

Ken Phillips

Curriculum Vitae

Date of Birth: 27 November 1954

Qualifications

- Bachelor of Arts
- Diploma of Teaching (Primary)

Professional Background

- Founder and Exec Director *Self-Employed Australia* (Independent Contractors Australia) (2000–present). <http://www.selfemployedaustralia.com.au>
- Business consultant on labour and workplace issues, focusing on independent contractor issues (1996–present).

Board and Committee Positions

- *Security of Payments Working Group*, Australian Building and Construction Commission (2017–present).
- *Small Business & Franchising Consultative Committee*, Australian Competition and Consumer Commission (2016–present).
- *Policy Forum Group*, Australian Small Business and Family Enterprise Ombudsman (2016–present).
- *Small Enterprise Association of Australia and New Zealand* (SEAANZ) (2012–2017).
- *Dispute Resolution Committee*, Australian Taxation Office (2015–17).
- *Council Small Business Australia* (2009–2013); (Chair 2011–13).
- *Small Business and Home Based Advisory Committees*, Australian Taxation Office (2004–2013).
- *Consultations on Personal Services Income Tax*, Australian Taxation office (2004–2007).
- *Small Business Advisory Council*, Office of the Federal Small Business Minister (2014–2015).

Small Business Conferences

Papers presented at:

- Pan-Pacific Conference on Small Business, Macau 2013.
- Washington International Council for Small Business, 2012.
- Thailand Regional Small Business Conference, 2011.
- International Small Business Conference Taiwan, October 2010.
- SEAANZ conferences Australia 2012, 2013, 2014, 2015 and 2016.
- International Labour Organisation Geneva 2003 and 2006, *The Scope of the Employment Relationship*: Outcome where the ILO declared the legitimacy of self-employment.

Publications

Book

- *Independence and the Death of Employment*, Connor Court, 2005, republished 2008 by Connor Court and available through the publisher or Amazon. <http://www.amazon.com/Independence-Death-Employment-Ken-Phillips/dp/1921421088>

Contributing Chapters (Peer reviewed)

- ‘Does Australia’s *Unfair Contracts Act* Limit or Enhance Contractual Freedom?’ in *Economic Affairs*, Institute of Economic Affairs, London, 2016.
- ‘Your Future Employer—Yourself’, Chapter 3 in *Australia’s Future Workforce*, Committee for the Economic Development of Australia, 2015.
- ‘Self-Employment or Entrepreneurship: Whats in a Name?’, with Tui McKeown (Monash University), paper for SEAANZ conference, 2014.
- ‘Understanding Self-Employment: The Opportunities and the challenges for Good Policy’, with Tui McKeown (Monash University) in *Government, SMEs and Entrepreneurship Development*, Blackburn/Schaper, 2012.
- *A desk audit into the data and research on micro-business profiling in Australia*, <http://www.selfemployedaustralia.com.au/Downloads/Research/small-micro-business-profiling-2010-full.pdf> Research projects with Monash University, Roy Morgan Research, Australian Bureau of Statistics and CBA, 2010.
- ‘Role of small business in the economy’ in *What If?*, Connor Court, 2010.
- ‘National Harmonisation of OHS law—The challenge for NSW’, *The Journal of Occupational Health and Safety*, CCH, 2009.
- ‘From Employment to Contract’ in *The Howard Era*, Quadrant Books, 2009.
- ‘Markets in the Firm’ in *Economic Affairs*, Institute of Economic Affairs, London, 2001.

Columnist/Commentator (Published since 1999):

:

<i>Business Spectator</i>	<i>Australian Financial Review</i>	<i>The Age</i> ,
<i>Herald Sun</i>	<i>Sydney Morning Herald</i>	<i>The Australian</i>
<i>Newcastle Herald</i>	<i>Courier Mail</i> ,	<i>The West Australian</i>
<i>Policy (CIS)</i>	<i>Review (IPA)</i>	The Accountants Institute of Australia

Submissions

Researcher and author for submissions by Self-Employed Australia

Franchising/Vulnerable workers

- [Analysis of Vulnerable Workers Bill: Why the Bill should be passed in the Senate substantially unchanged](#) [May 2017]
- [Submission to the Senate Committee on the Fair Work Amendment \(Protecting Vulnerable Workers\) Bill 2017](#)[April 2017]
- [Briefing paper: The 7-Eleven \(and more\) saga and why new laws to protect franchisee workers should be passed by Federal Parliament](#) [March 2017]

Taxation

- [ICA Submission to Parliamentary Tax Office Review of ATO Scrutiny](#) [March 2016]
- [ICA Submission to Inspector-General of Taxation](#) [December 2015]
- [ICA Submission to Board of Taxation Review](#) [2014]

Competition Policy

- [Submission: Misuse of market power—the effects test](#) [2016]
- [Submission to the Federal Government's Competition Policy Review](#) [2014]

Superannuation

- [ICA Submission on Transparency Measures for Superannuation](#) [January 2016]

'Insecure' Work

- [ICA Submission to the Victorian Inquiry into Labour Hire and Insecure Work](#) [November 2015]

Unfair Contracts

- [Submission to Senate Economics Legislation Committee on Unfair Contract Term Protections to Small Businesses](#) [2015]
- [Submission to Federal Treasury's Consultation Paper – Extending Unfair Contract Term Protections to Small Businesses](#) [2015]

Small Business Commissioners/Dispute Settlement/Prompt Payment

- [Major Commentary: Does the Business Council of Australia's Supplier Payment Code actually commit big businesses to pay small businesses on time?](#) [June 2017]
- [Submission to Senate Inquiry Australian Small Business and Family Enterprise Ombudsman Bill](#) [2015]
- [ICA submission to Federal Inquiry into Small Business](#) [2014]
- [Submission to the Review of the powers and role of the Victorian Small Business Commissioner](#) [2013]
- [ICA Submission on Proposed powers of the New South Wales Small Business Commissioner](#) [2012]
- [Resolution of Small Business Disputes – Submission to Options Paper](#) [2011]

Workers' Compensation

- [Submission to New South Wales Workers' Compensation Scheme Inquiry](#) [2012]
- [Submission to NSW Review of Workers' Compensation: Definition of a Worker](#) [2005]

Occupational Health and Safety

- [ICA Submission to the Western Australia Work Health and Safety Bill 2014 \[2015\]](#)
- [Submission to the National Review into Model Occupational Health and Safety Laws – Response to the Issues Paper May 2008 \[2008\]](#)
- [ICA Submission to Victorian OH&S Inquiry \[2003\]](#)

Independent Contractors Act

- [Submission to Senate Inquiry: Independent Contractors Bill \[2006\]](#)
- [ICA's Response to Questions contained in DEWR discussion paper 'Proposals for Legislative Reforms in Independent Contracting and Labour Hire Arrangements \[2005\]](#)
- [Submission to Standing Committee on Employment, Workplace Relations and Workforce Participation: Inquiry into Independent contractors and labour hire arrangements \[2005\]](#)

Owner-Drivers

- [Submission to Review of Victorian laws governing owner-drivers and forestry contractors \[January 2017\]](#)
- [Submission to the House Committee inquiry into the Road Safety Remuneration Bills \[2011\]](#)