I have been fortunate and privileged to be guided in my academic endeavours by my wife Dr Krishna Bose and for this book by Dr Tim Cadman. Krishna encouraged me to undertake the challenge of an academic pursuit after a career in industry which, as she had foreshadowed, has created opportunities for professional development at levels and in fields I had never anticipated. She has been my companion and publicist, allowed me the latitude to pursue the selfish tasks of academic research and the work for this book, and has maintained the family relationships that would otherwise have suffered in the pursuit of my personal goal.

I am of course indebted to Tim Cadman, a kind and generous taskmaster who accessed his contacts in the publishing world and offered patient editorial suggestions and control that has meant we are delivering an academic text that is also relevant to policymakers and practitioners. The statistical analysis by Tim’s colleague Tek Maraseni was also invaluable for the survey analysis.

The experience and opportunity afforded by Bond University, which provided the platform for research and access to the tools necessary for my academic research, has been invaluable. Professor Taplin guided me through the process, allowing me the scope to draw fully on my experiences from industry and deliver a product acceptable to the academic community. I am grateful for her contribution and the management of our relationship.

The principal editor for this book is my daughter Belinda. I am immensely proud of her. Belinda has an established reputation in academic editing; she is very thorough, with the ability to see the logic (or the lack of logic) in a text. She has also very patiently nursed her father through the process to deliver his first book. The editorial effort was complimented by Ronita Bhattacharya, whose application and legal discipline ensured rigour was maintained in the recording of the many sources accessed to inform the research.

We acknowledge the publisher and in particular Alex Pettifer for his patience over the months that have passed and for accommodating the unforeseen issues that impacted our delivery schedule.
Acknowledgements

We also thank the employers’ organizations, trade unions and other civil society who participated in this research.

Friends have also been very supportive, asking and encouraging. My other children, Paula and Jennifer, have helped make the journey a pleasure, always there to share the high and the lows and showing me that they are proud of what I have chosen to do.

In acknowledging these contributions and assistance, we place on this record that any mistakes in the text are our own.