscape.

Yes, supported

If you would like to tell us the reason for your response, please do so

Having a representative of the education/training industry will better prepare the Board "to act as a principal adviser to the Minister and the Minister for Employment, Education and Training of the Commonwealth on any matter relating to training in the building and construction industry".

The Act should require that the Minister ensure that through appointments to the Board, members collectively bring sufficient expertise in the building and construction industry, legal and financial skills. Consideration should also be given to promoting diversity in making appointments to the Board.

Yes, supported

The ability for the Presiding Member to exercise a casting vote should remain.

Yes, supported

If you would like to tell us the reason for your response, please do so

Good governance practice.

The provision for a majority Board decisions should remain.

Yes, supported

If you would like to tell us the reason for your response, please do so

Good governance practice.

The Act should confirm the principle that Board members' overriding fiduciary duty is to the Board and its

The appointment of an independent Chair of the Finance and Audit Committee should be facilitated by permitting the Minister to approve remuneration of the Chair of committees.

Yes, supported

If you would like to tell us the reason for your response, please do so

Good governance practice that will allow for the attraction of a qualified Finance and Audit Chair to oversee the collection, management and use of the CITF.

The Act's position in relation to the use of public service employees should reflect that in the South Australian Skills Act 2008 to enable more integrated and complementary connections between the Board and Government.

No comment

If an item's cost would ordinarily be captured by the Act, the fact that it is associated with generation, supply or transmission of electricity should not exclude that item from calculation of the levy. (For example, construction work associated with the installation of wind turbines or solar panels would be leviable activity.) [See



methodology, but at the very least, it is an existing view referenced in the Issues Paper with regard to the "honor system".

A minimum of 60% of the CITE Fund allocation to training activity should be allocated between each sector of the building and construction industry in approximately the same proportions as has been contributed to the Fund by that sector. The remainder of training funds may be allocated for holistic or cross-sector programs such as sector attraction and cross-sector development.

No, not supported

If you would like to tell us the reason for your response, please do so

The MLSA advocates for the allocation of funds based on need, evaluated via 2016-2017 data. The 2016-2017 data shows that the building and construction industry is the largest contributor to the Fund, followed by the manufacturing industry. The remainder of the Fund is allocated to other sectors.

facilitates information and market intelligence sharing in the formative stage of the development of a Training Plan, will increase transparency with industry.

The annual planning cycle should be replaced by four year rolling reviews of the overall strategic direction developed through the CITB's investment decisions, with capacity for annual adjustments and reallocation of funds.

Yes, supported

If you would like to tell us the reason for your response, please do so

This proposition represents a more robust planning strategy than the current 12 month format and would address the issues regarding the current planning strategies' misalignment with the needs of larger, years long projects. The MLSA believes that a four year rolling review would allow for both short and long term training considerations based on industry needs and market intel (data). This approach will assist industry to improve workforce shortages in the short term and skill upgrading in the long term.

Are there any other models for supporting industry training and workforce development outcomes that the reviewer recommends to assist the Construction Industry Training Board achieve its objectives?

Providing operational/grant funding to Industry Bodies such as the MLSA to offer industry specific attraction, retention, and training opportunities. Wherever possible, the MLSA advocates for the inclusion of input from industry professionals as part of any training packages

Any other comments?

In closing, the MLSA would like to highlight the key opportunities of this review from the landscaping industry of South Australia's perspective. Whilst they are focused on the collection of the Levy, this does not reflect the MLSA interest in all of the areas of review presented. It simply reflects the area of review that is most impactful on MLSA Members, and if improved, would contribute to the efficient collection of the CITB for the benefit of the industry. (1) We strongly support taking the collection of the CITB levy out of the remit of contractors altogether. From our interest base, making payment of the levy the responsibility of the landowner/headtenant will streamline the collection of funds (especially if coupled with the process of paying planning approval fees), whilst reducing the administrative burden on construction professionals. (2) If sticking with a project by project based collection strategy, we advocate for the alignment of the leviable activities with the prompts for collection. The historically used 'prompts' for payment of the levy should be aligned to what attracts the levy. This would make compliance clearer and easier for all. (3) We strongly object to the proposition for the levy to be calculated by reference to employee data not by project value. This proposition will increase the administrative and financial burden on landscaping businesses despite the intent for the levy to be "added to the bill". (4) We advocate for the consideration and representation of the landscaping industry in the CITB's future plans. As identified, there is significant similarity and crossover with the civil and landscaping industries, and we look forward to working together to benefit the whole South Australian construction sector.

From: YourSAy
Sent: Wednesday, 1 February 2023 3:22 PM
Subject: Anonymous User completed Propositions Survey

Anonymous User just submitted the survey Propositions Survey with the responses below.

What type of job do you do?

representative of an industry association

Which industry or sector do you predominantly work in?

Intelligence on skills shortages is vital to ensure that monies are being directed to the most appropriate use, upskilling in the form of courses for new technologies and CPD programs are strongly supported by MEA.

The Act should require the appointment of Board members to have a greater balance of employer and employee perspectives than is presently the case.

Yes, supported

If you would like to tell us the reason for your response, please do so

ME believes that feedback and industry intelligence from representative employee and employer organisations that are broadly representative of different facets of the sector is the most transparent and effective way for boards such as the CITRo representative

The appointment of Deputy Members should be reserved only for members appointed due to a specific skill set.

Yes, supported

If you would like to tell us the reason for your response, please do so

Perhaps considerations should be given that the board positions for employer and employee organisations could be allocated to the organisation, and subject to approval by the minister, could be changed in the event of ~~an~~ ~~change~~ ~~in~~ ~~the~~ ~~event~~ ~~of~~ ~~an~~ ~~increase~~ ~~in~~ ~~the~~ ~~number~~ ~~of~~ ~~members~~ ~~of~~ ~~the~~ ~~organisation~~ ~~from~~ ~~15~~ ~~to~~ ~~20~~ ~~members~~.

The Act should formalise a requirement to consult with Sector Committees during the preparation of the Training Plan.

Yes, supported

The appointment of an independent Chair of the Finance and Audit Committees should be facilitated by permitting the Minister to approve remuneration of the Chair of committees.

Yes, supported

The Act's position in relation to the use of public service employees should reflect that in the South Australian Skills Act 2008 to enable more integrated and

The resources sector benefits from the pool of trade trained predominantly within the construction sector, so it seems appropriate that they should contribute to a training levy.

\$40000 is a very low value for a construction project, this threshold should be raised in consultation

Government and the CITB should develop processes that facilitate information and