



2022 Annual Report & Business Review



Australian
Chamber of Commerce
and Industry

ACCI 30th Anniversary

1992 - 2022



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President's Message

ACCI's vision to make Australia the best place in the world to do business has never been more important. Changing economic conditions, geopolitical tensions, critical labour shortages and supply chain disruptions have increased the pressures for Australian business. With its broad reach into businesses small, medium and large, ACCI has a unique perspective on both the risks and opportunities for the future.

The careful emergence from more than two years of COVID-19 disruption is a positive sign for business and the community. The end to isolation requirements signals a return to normalcy that has been eagerly awaited.

However, international conditions have deteriorated and the potential impact on Australia is uncertain. Many economies are suffering in the wake of COVID-19, prompting fears of a global downturn. The war in Ukraine has reverberated across the globe, most notably a spike in international energy prices that has flowed into Australia. Central banks across the world are lifting interest rates faster than expectations to control inflation, and Australia is not immune.

The right policy settings are crucial in ensuring Australia can navigate through choppy waters. Harnessing the strength of the ACCI network, we have an opportunity to influence the way forward. No other organisation has the breadth and depth of membership in representing Australian business. ACCI brings together state and territory Chambers of Commerce, national industry associations and our Business Leaders Council. In this way, ACCI steadfastly represents its membership base across the policy spectrum.

ACCI's voice was particularly important during an election year. Leading up to the Federal election, ACCI was strident in highlighting the key issues in a positive, non-partisan way: skills, jobs, small business, growth and sustainability — these were the pillars of ACCI's Back Australian Business campaign. By listening to members, ACCI developed an ambitious agenda that called on the major parties to look beyond the short-term and embrace a vision that will secure Australia's economic resilience for the future. Since the election ACCI has engaged with the new government to further this agenda and advocate on specific emerging issues for business.

ACCI itself is adapting to meet the needs of the future. In the last year we welcomed our new CEO. Under his leadership, ACCI has a renewed strategy that sharpens our focus on emerging policy challenges and places increased emphasis on delivering value for members. In addition, ACCI will also better leverage its unique international connections for the benefit of the membership network. I am confident that ACCI is building a strong team that has the right values, skills and motivation to deliver on this strategy.

I thank all ACCI members for their support and engagement during the past year and I look forward to continuing to serve the interests of Australian business in the year ahead.



Nola Watson
President

CEO's Message

The steady return to more normal business conditions over the course of 2022 as Australia has adapted to living with COVID-19 has provided the opportunity to begin re-focusing the national policy agenda. For much of the year, ACCI has been at the forefront in highlighting the pressing challenges business now faces in terms of labour availability, supply chain disruption, and emerging inflation and cost pressures.

While we ended 2021 under the shadow of the Omicron variant, positive news came early in the year when Australia re-opened its borders to the world. Entry restrictions had a severe impact on the Australian economy at large, most visibly in the tourism sector. More broadly, closures turned off a supply of much-needed workers that continues to have an impact and will continue to do so for some time.

Australian business has spent much of the past year repairing the damage. Our own ACCI-Westpac survey of manufacturers confirmed production was being hampered by workforce restraints. The same goes for other sectors of the economy, and other key indicators have told a similar story. The labour shortage burdens business along with a range of other pressures, including energy prices and supply chain disruptions.

ACCI spent the much of the year pressing the need for a co-ordinated approach in addressing the acute worker shortage. The answers to this challenge lie in increased investment in skills development, workforce participation and migration reform, and it's a case we have prosecuted relentlessly. Some progress is being made. I was pleased to participate at the Jobs and Skills Summit in September, which saw several favourable outcomes, such as a lift in permanent migration and making it easier for pensioners to choose to re-enter the workforce without penalty.

The Summit also highlighted impending changes to workplace relations laws, which stand as a potential challenge to the interests of business. The push by the union movement to widen multi-employer bargaining arrangements is a potential handbrake on Australia's recovery. Following introduction of the first tranche of legislation to Parliament in late October, ACCI has been active in engaging with members and conveying our views to Government.

The easing of the pandemic also saw the welcome return of more in-person events, which have been crucial in bringing new government ministers in front of members. ACCI had the honour to host Opposition Leader, the Hon Anthony Albanese MP at his key speech to the business community ahead of the May election.

On a final note, in ACCI's 30th year, I would like to thank the thousands of people in business who are part of the ACCI network through state and territory chambers of commerce, industry associations and the Business Leaders Council. Without your involvement, ACCI's relentless advocacy for the interests of business would not be possible.



Andrew McKellar
Chief Executive Officer

ACCI Membership Network

ACCI members represent the largest and smallest businesses in Australia and we're proud to be their voice, both at home and abroad. Our members help shape policy and speak directly to regulators and government, adding collective strength and a clear business perspective to our dialogue with government.

Our membership tiers are designed to include businesses from across all sectors and to represent businesses of every size and type.



Leader of the Opposition, the Hon Anthony Albanese MP, addressed members and guests at ACCI's Major Election Outlook luncheon in conjunction with Business NSW in May 2022.

Chamber Members

The chamber network represents the combined power and influence of the peak business group in every Australian state and territory, giving ACCI unrivalled geographic representation and reach. We aim to complement the work they do in their own jurisdictions at the national level.



Business NSW



Victorian Chamber of Commerce and Industry



Chamber of Commerce and Industry of Western Australia



Chamber of Commerce Queensland



Business SA



Canberra Business Chamber



Tasmanian Chamber of Commerce and Industry






Northern Territory Chamber of Commerce

Industry Association Members









































Industry associations bring sectoral horsepower and expertise through their own networks at national, state and territory level to boost our national policy and advocacy. Together with our chamber members, they represent the breadth and depth of the Australian economy and the businesses that drive it.






















 <p>hygiene, cosmetic & specialty products industry</p> <p>ACCORD Australasia Limited</p>	 <p>AMCA</p> <p>Air Conditioning and Mechanical Contractors' Association</p>	 <p>Animal Medicines Australia</p> <p>Animal Medicines Australia</p>	 <p>APRA AMCOS</p> <p>APRA AMCOS</p>	 <p>AUSactive</p> <p>AUSactive</p>
 <p>AUSTALIA ARAB CHAMBER OF COMMERCE & INDUSTRY</p> <p>Aust Arab Chamber of Commerce & Industry</p>	 <p>AuSAE The Australasian Society of Association Executives</p> <p>Australasian Society of Association Executives</p>	 <p>AADA</p> <p>Australian Automotive Dealer Association</p>	 <p>Australian Beverages Council Limited</p> <p>Australian Beverages Council Limited</p>	 <p>ACFA AUSTRALIAN CABINET AND FURNITURE ASSOCIATION</p> <p>Australian Cabinet and Furniture Association (ACFA)</p>
 <p>ADA AUSTRALIAN DENTAL ASSOCIATION</p> <p>Australian Dental Association Inc</p>	 <p>ADIA Australian Dental Industry Association</p> <p>Australian Dental Industry Association</p>	 <p>afta AUSTRALIAN FEDERATION OF TRAVEL AGENTS</p> <p>Australian Federation of Travel Agents</p>	 <p>Australian Finance Industry Association</p> <p>Australian Finance Industry Association</p>	 <p>AHA</p> <p>Australian Hotels Association</p>
 <p>Australian Institute of Credit Management</p> <p>Australian Institute of Credit Management</p>	 <p>AUSTRALIAN MADE</p> <p>Australian Made Campaign Ltd</p>	 <p>AMTA Australian Mobile Telecommunications Association</p> <p>Australian Mobile Telecommunications Association</p>	 <p>REGIONAL TOURISM</p> <p>Australian Regional Tourism Ltd</p>	 <p>AREA AUSTRALIAN RESOURCES & ENERGY EMPLOYER ASSOCIATION</p> <p>Australian Resources & Energy Employer Association</p>
 <p>ARITA</p> <p>Australian Restructuring Insolvency & Turnaround Association</p>	 <p>AR/ Australian Retailers Association</p> <p>Australian Retailers Association</p>	 <p>ARTA</p> <p>Australian Roofing Tile Association</p>	 <p>AUSTRALIAN STEEL INSTITUTE</p> <p>Australian Steel Institute</p>	 <p>ATEC Australian Tourism Export Council</p> <p>Australian Tourism Export Council</p>
 <p>ATIC AUSTRALIAN TYRE INDUSTRY COUNCIL</p> <p>Australian Tyre Industry Council</p>	 <p>AVA AUSTRALIAN VETERINARY ASSOCIATION</p> <p>Australian Veterinary Association</p>	 <p>BIC Bus Industry Confederation moving people</p> <p>Bus Industry Confederation</p>	 <p>BUSINESS COUNCIL OF CO-OPERATIVES AND MUTUALS</p> <p>Business Council of Co-operatives and Mutuals</p>	 <p>B E C A BUSINESS EVENTS COUNCIL OF AUSTRALIA</p> <p>Business Events Council of Australia</p>
 <p>Caravan Industry Association of Australia</p> <p>Caravan Industry Association of Australia</p>	 <p>CA CEMENT CONCRETE & AGGREGATES AUSTRALIA</p> <p>Cement Concrete & Aggregates Australia</p>	 <p>Chemistry Australia The Business of Chemistry Essential for Life</p> <p>Chemistry Australia Ltd</p>	 <p>Clubs Australia</p> <p>Clubs Australia</p>	 <p>ClubsNSW</p> <p>Clubs NSW</p>
 <p>CMAA CONCRETE MASONRY ASSOCIATION OF AUSTRALIA</p> <p>Concrete Masonry Association of Australia</p>	 <p>CONSULT AUSTRALIA</p> <p>Consult Australia</p>	 <p>Consulting Surveyors National</p> <p>Consulting Surveyors National</p>	 <p>Consumer Healthcare Products Australia</p> <p>Consumer Healthcare Products Australia</p>	 <p>CPA AUSTRALIA</p> <p>CPA Australia</p>

