



I R Society of Victoria Newsletter

Industrial Relations Society of Victoria Inc. (A0032014N)

- December 2012

The Industrial Relations Society of Victoria is an organisation committed to fostering discussion, research and education in the field of industrial relations. For more info, go to: <http://www.irsv.asn.au>

Outgoing President's Message – Season's Greetings

Welcome to the last edition of the IRSV Newsletter for 2012.

Quite simply we have had an excellent IRSV year. I am proud to list in our achievements this year the launch of our new look and feel website and newsletter as well as the launch of our professional networking site on LinkedIn. We relaunched 'WIRIG' - our women in industrial relations network and continued the tradition of supporting our students via a highly successful student networking function and student essay competition as well as another sell out Advocacy training course. Further, our team organised a series of successful seminars and workshops throughout the year including a new initiative being a master class held in conjunction with Monash University. This master class exceeded all expectations with regard to numbers and interest and it is anticipated such seminars will follow in 2013.

As I hand over the mantle of President, I am excited to announce executive approval to launch an IRSV project that will see us review our IRSV aims and actions going forward. It is important that as a Society we maintain our currency and value to members and the wider community. Both this initiative, and the ILERA conference scheduled for April next year in our hometown Melbourne foreshadow an extremely exciting time for the IRSV in 2013.

I thank IRSV for the opportunity to serve as President in 2011 and 2012 and I warmly welcome Greg Bamber as incoming president for 2013. I know he will be a great asset to our community. I would like to thank also all the members of both the 2011 and 2012 IRSV Committee's, as well as Paulita Gomes, for support and enthusiasm provided in dealing with both day-to-day transactional activities and also bigger projects/events.

The nominations for the 2013 Executive committee reflect interest in our Society from every facet of our industrial relations/employment relations' community. I am proud to be associated with the IRSV and look forward to a continued active role as Immediate Past President. Happy Festive Season! Be safe.



Natascha Boehm, President – IRSV (2011 and 2012)

Incoming President's Message – Season's Greetings

Season's Greetings! It is an honour to be elected as the IRSV President. Thank you. Am looking forward to be helping to further develop IRSV, building on the great work of those who have built IRSV in the last 50 years, including of course Natascha Boehm who has served as the IRSV President for the last two years.

The Hon. Emeritus Professor Joe Isaac AO reminds us that this is the 50th anniversary of the IRSV. It was half a century ago that he and others helped to form the IRSV. So we'll soon be celebrating the IRSV's birthday; we would welcome suggestions about how to celebrate! We would also welcome suggestions of people or volunteers (perhaps a small team) who might contribute to compiling a history of the IRSV.

We will send you soon a new membership application with a request that members pass it on to at least one potential member (or lapsed member) and invite them to join (or re-join) for The New Year please. The IRSV offers an excellent value proposition. It promises to be an Exciting and Important New Year in the field on IR in general and for the IRSV in particular!

No doubt IR will continue to be high on corporate and political agendas. It will be a key issue again in the Federal Election that will be held in 2013. This may herald more changes to labour law.

Emeritus Professor Ron McCallum AO was one of the three people who conducted the official review of the Fair Work Act 2009. He has promised to come to speak at the IRSV in 2013. (In 2012 he also received the Monash University Distinguished Alumni Lifetime Achievement Award!)

When you are thinking about New Year resolutions, you might wish to consider conducting further study in IR and related fields. Several of our universities have excellent study options in the IR and related fields.

IRSV will be helping to host the ***Asian Regional Congress of the International Labour and Employment Relations Association (ILERA)***. Please visit its website, which is mentioned below and register to participate in the forthcoming Congress. Save \$270 if you take advantage of the Early Bird rate and register before **the deadline of 9 January 2013**. The theme of the Congress is ***Work and Employment in the Asian Century***. This will be the first time that this congress will be held in Australia; this is a once in a lifetime opportunity! Looking forward to catching up with you there and at other IRSV events. All the best for The New Year!

Professor Greg Bamber,
Discipline Group Leader: Human Resources & Employment Relations, Monash University, Caulfield, Melbourne. GregBamber@Gmail.Com



Recent Events

Dispute Resolution/Advocacy Course

The IRSV FWA Advocacy Training Program ("Program") was held in July-August this year. As is typical, our course was fully booked out and many aspiring advocates honed their skills before Senior Deputy President Les Kaufman of FWA and Chris O'Grady, a member of the Industrial Bar, together with a range of experienced advocates and current members of FWA, who worked work with participants in the workshop sessions.

The program includes theory and practical components and was a great opportunity for new advocates to learn new skills and for more experienced advocates to refresh their knowledge.

