

Thanks to the contributions of the People and HR Roundtable participants, the Consult Australia team has achieved the following advocacy highlights in 2021.



New business guides for members

- Annual leave loading
- Child care subsidy
- Commonwealth paid parental leave scheme
- Flexible workplace practices
- Overview of WHS obligations
- Superannuation guarantee rate
- Skilled migration for employers



Advocacy wins – our recommendations supported

- [Priority Migration Skilled Occupation List](#) – as a result of our advocacy the government added occupations of primary concern to the PMSOL including Electrical Engineer, Civil Engineer, Structural Engineer, Geotechnical Engineer, Transport Engineer, and Surveyor.
- [Skilled Migration](#) – The Parliamentary Committee endorsed our solutions as recommendations to government including increasing the age threshold, having more flexible skills and occupation lists, developing a collaborative and dynamic national workforce plan, lowering the salary threshold for global talent program, introducing industry liaison officers, moving away from a 'one-size-fits-all' approach to labour market testing, improving the Skilling Australians Fund levy process, improving visa accessibility. We continue to advocate for the government to implement these recommendations.
- [Temporary Migration](#) – The Parliamentary Committee endorsed our solutions as recommendations to government including simplifying Australia's visa system, increasing resources to speed up assessments, improving communication channels, collaboration for clarity and coordination, bridging pathways, partnering to tackle the skills shortage crisis, and improving pathways to permanency.
- [Infrastructure Australia's 2021 Infrastructure Market Capacity Report](#) recognised the severity of our industry's skills shortage and supported Consult Australia's advocacy on skills.



Knowledge-sharing with members

- SME Open Forum – People & HR Roundtable participants (including Chair) participated in this forum sharing insights with Consult Australia small business members on topics including mandatory vaccination policies, skills shortages, flexible working and retaining the right staff.
- All State/Territory Committee Chairs Meeting – Chair of the roundtable attended this meeting to provide an overview of the roundtable's aims and current priorities.



Surveys developed

- [Industry Health Check – Pulse Survey, April 2021](#)
- [Industry Health Check – Pulse Survey, September 2021](#)



Submissions developed

- Joint Standing Committee's Inquiry into Australia's Skilled Migration Program – see [part 1](#) and [part 2](#)
- Australian Bureau of Statistics 2021 Targeted Update of the Australian and New Zealand Standard Classification of Occupations – see [here](#)
- National Skills Commission Skills Priority List Stakeholder Survey – see [here](#)
- [2021-22 Federal Budget Submission](#)



Engagement with other associations and bodies to further mutual goals

- We secured new initiatives to promote careers in our industry, including InternMatch and Grandshake
- We continue to work with Professionals Australia on the development of a guide on the Professional Employees Award
- We had a presentation by the Construction Industry Culture Taskforce on the Culture Standard for the Construction Industry (we are currently developing a submission to the consultation on the standard).