 Cruise Lines International Association	 Customer Owned Banking Association Limited	 Governance Institute of Australia	 Housing Industry Association	 Independent Higher Education Australia (IHEA)
 Independent Tertiary Education Council Australia	 Large Format Retail Association Ltd	 Live Performance Australia	 Master Builders Australia Limited	 Master Plumbers' and Mechanical Services
 Medicines Australia	 National Automotive Leasing and Salary Packaging Association	 National Electrical & Communication Association	 National Employment Services Association	 National Fire Industry Association
 National Retail Association Limited	 NSW Taxi Council	 Outdoor Media Association	 Pharmacy Guild of Australia	 Print and Visual Communications Association of Australia
 Queensland Tourism Industry Council	 Recruitment, Consulting and Staffing Association Australia & New Zealand	 Restaurant & Catering Australia	 Road Freight NSW	 Screen Producers Australia
 The Institute of Public Works Engineering Australasia	 The National Roads and Motorists Association	 Think Brick Australia	 Tourism Accommodation Australia (A division of AHA)	
 Tourism Training Australia	 Victorian Automobile Chamber of Commerce			

Business Leaders Council Members

ACCI's Business Leader Council Membership provides a platform for corporate business to directly engage with ACCI's activities by facilitating access and networking between the corporate sector, federal legislators and policy makers.

 Abbott Abbott Laboratories	 AbbVie Australia New Zealand	 ACADEMIES AUSTRALASIA THE POSSIBILITIES ARE INFINITE Academies Australasia Group Limited	 Airbnb Australia Pty Ltd	 Allianz Australia Limited
 Allied Express Transport Pty Ltd	 Amazon.com.au	 American Express	 ASSURED PEOPLE SERVICES Assured People Services	 Australia's Academic and Research Network
 Australia's Academic and Research Network	 Australian Payments Plus	 A2B Australia Limited	 Bank of China	 BROWN & CHASE TALENT ACQUISITION & ADVISORY Brown & Chase
 Campbell Page Limited	 Chubb	 CIMIC Group Limited	 City Tattersalls Club	 Commonwealth Bank
 Construction Specialties	 CreditorWatch	 Crown Resorts	 Dymocks Franchise Systems (NSW) Pty Ltd	 eBay Australia & New Zealand Pty Ltd
 Engage Comply Pay	 Ferrovial	 Global Blue	 Google Australia and New Zealand Pty Ltd	 Hearing Australia
 Insurance Australia Group (IAG)	 Intralot Australia Pty Ltd	 Kingsway Australia Pty Ltd	 KnowledgeCore	 Mastercard
 MonetaGo	 National Heart Foundation	 NBN Co	 Optiver	 Paintback Ltd

 Pfizer Australia Pty Ltd	 Philip Morris Limited	 PremierNational	 QBE Insurance Group Limited	 Red Energy
 Resmed Ltd	 Serco	 Samsung Electronics Australia Pty Ltd	 Sanofi	 Star Entertainment Group
 Telstra	 The Fred Hollows Foundation	 TikTok	 Torrens University Australia	 TPG Telecom
 Uber	 Vertex Pharmaceuticals	 Verto Limited	 Viatris	
 Visa	 3M Australia			

ACCI 30th Anniversary

The formation of ACCI in 1992 brought together the strengths of established representatives of Australian business to form an unparalleled national voice. It united Australia's chambers of commerce, then almost two centuries old, thriving employers' federations and chambers of manufacturers, many of whom had themselves recently merged and modernised. It also united Australia's leading national industry associations, forming what was then, and remains unquestionably, Australia's largest and most representative business network.

In our 30th anniversary year, ACCI today acknowledges the foresight of our predecessors who recognised that Australian business will always be stronger, and make its best possible contribution, when its representative voice is as united, well-supported and well-resourced as possible.

The ACCI network has been uniquely positioned to navigate the fundamental changes of the past three decades, from traditional manufacturing and agriculture to value-adding and services, to a global economy based on knowledge, information and transformation.

In this constantly changing environment, ACCI has worked relentlessly to provide policy leadership on behalf of business and for the best interests of the entire Australian community. ACCI and its members have been centrally engaged with each major development in taxation, economic management, employment and the regulation of work, skills, trade and infrastructure across recent decades.

“

Critically important changes were on Australia's policy agenda because ACCI put them there. ACCI had the courage to persist and argue for good policy in our national interest even when the politics were unfavourable.

”

In the 1990s, ACCI was instrumental in getting the GST back on the national policy agenda, helping secure the most significant structural taxation reform in decades. ACCI also played a key role in corporate tax reforms for small business. This delivered a reduction in the tax rate from 30 per cent to 25 per cent for business with a turnover of less than \$50 million, despite the then Government abandoning plans to reduce the tax rate for all businesses.

ACCI successfully argued for greater national consistency in workplace relations and work health and safety regulation and less state-by-state inconsistency. Our network has been critical in securing a migration system substantially attuned to meeting labour market needs, with a strong emphasis on employability and revenue generation.

ACCI has been an influential voice as Australia's apprenticeship system moved to competency-based training, shifting away from an emphasis on the process of training, delivering a new focus on training for what industry actually needs. We played a key role in advocating for subsidies for employers of apprentices and trainees, development of training packages, improving quality training standards for providers and in overseeing the development of the industry skills clusters, due to begin in 2023.



Prime Minister Malcolm Turnbull at ACCI's Business Leaders Annual Dinner 2015.



Prime Minister Scott Morrison at ACCI's Business Leaders Annual Dinner 2017.



Shadow Minister of Foreign Affairs Kevin Rudd with Peter Henty, 2005 (ACCI).



Prime Minister John Howard with Peter Henty and Peter O'Brien of ACCI, 2007 (ACCI).

ACCI has strived to maintain momentum in the global multilateral trade system and has taken a leading role in seeing Australia pursue bilateral and regional trade agreement alternatives, which Australia has done with increasing success.

ACCI – Tourism has been at the forefront of making tourism a mainstream part of Australia's economy. Over the last thirty years, Australia has come to appreciate the value of inbound and outbound travel to our economy.

ACCI was there for our members during the Global Financial Crisis and more so during the recent COVID-19 pandemic. ACCI played an instrumental role in securing JobKeeper payments, helping employers navigate the system, and staying up to date on lockdowns and restrictions when information was urgently needed. ACCI advocated for reopening, business continuity and job retention. Tourism and hospitality businesses were particularly impacted and ACCI stepped forward to provide a voice to government.

ACCI Past Presidents and CEOs

Presidents	CEOs
2021 – Present Nola Watson	2021 – Present Andrew McKellar
2019 – 2021 Ray Sputore	
2017 – 2019 Jeremy Johnson	
2015 – 2017 Terry Wetherall	2016 – 2021 James Pearson
2013 – 2015 Peter Hood	2014 – 2016 Kate Carnell AO
2011 – 2013 Richard Holyman	
2009 – 2011 David Michaelis	
2007 – 2009 Tony Howarth AO	2008 – 2014 Peter Anderson
2005 – 2007 Peter O'Brien	
2003 – 2005 Neville Sawyer	
2001 – 2003 David Gray	2002 – 2008 Peter Henty
1999 – 2001 Dr John Keniry AM	2001 – 2002 Lyndon Rowe (acting)
1997 – 1999 Robert Gerard AO	
1995 – 1997 Graeme Samuel AO	1996 – 2001 Mark Paterson AO
1993 – 1995 Harold Clough AO, OBE	
1992 – 1993 John Clark	1992 – 1996 Ian Spicer AM

ACCI is especially proud of our unique role in taking the voice of the Australian business community to the world. Through ACCI, Australian business makes a substantial contribution to the International Chamber of Commerce (ICC), the Business at OECD Group (BIAC) and the International Organisation of Employers (IOE). ACCI also takes an Australian voice to the United Nations, World Trade Organization and International Labour Organization, amongst other key international bodies that make rules which impact work and doing business in Australia. ACCI has consistently played a critical role in advancing Australian interests at the global level across a wide range of areas.

