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To Whom it May Concern

The proposed changes to the LAHFA arrangement, and equally concerning, the timeframe proposed in which to make the changes, have not been widely communicated to the wider population to whom they will affect.

Applying this proposal retrospectively appears ill-conceived since the LAHFA allowances in many instances have affected remuneration negotiations between employees and employers looking to attract short term workers to Australia.

In some instances the LAHFA allowances may have been used to support employees brought in from overseas in a way not originally planned, however the allowances go some way to assist with the extra costs to foreign employees such as school fees and higher medical insurance.

Whilst most would appreciate that capping the allowances is prudent, and some of the examples provided in the consultation paper are certainly exploiting tax advantages, (such as the AUD\$5,000 accommodation claim per week), most individuals accessing the LAHFA allowance however are not exploiting tax advantage.

If these proposals go through, it invariably will make it more difficult to attract foreign skilled workers within organisation that have limited resources available to attract overseas candidates.

Should you wish to discuss this with me in any detail, please don't hesitate to contact me.

Kind regards

Lisa Dula
Human Resource Manager ANZ