2012 Student Function

The IRSV held the 'Careers in IR' Student Function on Thursday, 2 August 2012 in the lobby of Fair Work Australia (11 Exhibition Street, Melbourne). Experienced speakers such as Joel Fetter of the Bar, Siobhan Keating of Maurice Blackburn and Commissioner David Gregory of FWA discussed their experience at university, in the trade union movement, representing employers and/or and at the Bar or FWA.

Students were given invaluable opportunity to question speakers concerning their careers and career choices and better inform themselves concerning what sort of future in the IR they want to work towards. Special thank you to Siobhan, Joel and David for their valued contributions.

Enterprise Bargaining 'Strategic Negotiations' Master Class – August 2012

An award-winning researcher on Industrial Relations recently presented a successful IRSV Master Class at Monash University Law Chambers in Melbourne CBD. Professor Joel Cutcher-Gershenfeld presented the Master Class "*Strategic Negotiations: Achieving Mutual Gains Results in Industrial Relations, Technological and Organisational Change.*" In front of a full house, all the main areas of IRSV's membership were represented there including unions, employers, governments, academics, students, consultants and the legal profession, as well as people from interstate and locals who were not yet IRSV members who then decided to join!

Professor Greg Bamber from Monash University (who chaired the Master Class and is an IRSV Executive member) observed "*people who attended the Master Class learned how to improve their skills for each phase of the negotiations process. They should now be better able to apply the principles of strategic negotiations to achieve mutual gains. We were privileged to have Joel share his insights with us. He is a distinguished professor and former dean at the University of Illinois, USA. His teaching is based on benchmark US seminars developed for Harvard University's Program on Negotiation*". A management participant commented it was: "*an excellent learning session. I gained much from it and know I can readily apply the learning*". She added "*A master of negotiations indeed. Thank you to IRSV and Monash.*"

Professor Cutcher-Gershenfeld is much involved with IRSV's US sister: the Labor & Employment Relations Association (LERA). When he was LERA's national president he helped to lead new strategic directions for LERA, including the establishment of industry councils and other forms of outreach. He kindly discussed these experiences at a special meeting of the IRSV Executive convened by President Natascha Boehm. Thanks go to Joel for sharing his insights and to Paulita Gomes for administering the Master Class.



Image taken before the IRSV Master Class: Professor Greg Bamber (left) and Professor Fang Lee Cooke, both Monash University; Professor Joel Cutcher-Gershenfeld and Professor Julian Teicher, Monash University. Photo by Frederik Kotzé.

Justice Ross Breakfast

The Hon. Justice Iain Ross AO, President, Fair Work Australia, was scheduled to attend the 30 August 2012 IRSV Breakfast and speak on his first six months as President of the Tribunal but, owing to an urgent dispute to be settled, was unable to attend. Attendees still benefitted from being able to mix and discuss the many issues currently occurring in our field and to have a valuable networking opportunity. We were fortunate, however, that His Honour was able to join us as a speaker at the 2012 IRSV Annual Convention. As the opening speaker, he shared with us his interesting views about the 'future directions' of Fair Work Australia (see below).



The Hon. Justice Iain Ross AO, President, Fair Work Australia (left) with the Hon. Bill Shorten, MP, Minister for Employment and Workplace Relations. They were launching the film Waltzing Matilda and the Sunshine Harvester Factory: a documentary film based on Fair Work Australia's book of the same name. The film is for those with a general interest in Australian IR and history, and for secondary and tertiary students. DVD versions of the film are available for purchase from FWA offices for \$10 (plus postage).

(Photo: ww2.fwa.gov.au/education/filmlaunchpictures)

IRSV Annual Convention

Conflict or cooperation? What is the 'on the ground' experiences and outcomes practitioners are seeing under the *Fair Work Act 2009* (Cth)? Is the reality one in which legislative processes and requirements have fostered greater cooperation and consultation at the workplace, or is it one in which disputes have become more intractable, conflict more entrenched and cooperative outcomes harder to achieve?

The 2012 IRSV Annual Convention was held on 26 October to examine the theme of 'Conflict or Co-operation'. An array of experienced and renowned IR practitioners and experts discussed their experiences with the new legislation.



*Image taken at the Convention.
Presenter Professor Bernadine Van Gramberg,
Swinburne University.*

Following the Convention dinner and drinks were held in the Harrison room at the MCG where participants enjoyed each other's company in a relaxed and enjoyable setting.



Image taken at the 2012 IRSV Convention: some participants, including closest to the camera on the right: the 2012 President of the Australian Labour and Employment Relations Association (ALERA): Peter Hampton, Commissioner, Fair Work Australia, SA. He was the closing speaker at the Convention.

Annual General Meeting and Patron's Night

The IRSV Annual General Meeting and Annual Patron's Night Dinner was held on **29 November 2012** at *Scugnizzo*, 558 Little Bourke St., Melbourne (CBD).