ACCI enters its fourth decade as it entered its first, with Australia again facing tough and uncertain times. ACCI remains committed to contributing our core policy strengths, and the unique perspectives of business, in the best interests of our nation. We go into our 31st year continuing to bring forward the best ideas of job creators, people running small, medium and large businesses.

Part of our challenge in the 2020s is to help our members and our nation navigate key contemporary megatrends such as the changing future of work, digitisation, demographic change, labour mobility, and changing societal expectations. The constant ACCI brings is the collective wisdom of businesses across Australia and the energy and creativity of those who work with them across our network.



ACCI CEO, Andrew McKellar delivered his address on 'Revitalising economic reform: an agenda for the Jobs and Skills Summit and beyond' members and guests at the National Press Club in August 2022.

The Year in Numbers

Social Media



Twitter

606

Posts

5,038

Engagements

+225

Followers

195,378

Impressions

220,837

Page visits



LinkedIn

310

Posts

19,865

Engagements

+2,067

Followers

311,996

Impressions

10,018

Page visits



Facebook

242

Posts

17,446

Engagements

+114

Followers

803,182

Impressions

1,606

Page visits



Events

17

Events

9 Video conferences

8 Live networking events

1,027

Event attendees

68

Member newsletters sent



Media & Submissions

999

Print mentions

14,790

Online mentions

8,977

Television mentions

6,854

Radio mentions

87

Media releases

33

Policy submissions

National Secretariat

ACCI's national secretariat delivers the Chamber's activities on behalf of Members. Team members are based in Canberra, Melbourne, Sydney and Perth.

CEO Office



Andrew McKellar
Chief Executive Officer



Tracy Fairhall
Executive Assistant to the
CEO and Office Manager

Policy and Advocacy



David Alexander
Chief of Policy and Advocacy

Work Health Safety & Health Policy



Jennifer Low
Director – Work Health
Safety & Health Policy



Tanya Roy
Policy Officer - Work Health
Safety & Health Policy

Workplace Relations



Scott Barklamb
Director – Workplace Relations



Jessica Tinsley
Associate Director –
Workplace Relations



Simon Farrow
Adviser – Workplace Relations

Trade & International Affairs



Chris Barnes
Head of Trade Policy &
International Affairs



Lachlan Smith
Policy Adviser –
Trade & International Affairs



Jaqueline Lau
International Business
Development Officer

Economics, Employment & Skills and Tourism



Peter Grist
Principal Economist &
Acting Director – Innovation,
Sustainability & Productivity



Ingrid Fraser
Associate Director –
Workforce Policy & Tourism



Natalie Heazlewood
Senior Policy Adviser –
Skills, Small Business & Innovation



Max Double
Policy Adviser – Economic
& Industry Policy

Corporate

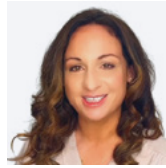


Stephen Schmidt
Director – Corporate Services,
Finance & Company Secretary



Kathryn Lee
Financial Controller

Strategic Partnerships & Stakeholder Engagement



Anthea Williams
Head of Strategic Partnerships
and Stakeholder Engagement



Maya Sapieka
Senior Manager – Marketing
& Communications



Cherish Renshaw
Events Manager



Holley Walker
Executive Support Officer

Media & Campaigns



Ashley Gardiner
Director – Media
& Communications



Jack Quail
Media Advisor



Alexa Gioffre
Communications Coordinator

Board Members



Nola Watson

President



Hon Mark Birrell AM

Deputy President



Ray Sputore

Immediate Past President



Andrew McKellar

Chief Executive Officer



Karyn Sobels

President, Victorian Chamber
of Commerce and Industry



Paul Guerra

Chief Executive, Victorian Chamber
of Commerce and Industry



Lyall Gorman

President, Business NSW



Daniel Hunter

Chief Executive Officer,
Business NSW



Nikki Govan

External Business Director



Nicolle Jenkins

President, Chamber of Commerce
and Industry of Western Australia



Christopher Rodwell

Chief Executive Officer,
Chamber of Commerce and
Industry of Western Australia



Steve Knott AM

Chief Executive, Australian
Resources and Energy Employer
Association (AREEA)



Tony Schiffmann

President, Chamber of Commerce
and Industry Queensland

Financial Snapshot

Investment into Strategic Plan

In 2021/2022 ACCI Board and Management revised its strategic plan. This plan will drive ACCI's vision, purpose, and actions for the next three years until 2025. The plan underpins the allocation of assets, with special emphasis on media and member service delivery, whilst providing a framework for performance evaluation.

Prudent financial stewardship through the pandemic

ACCI enjoyed an operational surplus in 2021/22. Against the budget, this result was largely expense driven from savings induced by pandemic lockdowns impacting events and travel, staff turnover resulting in salary savings and reduced employee benefit provisions, and savings from the containment of operational expenditure. There was a \$309,121 decrement in the Total Comprehensive Income from unrealised equity investment losses. The secretariat is managing finances to ensure positive member engagement and continued financial sustainability.

Subscription revenue

Revenue in 2021/22 fell by \$95,000 (2019/20 it grew by \$214,000) from Industry Association and Business Leaders Council member resignations, reflecting the pandemic and post-pandemic economic environment.

	2020/21	2021/22
Revenue & Expenditure		
Total revenue & other income	\$'000 6,943	\$'000 6,576
Total expenditure	6,250	6,386
Operating surplus/(deficit)	693	190
Total comprehensive income	1,010	(119)
Assets & Liabilities		
Total assets	9,294	8,921
Total liabilities	1,586	1,332
Net assets	7,708	7,589

Strategic Plan 2022 – 2025

Our vision

To make Australia the best place in the world to do business—so that Australians have the jobs, living standards and opportunities to which they aspire.

Our purpose

Provide a voice for Australian businesses at national and global levels. Facilitate our member connections and mobilise the breadth, diversity and scale of the network.

Strategic priorities and initiatives of ACCI for achieving the company's objectives

The Group's strategic priorities and initiatives that underpin the objective include:

- to be an influential voice of business:
 - use our influence to achieve advocacy outcomes;
 - leverage the political and news cycles;
 - deliver advocacy campaigns and events in support of policy outcomes;
- to be a business policy powerhouse:
 - provide thought leadership and policy in; workplace relations; skills; trade; and economic reform;
 - develop policies on the key priorities established by members;
 - enhance policy collaboration with members and the international network;
- to secure long-term financial sustainability:
 - ensure membership model delivers compelling value;
 - ensure the revenue base offers sustainability and funds operations;
 - enhance efficiency and cost effectiveness of operations;
- enhance efficiency and cost effectiveness of our operations:
 - undertake a governance review and ensure a fit-for-purpose governance framework; and
 - develop leadership.

Governance

ACCI is a member-based not-for-profit which is limited by guarantee with a Board of Directors governed by the Corporations Act 2001 (Cth) and Memorandum and Articles of Association. Membership comprises State and Territory Chambers of Commerce and National and State Industry Associations.

General Council

General Council is a council of members that oversees governance and determines policy on current issues, which provides a mandate for advocacy on matters of importance to the business community. It is advised by the Board, policy committees and working parties that meet between Council meetings. Senior office-bearers, executives from ACCI's member organisations, ACCI Board members, and senior members of staff attend General Council. General Council usually meets three times each year in Canberra. General Council met face-to-face and virtually by video conferring for the 2021-2022 financial year. Nola Watson is Chair of General Council.

Board

The Board of Directors is responsible for corporate governance, performance monitoring, and the strategic direction of the company. The Board is also responsible for ensuring that appropriate management structures are in place and such structures operate efficiently and transparently. Members at the Annual General Meeting elect Office Bearers and note the Eligible Chamber appointed Board members. At the 2021 Annual General Meeting, Nola Watson from Business NSW was elected President and Board Chair while Mark Birrell, from the Victorian Chamber, was elected Deputy President. The Board is supported by a number of Committees including the Audit, Risk and Compliance Committee, the Campaigns Committee, and Governance Review Subcommittee, and the Board Executive Committee. These Committees operate under Charters or Terms-of-Reference approved by the Board.

Board Committees

1.0 The Audit, Risk and Compliance Committee

The Audit, Risk and Compliance Committee was established in June 2022 and held its first meeting in July 2022. It was established to assist the Board in discharging its responsibilities regarding oversight of risks, management financial reports, compliance with laws and regulations, audits, and investments. The committee Chair is Board member Tony Schiffmann.

2.0 Campaigns Committee

The Campaigns Committee develops and executes targeted campaigns with messages that advocate ACCI policies based on the Strategic Plan policy pillars. The Campaigns Committee comprises CEOs from each State and Territory Chamber of Commerce, CEOs from selected Industry Association members, and is Chaired by ACCI CEO Andrew McKellar. The Committee met during the year and numerous times during the 2022 federal election.

3.0 Governance Review Subcommittee

The Governance Review Subcommittee is a committee of the Board convened and Chaired by the Board Chair. The role of this Committee is to assist the Board by undertaking a review on the efficiency and performance of governance in ACCI. The Committee did not meet in 2021-2022.

4.0 Board Executive Committee

The Board Executive Committee was established to assist the Board in discharging its responsibilities by dealing with matters of importance to the Board, which arise between Board meetings. The Committee also monitored strategic risks, advised the Board on corporate governance, oversights financial and investment activity, and reviewed the effectiveness of the external audit and internal controls. The committee ceased operating in June 2022.

Business Leaders Council

The Business Leaders Council offers a platform for individual businesses to participate in ACCI activities. It offers a forum to network, share ideas and engage with political and business decision-makers, influencers and regulators.

Governance Activities

Key governance documents include the Strategic Plan, Risk Management Register, Board agendas and support materials. These documents are used by the Board to oversee administration and financial accountability. Underpinning business systems and processes allow the Board to play an appropriate and central role for ethical and responsible decision-making and building capacity within ACCI. The Strategic Plan is a rolling three-year plan and was updated to cover the 2022-2025 period. The Risk Management Register is focused on strategic issues, which are reviewed regularly. Board meeting processes are structured to address strategic issues, governance, and performance management.

KPMG provides independent audit services and has verified that the annual financial statements provide a true and fair view of our finances and operations for the last financial year. The external auditor makes an annual declaration of independence. A policy of rotation of audit partners is in place. KPMG attends relevant Board meetings and the Annual General Meeting to address any member questions.

In 2020 a governance review was undertaken by RSM Australia. The recommendations were accepted, and an exercise is underway to update the Memorandum and Articles of Association adopted in 1951, (and amended 2003 and 2012). The Constitutional updates will be recommended to the members at the December 2022 Annual General Meeting.



Leader of the Opposition, the Hon Anthony Albanese MP and ACCI President, Nola Watson at the Major Election Outlook luncheon in May 2022.

Economics, Industry & Sustainability

From the start of 2022, the Economics and Industry Policy team has focused on productivity, sustainability and the Budget. The Policy Committee met in February to discuss ACCI's election policy priorities and campaign strategy. The meeting also established a Sustainability Advisory Group, considered small business issues in detail, and discussed the annual wage review submission.

The Morrison Government's final Budget was released on 29 March and ACCI provided members with an immediate in-depth briefing. Several wins were to be found in the Budget, including small business regulation reforms and a 20 per cent small business investment allowance for digital technology and upskilling. The patent box tax concession was extended to more sectors, additional infrastructure spending announced, and apprenticeship wage subsidies extended.

ACCI participated in the Fair Work Commission's 2022 Annual Wage Review through the preparation of four written submissions and representation at consultations with the Expert Panel. The Panel's final decision in awarding an increase in the National Minimum Wage (NMW) of \$40 per week, or 5.2 per cent, and an increase of 4.6 per cent for all other modern award wage rates exceeded the wage increase that ACCI proposed as fair and reasonable.

The first meeting of the Sustainability Advisory Group was held in April, largely to develop a forward agenda. This will include pricing of carbon offsets in voluntary markets and access to the Recycling Modernisation Fund. The meeting also canvassed ACCI's involvement in Standards Australia's circular economy working group and the need to better coordinate climate change policies across jurisdictions.

Through the election period, ACCI advocated for policy priorities through our *Back Australian Business* campaign. Messaging was simple and clear, with a focus on five key policy pillars: skills, jobs, small business, growth and sustainability. Following the election, engagement with new ministers and their staff was initiated and new working relationships built.

Amid the electricity and gas crisis in May and June, ACCI engaged with the Department of Industry, Science and Resources and ministers, discussing factors that led to the market failures and measures to prevent a recurrence. This was followed by engagement in subsequent reviews into the Australian Domestic Gas Market Security Mechanism (ADGSM), including preparation of submissions for the extension and the more detailed review.

ACCI represented members' interests at several sector-specific discussions in the lead-up to the Jobs and Skills Summit in September, including energy, infrastructure and manufacturing. These discussions centred on labour and skill shortages in the sectors, and how current constraints and future needs could be addressed.

A Pre-Budget Submission that focused on our core election priority areas was prepared for the new Government's first Budget, on 25 October. ACCI also consulted directly with the Treasurer, the Hon Dr Jim Chalmers MP, on urgent short-term measures. These focused on apprenticeship support, increasing workforce participation, facilitating enterprise bargaining, and increasing the migrant intake and accelerating visa processing.



Watched by representatives of the business sector, Prime Minister Anthony Albanese and Minister for Climate Change and Energy, the Hon Chris Bowen MP committed to a 43 per cent cut in emissions by 2030, to submit to the UN Framework Convention on Climate Change at Parliament House, Canberra in June 2022.

ACCI has also been closely involved in the Productivity Commission's five-year Productivity Inquiry. This included meeting with Commissioners and preparing detailed submissions on the initial issues paper released in February. This drew on ACCI's recent work that considered ways to lift productivity and improve the living standards of all Australians. Through August, September and October, the Productivity Commissions released five interim reports on *the Key to Prosperity, the Data and Digital Dividend, Innovation, a Competitive Dynamic and Sustainable Future, and Schools and Tertiary Education*, on which ACCI prepared a second detailed submission.

Other written submissions include those to the Productivity Commission inquiry into Australia's maritime logistics, and amendments on increased tribunal powers for small business taxation decisions and unfair contract terms reforms. ACCI was also active on several advisory groups including Treasury's Business Liaison Unit and the Supply Chain Roundtable (Department of Industry, Science, Energy and Resources). Others include the Australian Taxation Office's Small Business Consultative Committee, the Regional Banking Taskforce (Treasury) and the Business Advisory Council on Insurance (Insurance Council of Australia).

Employment & Skills

The Employment & Skills team maintained a major focus on labour and skills shortages across a year that saw the end of COVID-19 lockdowns, the emergence of a "shadow lockdown", border reopening and a federal election.

Early in 2022, ACCI's Labour and Skills Shortages Working Group developed a new policy document, *Overcoming Australia's Labour & Skills Shortages through Skills Development, Workforce Participation and Migration*, part of the Better Australia series. We advocated a three-pronged approach with smart solutions to address investment in skills and training, increasing workforce participation and rebuilding sustainable migration.

An update to the Australian and New Zealand Standard Classification of Occupations (ANZSCO) has been a long-standing priority of ACCI, requiring additional funding for the Australian Bureau of Statistics. Years of advocacy culminated with four years of funding, announced in the March Budget, to implement this essential update. This fundamental update is vital in the development of effective occupation priority lists by the National Skills Commission and Department of Home Affairs.

Following the federal election in May, the change of government saw new ministers appointed, creating a period of adjustment as new ministerial offices were established and departments restructured.

The successful Boosting Apprenticeship subsidy concluded in June and was replaced by a new program, the Australian Apprenticeships Incentive System. The new system now spreads incentives over three years, ACCI has been advocating for this to be condensed and focused on the first year of an apprenticeship/traineeship.



Boosting Apprenticeship Commencement Wage Subsidy.



Advancing member priorities in lifting workforce participation.



Campaigning for an increase to pensioner income threshold.



Karl Stefanovic and Brooke Boney on Today interview Andrew McKellar and ACTU secretary Sally McManus about the Fair Work Commission's annual wage review on 16 June 2022.

The Jobs and Skills Summit in September was an important Albanese Government election commitment. Leading up to the Summit, ACCI represented members at several roundtable discussions, including those with the Minister for Employment and Workplace Relations, the Hon Tony Burke MP, and the Minister for Social Services, the Hon Amanda Rishworth MP. These deep dives into policy provided ACCI an opportunity to advance member priorities in lifting workforce participation, including removing barriers to employment for disadvantaged individuals, people with disability and mature age workers.

Migration continued to be a key focus, including advocacy for an increase to permanent migration. ACCI CEO Andrew McKellar had a leading role at the Jobs and Skills Summit as a member of the migration discussion panel. At the Summit, the Government announced an increase in permanent migration from 160,000 to 195,000 – largely for skilled migration. This was a satisfying result after ACCI's prominent advocacy efforts.