The Annual General Meeting was held at six pm and Chaired by outgoing IRSV President Natascha Boehm. For those wishing to nominate for the 2013 IRSV Committee, nominations were to be lodged with the Secretary by close of business Thursday, 22 November 2012. Congratulations to those who were successful in their nomination for the 2013 Committee. A complete list of the 2013 committee will be published on our website shortly.

The Executive Committee of the IRSV was pleased to invite current members and also interested non-members to our annual Patron's Night Dinner which immediately followed the 2012 IRSV AGM. The evening was well attended and proved to be a wonderful opportunity to relax amongst friends and colleagues and review 'the year that was' over a delightful meal and drinks.

We were fortunate to have Brian Lacy give this year's Patron's Dinner address. Brian was the Administrator of Christmas Island from October 2009 until recently, returning to Melbourne. Brian's period of Administrator was notable as a period when Christmas Island was often the centre of attention in a national debate over asylum seekers. We look forward to reading a summary of Brian's reflections on his time on Christmas Island in a future Newsletter. Notably, Brian is the incoming national ALERA President and we are honoured that a Victorian will hold that esteemed post.

2013 ILERA Asian Regional Conference

On behalf of our national entity ALERA, the IRSV is hosting the ILERA 2013 Congress in Melbourne next year, from **9 to 12 April 2013**. The theme is "*Work and Employment in the Asian Century*".



ILERA 2013
8th Asian Regional Congress
of the International Labour and Employment Relations Association

9 – 12 April 2013
Melbourne Conference and Exhibition Centre
Website: www.ilera2013.com

Thanks to the work of the Academic Steering Committee, chaired by Professor Peter Gahan three keynote speakers have been organised. They are:

- Professor Anil Verma, Professor of Industrial Relations and Human Resource Management at the University of Toronto.
- Professor Dong-One Kim, Professor of Industrial Relations at Korea University Business School and President of International Labour and Employment Relations Association (ILERA)
- Chang-hee Lee, Executive, International Labour Organisation (ILO) Head Office, formerly of ILO's Beijing Office.

Any members wishing to present a paper to the Congress should note that submissions have been sought and this part of the process has now closed. Again, full information is available on the website under the heading "Abstracts". Registration is **now open**. Early bird specials is available, but the **deadline is 9 January 2013**. **Be sure to register before the new deadline to save \$270 off your registration fee**. Further details concerning keynote speakers and other Congress information is available at www.iler2013.com.

New Members

The IRSV welcomes those new members who have joined since the last Newsletter. We warmly welcome:

Alice Lui, AMMA	Maartje Van-der Vlies
Alison Thunder, Australia Post	Melissa Sykes, King & Wood Mallesons
Amy Granger, McKean Park Lawyers	Monica Hyams, Plenty Valley International
Andrew Crocker, Norton Rose	Montessori School
Ari Kordos, Hannanprint	Natasha Horvat, Mills Oakley Lawyers
Ben Gee, FCB Workplace Law	Nicholas Duggal, Tresscox Lawyers
Benedict Farrell, SDA Victoria / Monash University	Nicholas Ogilvie, Freehills
Christopher Latham, , National Tertiary Education Union	Paul Ronfeldt, Thomsons Lawyers
Claire Brown, Linfox Armaguard Pty Ltd	Paula Castillo, Origin Energy
Elizabeth Shi, RMIT University	Peter Maguire, Ridgeline HR
Emma Strugnell	Rebecca Mason, Freehills
Garry Dircks, Just Relations	Rebecca McCleave, GM Holden Ltd.
Gaye Pilven, Coliban Water	Richard Berriman, AMMA
Georgina Ablett, Resolve HR Solutions Pty Ltd	Rod Marshall, FCB Group
Giles Bray, Fair Work Australia	Rowan Minson, King & Wood Mallesons
Illy Kaplan, Windana	Sally Wilson, Victorian Cytology Service Inc
Jason King	Sarah Horan, DLA Piper Australia
Joanne Sims, GM Holden Ltd	Sian Owen, SO I.R. Pty Ltd
Jodie Sherwell, Consumer Affairs Victoria	Simone Howard, DEECD
Joseph Kelly, Kelly Workplace Lawyers	Simone Lambert, Shire of Campaspe
Kate Lehane, Minter Ellison Lawyers	Stanley Rosenthal, National Tertiary Education Union
Katherine Awad, Jobs Australia	Steven Littlewood, Australian Federation of Air Pilots
Leo Skourdoumbis, CFMEU FFPD	Tiffany Lee, Fair Work Australia
Leslee Spiess, University of Newcastle	Troy Gread, Lumo Energy
Lucy Duggan, AMMA	Wayne Harbor, Sealed Air Corporation