The Jobs and Skills Summit also delivered an important win for pensioners who want to work, which has been another advocacy focus. ACCI has been campaigning since 2021 for an increase to the income threshold for pensioners. This would allow those that wish to work to be able to do so without their pension being affected as well as addressing the staff shortage crisis faced by businesses. The 50 per cent increase to the work bonus for pensioners announced that the Summit will provide more flexibility for older Australians who want to re-enter the workforce.



Shadow Treasurer, Dr Jim Chalmers MP addressed members at ACCI's Pre-Budget Lunch in March 2022.

In May, Chair of the Employment & Skills Committee, Peter Daly, Director – Workplace Relations, Scott Barklamb and Senior Policy Advisor, Natalie Heazlewood, represented ACCI at the 110th Session of the International Labour Conference (ILC) at the International Labour Organization (ILO) in Geneva. The ILO has identified a regulatory gap on apprenticeships and commenced a two-year standard-setting process. Over the course of two weeks Scott was the spokesperson for employers representing more than 180 countries where representatives discussed the draft text and 381 amendments, delivering an outcome that was overall very positive. This standard will be finalised at next year's ILC meeting when further discussion on the wording will take place.

The Employment & Skills Committee met four times over the year, holding the first face-to-face meeting for two years in May. Our membership on various external committees such as the Vocational Education and Training (VET) Stakeholder Committee, New Employment Services Advisory Group, Disability Employment Services Advisory Group, Lifelong Learning and Employability Group and the Australian Industry Skills Committee continued during the year and are vital in ensuring our members are represented.

Tourism

The Australian tourism industry has come a long way in 2022. The year started with Australia finally re-opening its international borders to all fully vaccinated travellers in February. By April, international cruise ships were finally allowed back into Australian waters. ACCI – Tourism has been a strong advocate for reopening our international borders and restarting cruise and we welcomed these announcements. The work of the Tourism Restart Taskforce was instrumental in making the case for reopening and building evidence to support the advocacy. With tourism restarted, the Taskforce’s work concluded and the advocacy priorities for the remainder of the year were taken forward by the Tourism Committee.

In March, the Australian Government launched its new tourism strategy, *THRIVE 2030: The Re-Imagined Visitor Economy*. It provided a roadmap to rebuild Australia’s visitor economy and return to sustainable growth for the sector. ACCI – Tourism held consultations with industry in the initial stages of development, engaged continuously with Austrade throughout the consultation process, and secured several improvements to the strategy. It’s pleasing to see a recovery strategy that incorporates a strong vision, solid targets and an actionable plan.

In the lead up to the May election a set of tourism policy priorities were released and both major political parties announced commitments in line with our key asks, including ensuring that Tourism Australia is equipped to remain a world leader in international destination marketing, especially given the post-pandemic effort needed.



Engaging with government on border digitization initiatives.



Leading discussions at the first roundtable held by the Minister for Trade and Tourism, the Hon Don Farrell.



Representation on the National Passenger Facilitation Committee, the Tourism Visa Advisory Group, the Tourism Access Working Group and the THRIVE Workforce and Skills Working Group.



Natalie Barr on Sunrise interviews Andrew McKellar about the need to reopen Australia’s borders to international tourists and business travellers on 13 November 2021.

In this year's Annual Wage Review, ACCI – Tourism successfully argued for a delay of three months to the minimum wage increase for the aviation, tourism and hospitality sectors. This was a welcome reprieve for those small businesses still experiencing a lag in recovery.

The middle of the year saw changes to the Biosecurity Act take effect, lifting all border restrictions and improving passenger facilitation. As part of this, the Digital Passenger Declaration was withdrawn to enable further refinements and ACCI – Tourism continues to engage with government on this as well as further border digitization initiatives. By September, the final COVID-19 border measure was removed, being the mask mandate for international flights.

In August, ACCI – Tourism led discussions with several members at the first roundtable held by the Minister for Trade and Tourism, Senator the Hon Don Farrell. The importance of the *THRIVE 2030* Strategy was highlighted, as was the need for the Government to implement its pre-election commitments. These priorities were reiterated in ACCI – Tourism's Pre-Budget submission, which also had a strong focus on measures to address workforce shortages and build a resilient workforce.

The focus on addressing workforce shortages continued in the lead up to the Jobs and Skills Summit in September. ACCI – Tourism facilitated a Tourism Workforce Roundtable, which canvassed general tourism workforce issues, skills development, participation, industrial relations and migration. The priorities developed were advanced at the roundtable held by Minister Farrell the following week to feed into the Summit. The Summit itself delivered some positive outcomes for the sector, particularly increasing permanent migration numbers, cutting visa processing times and developing the Visitor Economy Disability Employment Pilot. We are continuing to engage with Government on the development of these and other initiatives as the Employment White Paper consultation process progresses.

Executive Chair of ACCI – Tourism, John Hart is on the Board of Tourism Australia and continues to represent ACCI – Tourism on the National Passenger Facilitation Committee, the Tourism Visa Advisory Group, the Tourism Access Working Group and the THRIVE Workforce and Skills Working Group.

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[At the Jobs and Skills Summit in September] Australian Chamber – Tourism facilitated a Tourism Workforce Roundtable, which canvassed general tourism workforce issues, skills development, participation, industrial relations and migration.

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ACCI Associate Director - Workforce Policy & Tourism, Ingrid Fraser was invited to speak at the National SETSCoP Forum in the lead up to the Jobs and Skills Summit in September. She was joined by panellists to discuss how Australia's workforce crisis can create opportunities for migrants and refugees.

Trade & International

This year began with ACCI deputy chair Mark Birrell starting as chair of ICC Australia, and ACCI welcomed Chris Barnes as new Head of Trade Policy and International Affairs. In July, ACCI President Nola Watson was appointed as World Chambers Federation (WCF) Vice-Chair for Oceania and Southeast Asia.

ACCI worked closely with trade negotiators from the Department of Foreign Affairs and Trade (DFAT) in advancing the Australia-India Economic Cooperation and Trade Agreement (AI-ECTA). This work included championing business engagement with ACCI's Indian counterpart, the Federation of Indian Chambers of Commerce and Industry to ensure practical outcomes. In October, Chris appeared before the Joint Standing Committee on Treaties, which was examining the AI-ECTA.

As an official issuer of Certificates of Origin, ACCI was re-accredited by the Joint Accreditation System of Australia and New Zealand (JASANZ). ACCI is responsible for issuing approximately 250,000 Certificates of Origin every year. These important documents certify the location of growth, production or manufacture of goods, and are required as part of the application for preferential tariffs under some free trade agreements.

International strategic engagement remained a key priority. Chris participated in the Business at OECD (BIAC) and OECD Trade Committee meetings in Paris in April and represented ACCI at the International Chamber of Commerce (ICC) World Council meeting in Mexico City in June. This was followed by the inaugural AmCham Alliance Summit in Washington DC, where Chris was a key panellist in a session on the US Indo-Pacific Economic Framework (IPEF). ACCI met with key partners including the US Chamber of Commerce, senior White House officials, Senators and Members of Congress.



ACCI Head of Trade and International Affairs, Chris Barnes with OECD Trade Director Marion Jansen and BIAC Trade Committee chair Pat Ivory at the OECD Trade Committee meeting in Paris in April 2022.



International Chamber of Commerce (ICC) World Council meeting.



Re-accredited for Certificates of Origin.



US Indo-Pacific Economic Framework (IPEF).



ACCI Head of Trade Policy & International Relations and ACCI CEO Andrew McKellar met with Indonesian Ambassador to Australia, His Excellency Dr Siswo Pramono in Canberra in August 2022 during which time ACCI signed a MOU with the Indonesian Chamber of Commerce and Industry dedicated to further enhancing trade and investment linkages through the Indonesia-Australia Comprehensive Economic Partnership Agreement (IA-CEPA).

In August, ACCI hosted Mr Arshad Rasjid, chair of the Indonesian Chamber of Commerce and Industry (KADIN), Indonesian Ambassador to Australia, Dr Siswo Pramono, and a delegation of Indonesian business leaders. During the visit, a Memorandum of Understanding (MOU) with KADIN was signed, dedicated to further enhancing trade and investment linkages through the Indonesia-Australia Comprehensive Economic Partnership Agreement (IA-CEPA). The signing renewed an MOU first agreed in 2016. ACCI was invited to join the B20 Trade and Investment Taskforce in which we have been actively participating, advocating for the greater simplification of the global trading system.

In addition, Andrew McKellar held several key international meetings, including with the Indian High Commissioner, the Spanish Minister for Trade, and the Ukrainian Ambassador to Australia. ACCI has been working closely with its international partners to condemn the Russian invasion, assess the impact and ensure member companies are aware and compliant of the sanctions. Chris presented to key delegations from Sri Lanka and parliamentarians from the European Union. ACCI participated as a member of the Thailand-Australia Leadership Dialogue in September.

Following the election in May, key meetings were held with the Minister for Trade, Senator the Hon Don Farrell, the Assistant Minister for Trade, Senator Tim Ayres, and the Shadow Minister for Trade, Kevin Hogan.

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Following the election in May, key meetings were held with the Minister for Trade, Senator the Hon Don Farrell, the Assistant Minister for Trade, Senator Tim Ayres, and the Shadow Minister for Trade, Kevin Hogan.

Key advocacy initiatives for the year included submissions to DFAT regarding the Singapore Australian Green Economy Agreement, to the Simplified Trade System Implementation Taskforce and to the Productivity Commission's inquiry into maritime logistics. ACCI also participated in consultations for the review of the Export Market Development Grants Scheme.



Memorandum of Understanding (MOU) with the Indonesian Chamber of Commerce and Industry (KADIN).



Joining the B20 Trade and Investment Taskforce.



Key advocacy initiatives for the year included submissions to DFAT, the Simplified Trade System Implementation Taskforce and the Productivity Commission's inquiry into maritime logistics.

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ACCI is responsible for issuing approximately 250,000 Certificates of Origin every year. These important documents certify the location of growth, production or manufacture of goods, and are required as part of the application for preferential tariffs under some free trade agreements.

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The ICC Australia Banking Committee and the ICC Banking Commission have been collaborating to ensure trade finance-related instruments comply with the latest sanctions and providing regular updates to members. The ICC Australia Arbitration Committee was established, with Mark Mangan as inaugural Chair. Hariramchakraborty Janakiraman was re-appointed as Chair of the ICC Australia Banking Committee and Guy Primrose was appointed as Chair of the BIAC SME Committee. Appointments to the ICC Commission on Arbitration were announced: Julia Dreosti* (Clifford Chance), Scott Ellis* (Francis Burt Chambers), Emily Hay* (Hanotiau & van den Berg), Doug Jones AO, Mark Mangan (Dechert LLP), Sean Marriott (Clifford Chance), Lucy Martinez* (Martinez Arbitration), Andrew Paton* (De Berti Jacchia Franchini Forlani), Ana Stanic* (E&A Law Limited), Duncan Watson* (Quinn Emanuel Urquhart & Sullivan) and Jennifer Younan (Shearman & Sterling LLP).

*Re-appointment.



ACCI Head of Trade and International Affairs, Chris Barnes with ICC Chair Maria Fernanda Garza Merodio and ICC Japan's Kazuo Nishitani and Kazuto Sasaki at the ICC World Council meeting in Mexico City.

Work Health Safety & Health Policy

Federal and State Government activity beyond COVID-19 picked up significantly in 2022.

ACCI joined several new expert committees including: the National Advisory Committee on the World Congress on Safety and Health at Work, Business at OECD (BIAC) Health Committee and the National Silicosis Prevention Strategy Expert Committee.

Following our successful advocacy efforts on the Workplace Exposure Standards (WES) Review in February, ACCI collated and submitted further evidence and information from industry on 19 chemicals of concern for Safe Work Australia's (SWA) preliminary impact assessments.

In addition to the WES, ACCI has consulted closely with SWA on several critical projects including the review of incident notification provisions, consultation on the feasibility of sentencing guidelines, increasing WHS penalties, new 'corporate culture' provisions introducing aggregation and attribution mechanisms and the new National 10-year WHS Strategy. In the workers' compensation space, significant projects included participating in the Behavioural Economics Team of the Australian Government (BETA) project on developing Return To Work tools for small and medium enterprises and a stigma campaign.

The first quarter saw continued engagement on emergency response and support with the National Coordination Mechanism and relevant departments. This occurred amid ongoing supply chain pressures, COVID-related issues and severe flooding on the east coast. ACCI also provided feedback on the Australian Small Business and Family Enterprise Ombudsman's inquiry into Natural Disaster Preparedness and Resilience for small businesses. Several discussions about the future of natural disaster funding were held with the then minister's office and Treasury.



Successfully advocated on several chemical (WES) policy issues.



Participated in the development of the new psychosocial model Regulations and Codes of Practice.



Progressed ACCI's Health policy agenda and engaged with the BIAC Health Committee.



Participated in the ILO meeting where the historical decision to adopt a new fundamental right on OSH was made.

ACCI continued to monitor and participate in the development of psychosocial regulations and codes, responding to the Victorian Psychological Regulations consultation and liaising with the Heads of Workplace Safety Authorities (HWSA) on jurisdictional activity and implementation of the model laws.

The ACCI Health Forum met in mid-June for the first official meeting in more than a year and sought to refocus our health policy priorities with the development of a 'Health Futures' thought leadership paper and greater engagement with Business at OECD (BIAC) Health Committee.

On the international front, from the 27 May to 11 June, ACCI attended the 110th Session of the International Labour Conference (ILC) at the International Labour Organization (ILO) in Geneva, taking part in the historic agreement to adopt a new fundamental right to a safe and healthy working environment. Following negotiations between government, employer and worker representatives, a resolution was adopted to add the principle of a safe and healthy working environment to the ILO Fundamental Principles and Rights at Work. ACCI then participated as one of seven international employer representatives at the ILO's meeting of experts for the tripartite validation of the technical guidelines on biological hazards.

The anticipated Silica Consultation Regulation Impact Statement (CRIS) was released in July. ACCI's Silica Reference Group met several times over July and August working tirelessly out of session on ensuring a collective industry response. ACCI continued working to ensure the coordination of activities in relation to silica, given the number of departments and agencies involved and the far-reaching implications for the manufacturing, construction, tunnelling, mining, oil and gas, quarrying and stonemasonry sectors.

The Mentally Healthy Workplace Alliance continued to progress work on the National Workplace Initiative, with ACCI appointed chair of the Quality Assurance Framework committee. In August, ACCI members were provided with a special briefing on the latest developments to the National Workplace Initiative and the new digital platform for mentally healthy workplaces which has progressed to beta stage.

ACCI continues active engagement with the Department of Employment and Workplace Relations and with the Minister's office, particularly in relation to progressing our proposal for SWA social partners funding and a review of the Inter-governmental Agreement (IGA).

ACCI once again created and circulated our own program and collateral for Safe Work Month (October) to members. As part of the month, ACCI released an 'October Safety Trends' report and hosted a video briefing with Michelle Baxter, CEO of SWA.



Peter Daly, CEO, Master Plumbers' and Mechanical Services Association and Jennifer Low, Director - Work Health Safety & Health Policy, ACCI participating in an employer group meeting at the International Labour Convention.

Exploring the Model WHS Psychosocial Regulations

with Jennifer Low

#101



ACCI Director of Work Health Safety & Health Policy, Jennifer Low was featured on the @PsychHealthandSafety podcast to talk about the new national Psychosocial Amendments to the Model WHS Regulations introduced earlier this year.

Workplace Relations

Workplace relations policy debate in 2022 was dominated in the lead up to the May election by competing characterisations of how work is changing and should evolve in future. In the wake of the poll, attention rapidly turned to implementing the Albanese Government's Secure Australian Jobs Plan policy, the remaining Respect@Work recommendations on sexual harassment, and reinvigorating enterprise bargaining, productivity and real wage growth.

ACCI has been engaged in detailed discussions with Government since May on how to turn its broad policy priorities into practical and balanced changes to legislation that will benefit both employers and employees and genuinely improve relations in Australia's workplaces.

A leading role was played in September's Jobs and Skills Summit, with chief executive Andrew McKellar taking part in key discussions towards increasing job security, agreement making, productivity and scope for sustainable wages growth.



Minister for Employment and Workplace Relations, the Hon Tony Burke MP spoke with members and guests including Simon Nicholls, Managing Director, Pacific Partnerships and Joseph Carrozzi AM, Chair, Sydney Harbour Trust, at ACCI's Major Election Outlook luncheon in conjunction with Business NSW in May 2022.



Took part in key discussions at the Jobs and Skills Summit regarding job security, agreement making, productivity and scope for sustainable wages growth.



Spearheaded employer representation to the 2022 Annual Wage Review.



Represented at the 2022 International Labour Conference providing guidance to governments, unions and employers in more than 180 countries.

ACCI anticipates the first tranche of major amendments being introduced into Parliament during the final sitting days for 2022, with a further tranche or tranches in 2023.

A Bill has been introduced to implement 10 days paid domestic violence leave, following the Fair Work Commission determining its long running Family and Domestic Violence Leave Review in May. ACCI has been engaged with this matter for some years and in 2022 argued for the Parliament to follow the independent tribunal decision on how paid leave should be awarded.

ACCI spearheaded employer representation to the 2022 Annual Wage Review. Conducted in a highly political environment during the election campaign, the Expert Panel of the Fair Work Commission awarded high minimum wage increases of \$40 or 4.6 per cent. However, at the successful initiative of ACCI and its members, the panel delayed the increase for three months for aviation, tourism and hospitality industry awards.

ACCI also took part in several inquiries and reviews encompassing new migration sanctions against employers breaching the Fair Work Act; a previous version of a Religious Discrimination Bill; and a departmental review of the Privacy Act arguing to retain important exemptions for employee records and small businesses. ACCI also continues our important work to reduce sexual harassment as part of the Respect@Work Council, and in the implementation of the remaining recommendations of the Sex Discrimination Commissioner's Respect@Work report.

Internationally, ACCI achieved significant success at the 2022 International Labour Conference spearheading guidance to governments, unions and employers in more than 180 countries on apprenticeships, and successfully adopting new global priorities on Workplace Health and Safety relevant to both Australian law and practice and future trade agreements. ACCI was represented at the International Labour Organisation's (ILO) Governing Body, addressing various matters relevant to doing business and employing in Australia, including rights to strike, the gig economy, and post-pandemic recovery. ACCI participated in the election of the new Director General of the ILO and addressed developments in Ukraine and Myanmar.

Along with major players from the industry globally, ACCI took part in a high-level global experts meeting on the future of work in the platform economy, with potential implications for both domestic and international policy, for both the 'gig economy' and other more traditional work arrangements. ACCI chaired the International Organisation of Employers (IOE) Working Group on Employment, Skills and the Future of Work and in our region, is to lead the Australian employer delegation to the 17th ILO Asia Pacific Regional Meeting, to be held in Singapore from 6–9 December.



ACCI Director of Workplace Relations, Scott Barklamb, ACCI Senior Policy Advisor, Skills, Small Business & Innovation, Natalie Heazlewood and ACCI member and CEO, Master Plumbers' and Mechanical Services Association of Australia, Peter Daly, represented Australia at the 110th Session of the International Labour Organisation's annual Labour Conference in Geneva in May 2022.

COVID-19 Response

The start of the year saw a flurry of activity and meetings in response to the Omicron wave. ACCI attended multiple roundtables on essential worker restrictions including a special roundtable to discuss draft Interim Guidance on Essential Workers, a Small Business Critical Industries Supply Chain Policy Forum, and a Construction Industry Engagement roundtable with the National Coordinating Mechanism (NCM).

ACCI hosted the Deputy Chief Medical Officer, Dr Michael Kidd, who provided information on Omicron and answered questions from the floor. ACCI also coordinated a special meeting of members to discuss the Omicron outbreak and developed an 'Isolating, Testing and RAT proposal' that was circulated with relevant departments and informed further health guidance.

ACCI strongly advocated for National Cabinet to make Rapid Antigen Tests (RATs) freely and widely available and continued to push this position for several weeks. With increased attention on RATs, workplace health and safety ministers agreed for SWA to work further with the Australian Health Protection Principal Committee (AHPPC) on developing WHS guidance for workplaces on RATs. The initial RAT guidance was not favourable for workplaces, but after working with Attorney-General's, SWA and AHPPC, subsequent published guidance was a significant improvement with all of ACCI's recommended edits actioned.

ACCI continued regular engagement with Treasury, Health and the Department of Industry, Science, Energy and Resources on National Cabinet's Winter Preparedness Plan. To complement this work, ACCI finalised and provided to Treasury a draft paper on future planning and preparedness recommendations developed through engagement with several ACCI committees and member feedback and survey data collected over the December quarter. ACCI also continued working with Health on the COVID (booster) vaccine campaign for 2022.

As COVID-19 numbers again began to rise, ACCI published the first edition of a new COVID Winter Guide at the end of June. ACCI also circulated to members collateral for a targeted social media COVIDSafe campaign.



Media & Communications Report

In the past 12 months, ACCI's communications team has worked fastidiously to expand the chamber's footprint on traditional and digital media channels, furthering the chamber's advocacy capability.

In October, ACCI's Better Australia policy manifesto was launched at our annual business leaders' summit. The initiative generated strong media coverage, with more than 800 individual mentions across broadcast, digital and print media, including three front page stories.

ACCI joined with state and territory chambers of commerce in December to urge the federal government to consider changes to aged pensions settings to provide greater incentives for older Australians to stay in the workforce for longer. The chambers' advocacy struck a chord in the media, with appearances on ABC News Breakfast, Sunrise, RN Breakfast and The Today Show.

With the start of a new year, ACCI's focus turned to the closure of Australia's borders. Highlighting the cost of barring international arrivals and the ongoing support required to rebuild devastated tourism businesses, we implored the federal government to fully reopen the border. Our efforts peaked with 531 media mentions on 27 January with interviews on The Today Show, ABC News Breakfast and AM Agenda. The government committed to reopen Australia's borders 10 days later.

Following mass staff shortages triggered by harsh close contact isolation rules, we strongly advocated for easing these requirements for all workers as rapid antigen testing became available. The expansion of these protocols enabled businesses to keep their doors open, whilst ensuring critical supply chains did not grind to a halt.

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Recorded 999 print mentions, 14,790 online mentions, 8,977 television mentions, and 6,854 radio mentions. In total, this amounts to 31,620 mentions across print and broadcast mediums over the 12-month period.

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Kieran Gilbert on Sky News interviews Andrew McKellar about proposals to adjust the age pension income threshold on 27 June 2022.

The Federal Budget handed down by Treasurer, the Hon Josh Frydenberg MP saw ACCI enjoy significant media impressions. The treasurer's pre-budget fiscal address to ACCI was widely publicised in print and radio, as was shadow treasurer Dr Jim Chalmers pre-budget address.

Responding to the June annual wage decision, ACCI drew attention to the \$7.9 billion impost to business costs in 2022-23 financial year. The chamber received coverage across all major newspapers, on 7, 9, 10, Sky and ABC evening news bulletins, and on radio, across the 9 and ABC Radio networks, and a number of TV interviews.

Ahead of September Jobs and Skills Summit, chief executive Andrew McKellar addressed the National Press Club. As the first ACCI chief executive to address the club since December 2002, Andrew's speech focussed on renewing Australia's economic reform agenda and was broadcast in full on the ABC and Sky News.

The Jobs and Skill Summit itself again saw ACCI achieve strong coverage. With the chamber movement represented by our chief executive, ACCI spearheaded the push against union movement proposals for expanding multiemployer bargaining and strike rights.

In the twelve months to 30 September 2022, ACCI's reach almost tripled compared to the same period in the year prior. According to Stream media monitoring, the chamber recorded 999 print mentions, 14,790 online mentions, 8,977 television mentions, and 6,854 radio mentions. In total, this amounts to 31,620 mentions across print and broadcast mediums over the 12-month period.

Campaign

ACCI's Back Australian Business campaign, implemented during the 2022 Federal election period, reached Australians on 6.5 million occasions, including more than two million video views.

The objectives of the campaign were to influence policy makers to implement ACCI's pro-business policies and grow the ACCI brand. This was done in partnership with digital communications agency Topham Guerin by developing and implementing a paid social media strategy that reached the right people with the right message.

In total, 99 communications assets were developed, including the campaign website, hero video, policy brochure, social media content and campaign kits for state chambers and members.

The campaign hero video was designed to drive broad exposure of the campaign – in fact, it was seen almost as much as the final election debate. Through sponsored posts across Facebook, LinkedIn and YouTube, the video was seen more than 2.3 million times. On YouTube, the video performed well by industry standards, with around four in 10 per cent of viewers watching it until the end.

Deployment of sponsored social media posts was successful in driving more traffic to the Back Australian Business campaign website, which housed detailed policy information. In particular, posts about the need for more skilled workers had higher levels of engagement. The campaign drove a 186 per cent increase in visits to ACCI's LinkedIn page.

Learnings from the campaign, by considering what tactics resonated with social media users, and what was less engaging, will be embedded in ACCI's future campaigns and communications.

Membership & Events

Membership

2022 invited change across all areas of ACCI with membership and events being no exception. ACCI's member base continued to grow throughout 2022 and we welcome our new members to the ACCI network. We are introducing new membership opportunities in 2023 which we have been trialling in 2022 and which will greatly increase members' direct access to leading regulators and federal politicians. Newly formed, specialised councils will focus on policy centring on sustainability, technology, and small business, adding to the domestic and internationally focused councils and committees already in existence.

There are new areas for partners to explore too so that ACCI can continue to serve the members who give purpose to the work we do.

Events

Building on our experience gained during the last two years, ACCI continued to offer a hybrid program of events and webinars throughout 2022. With strong sponsor support and a diverse, high-level program of speakers, the outcomes were greatly successful, as shared by many of our members.

We continued to work closely with state and territory chambers as well as governments from both sides of the aisle to offer members access to events which focused on a variety of topics, catering to the different sectors and industries our member base represents. Some events include: a morning tea with the Hon Chris Bowen MP and Pip Marlow, CEO, Salesforce; a Zoom with the Hon Bruce Billson, Australian Small Business and Family Enterprise Ombudsman (ASBFEO), and an intimate International Womens Day morning tea with Senator the Hon Jane Hume.

Preceding the election in May, one highlight of our event calendar was the Major Election Address with the then Opposition Leader, the Hon Anthony Albanese MP. Hosted in conjunction with Business NSW and PwC, the Labor leader outlined his agenda to boost productivity should he form government at the federal election. In his new role as Prime Minister, the Hon Anthony Albanese joined us a guest of honour and keynote speaker at ACCI's Annual Gala Dinner, the first in-person event of its kind that we have hosted since the start of the pandemic.

Preceding the Gala Dinner, members were invited to attend ACCI's Business Leaders Summit. Six months into the term of the new Federal Government, the Summit was a timely opportunity to take stock and consider how Australia's direction has changed, and what needs to be added to the agenda to ensure our nation's continued success and prosperity. The Summit was opened by Deputy Prime Minister of Australia, the Hon Richard Marles MP. Other guest speakers included the Hon Ed Husic MP, Minister for Industry and Science, the Hon Chris Bowen MP, Minister for Climate Change & Energy, Senator the Hon Tim Ayres, Assistant Minister for Trade and Manufacturing, Senator the Hon Jane Hume, CSIRO chief executive Dr Larry Marshall, and HSBC Australia MD & Chief Economist for Australia, New Zealand and Global Commodities Paul Bloxham, among many others.

As always, ACCI's events are designed to foster connections and aim to engender a more collaborative approach between members and federal government, regulators, and Australia's most prominent opinion leaders.

List of Member Events

January

- **20 January** – ACCI Zoom Session with Professor Michael Kidd AM, Deputy Chief Medical Officer, Department of Health

February

- **10 February** – ACCI Video conference with the Hon Bruce Billson, Australian Small Business and Family Enterprise Ombudsman
- **16 February** – ACCI Zoom Session with the Hon Mary Wooldridge MP, Director, Workplace Gender Equality Agency (WGEA)

March

- **2 March** – ACCI Zoom Session with the Hon Gabrielle Upton MP FAICD, Parliamentary Secretary to the NSW Premier
- **4 March** – ACCI Zoom Session with Rod Sims AO, ACCC Chair
- **8 March** – IWD Intimate Morning Tea with Senator Jane Hume
- **15 March** – ACCI Video Conference with the Hon Matt Kean MP, Treasurer of NSW and Minister for Energy
- **18 March** – Pre Budget Address with the Hon Josh Frydenberg MP
- **22 March** – Pre Budget Luncheon with the Hon Dr. Jim Chalmers MP



George Karagiannakis, Executive Manager - Government Relations at Insurance Australia Group; Peter Switzer, Founder of Switzer Financial Group; Cassandra Smith, Director- Public Policy at MasterCard; Diane Tate, CEO Australian Finance Industry Association at the Election Outlook Morning Tea with the Hon Josh Frydenberg MP, Federal Treasurer in April 2022.



Paul Zahra GAICD, CEO Australian Retailers Association and the Hon Josh Frydenberg at a Pre-Budget address in March 2022.



Dan Hunter, CEO Business NSW; Andrew McKellar, CEO ACCI; Lyall Gorman, President, Business NSW; the Hon Anthony Albanese MP, Leader of the Opposition; Nola Watson, President, ACCI; Amy Auster, Chief Economist and Insights Officer, PwC; Paul Keating, Former Prime Minister of Australia at the Major Election Outlook Luncheon with the Hon Anthony Albanese MP in May 2022.



ACCI CEO, Andrew McKellar lead the Q&A at a Morning Tea with Pip Marlow, CEO Salesforce, the Hon Chris Bowen MP, Misha Schubert, CEO Science and Technology Australia and Fahimi Hosain, Head of Government Relations & Regulatory Affairs at Future Super in April 2022.

April

- **8 April** – ACCI Sustainability Morning Tea with the Hon Chris Bowen MP
- **21 April** – Election Outlook Breakfast with the Hon Josh Frydenberg MP
- **27 April** – ACCI Webinar with Sylvain Mansotte, Catherine Maxwell and Lauren Witherden

May

- **5 May** – Major Election Outlook Luncheon with the Hon Anthony Albanese MP

June

- **28 June** – A Fairer Australia Luncheon with Peter Singer AC, Daniel Petre AO and Professor Kristy Muir

July

- **21 July** – ACCI & CreditorWatch Business Insights EOFY Webinar

August

- **17 August** – National Press Club Address with Andrew McKellar, CEO, ACCI
- **23 August** – ACCI General Council dinner with Hon Sussan Ley MP, Deputy Leader of the Opposition
- **26 August** – Virtual Roundtable with the Hon Julie Collins MP, Minister for Small Business, Housing and Homelessness



Dr Jim Chalmers MP, Shadow Treasurer speaks to members and guests at ACCI's Pre-Budget address Luncheon in March 2022.

Policy Submissions

1. Strengthening protections against unfair contract terms (October 2021)
2. Planning Australia's 2022-23 Migration Program (December 2021)
3. 2022-23 Pre-Budget Submission | December 2021 (December 2021)
4. Regional Banking Taskforce – Issues Paper (December 2021)
5. Singapore Green Economy Agreement (January 2022)
6. Extend the power of the AAT to pause or modify ATO debt recovery action (January 2022)
7. ACCI – Tourism Pre-budget Submission | 2022-23 (January 2022)
8. Skilling Australians Fund Levy Review (January 2022)
9. Religious Discrimination Bill 2021 and related bills | Senate Legal and Constitutional Affairs Committee (February 2022)
10. Privacy Act Review Discussion Paper | Attorney-General's Department (February 2022)
11. Migration Amendment (Protecting Migrant Workers) Bill 2021 [Provisions] (February 2022)
12. Disability Employment Support Model Consultation (February 2022)
13. WES 19 Chemicals of Concern (February 2022)
14. ACCI Submission on the Simplified Trade System (March 2022)
15. ACCI Letter on AUKFTA Ratification (March 2022)
16. National Skills Commission – Skills Priority List Submission (March 2022)
17. Productivity Commission Review of Australia's Productivity Performance (March 2022)
18. Updating the Australian and New Zealand Standard Classification of Occupations (March 2022)
19. Fair Conduct and Accountability Standards for the Victorian On-Demand Workforce (March 2022)
20. ACCI – Tourism Annual Wage Review Submission 2021-22 (April 2022)
21. ACCI Submission to the Productivity Commission Inquiry into Australia's Maritime Logistics System (April 2022)
22. 2021-22 Annual Wage Review | First Submission of ACCI (April 2022)
23. Victorian Psychological Regulations submission (April 2022)
24. 2021-22 Annual Wage Review | Reply Submission (May 2022)
25. 2021-22 Annual Wage Review | Second Reply Submission (June 2022)
26. 2021-22 Annual Wage Review | March National Accounts Submission (June 2022)
27. ACCI – Tourism Annual Wage Review – Timing of increases | Submission to the Fair Work Commission (June 2022)
28. Australian Domestic Gas Security Mechanism Extension (July 2022)
29. Letter to Minister Gentlemen on new silica regulations (July 2022)
30. SWA Incident Notification Review Submission (July 2022)
31. ACCI – Tourism Pre-Budget Submission 2022-23 (August 2022)
32. Jobs and Skills Australia Bill 2022 [Provisions] and the Jobs and Skills Australia (National Skills Commissioner Repeal) Bill 2022 [Provisions] (August 2022)
33. Australia-India Economic Cooperation and Trade Agreement (August 2022)
34. Australia–United Arab Emirates Comprehensive Economic Partnership Agreement (August 2022)
35. Securing Australia's Domestic Gas Supply (August 2022)
36. SWA Silica CRIS submission (August 2022)
37. AICIS Stage 2 Consultation General Rules Submission (September 2022)
38. Carer Leave Inquiry | Productivity Commission | ACCI Submission (September 2022)
39. Safeguard Mechanism Reforms Submission (September 2022)
40. Fair Work Amendment (Equal Pay for Equal Work) Bill 2022 (September 2022)
41. Senate Work and Care Inquiry (September 2022)
42. Treasury Laws Amendment (Measures for consultation) Bill 2022: Skills and Training boost/ Treasury Laws Amendment (Measures for consultation) Bill 2022: Technology investment boost (September 2022).
43. Social Services and Other Legislation Amendment (Workforce Incentive) Bill 2022 [Provisions] (October 2022)

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