



# Newsletter

*Industrial Relations Society of Victoria Inc. (A0032014N)*

**July 2012**

The Industrial Relations Society of Victoria is an organisation committed to fostering discussion, research and education in the field of industrial relations.

## **President's Message**

Welcome to the second edition of the IRSV Newsletter for 2012. The next half of the year promises to be an eventful period for the IRSV.

This month our highly rewarding IRSV Advocacy Course, arranged by our in-house specialists including Chris O'Grady and Commissioner Anna Lee Cribb, is being run. As usual, the registrations for this course have reached capacity and it promises to be another very successful program of study. Further, we are very pleased to host an enterprise bargaining Master Class, arranged with Monash University, on Monday 6 August. Many thanks to Professor Greg Bamber for his work in bringing Professor Joel Cutcher-Gershenfeld from the University of Illinois, USA to us! Please see below for further details or our IRSV website at [www.irsv.asn.au](http://www.irsv.asn.au).

Next month, on August 2<sup>nd</sup>, our Annual Student Function will go ahead where details regarding our Student Essay Competition will be announced. Additionally, the IRSV has scheduled an eagerly anticipated Breakfast Seminar led by Justice Ross of Fair Work Australia for August 30. Further details will be announced soon.

In September, we will run a panel session led by Professor Tania Sourdin of the Australian Centre for Court and Justice Administration, ACCJSI, focused on alternate dispute resolution in our relevant fields. October will see the IRSV Annual Convention, and in November we traditionally hold our Annual General Meeting and Patron's night dinner.

The first half of 2012 has been very successful also. The IRSV unveiled a new look and feel website and have established a professional network group (already well-populated) on LinkedIn. I would like to thank our national body, the Australian Labour and Employment Relations Association (ALERA) for funding our website overhaul. Chris Meallin (Vice President National Affairs) and I have been regularly attending our ALERA national committee meetings on behalf of the IRSV, at which time we report back our activities and ensure the IRSV meets all relevant national obligations.

We look to our membership constantly for new and fresh ideas to ensure that the IRSV stays relevant and current. Please do not hesitate to contact me directly via our administration manager, Paulita Gomes at [irsv@alphalink.com.au](mailto:irsv@alphalink.com.au) with any suggestions or comments.

I would like to thank Paulita Gomes (admin manager), Chris Best (Secretary), Brendan Avallone (Treasurer) and the entire IRSV Executive who have been instrumental in ensuring that the IRSV runs smoothly and effectively. The re-launch of our Women in Industrial Relations Group, held in June, has been a recent highlight – thanks to Janet Whitecross, Niki Howells-Schramm and the team! Events could not be organized or conducted without the help of our Executive and volunteers. Indeed, our IRSV Newsletter would not be

published if not for the acknowledged and appreciated efforts of our committed Editor, Mark Ritchie!

On a final note, please note that this year, in an effort to become more environmentally friendly and administratively efficient, the first round of renewal forms will be emailed to the address that we have for you on file. If your email address changes at any time please be sure to contact Paulita Gomes at [irsv@alphalink.com.au](mailto:irsv@alphalink.com.au) and advise her of your new email.

Best regards and stay warm!

Natascha Boehm  
President - IRSV



## Recent Events

### Meet the Tribunal Function

On Wednesday, 28 March 2012 the IRSV, in conjunction with Fair Work Australia, held its annual 'Meet the Tribunal' function. As in past years the evening was extremely well attended, and presented an opportunity for members to reconnect after the summer break in a social and relaxed environment. On a more serious note, the event is an opportunity for practitioners and the Members and Associates of the Tribunal to meet each other in a non-adversarial setting, and expand their networks in this specialist area.

The IRSV extends its thanks to the Tribunal for its generous support of the event, the active participation of many of the Melbourne-based Members, as well as the use of its premises for this function. Whilst the new President was a last-minute absentee due to a pressing matter, we look forward to welcoming him at an IRSV Breakfast event in August (see below).

### Re-formation of WIRIG

Established in 1997, the Women in Industrial Relations Interest Group (**WIRIG**) is an initiative of the IRSV focusing on the needs and interests of the women working in the field of industrial and employee relations. The WIRIG Committee is comprised of both female and male members – all whom recognise and promote the contribution made by a number of women in our profession.

WIRIG has been successful in bringing together industrial relations professionals from a range of industries and workplaces via informal and formal functions. Those involved believe that the variety of venues and styles of presentations have contributed to the successful forums for networking opportunities. Previous speakers have included, Christine Nixon (former Chief Commissioner of Victoria Police; former Chair of the Victorian Bushfire Reconstruction and Recovery Authority); and Dr Helen Szoke (Race Discrimination Commissioner; former Chief Conciliator/CEO of the Victorian Equal Opportunity & Human Rights Commission).

On Thursday, 14 June 2012 the WIRIG Committee held a function to re-launch WIRIG at the Yak Bar in Flinders Lane, Melbourne. The night was a great success in allowing IR professionals to network and socialise informally and promote the important role of women in IR and business. The night was very well attended by a range of IR professionals and it was wonderful to see so many new faces as well as many long term WIRIG supporters. A big

thank you to everyone who attended and we look forward to many more WIRIG functions in future.

## **IRSV on LinkedIn**

The IRSV is pleased to announce our Professional Group page on LinkedIn. If LinkedIn is a function that you have opted in to, please do not hesitate to request to join the group as an IRSV member. The IRSV intends to use this forum to foster relevant and appropriate discussion, research and education in the fields of industrial relations and employment relations and related fields. Please do not hesitate to contact us with any queries or comments at [irsv@alphalink.com.au](mailto:irsv@alphalink.com.au)

## **Upcoming Events**

### **Dispute Resolution/Advocacy Course**

The IRSV FWA Advocacy Training Program (“Program”) is on again this year. As is typical, our course has reached capacity with respect to attendance. The Program is a skill-based program directed at advocacy skills for appearances in FWA. The program includes theory and practical components and is a great opportunity for new advocates to learn new skills and for more experienced advocates to refresh their knowledge.

The Program is conducted by 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 will work with participants in the workshop sessions. Seminars and workshops will be conducted on the following dates:

The program of study began on Wednesday, 18 July 2012 (6.00pm - 9.00pm) and this preliminary lecture will be followed by another on Wednesday, 25 July 2012 (6.00pm - 9.00pm) at Victoria University, Queen St Campus, Melbourne. Two Full Day Skill Workshops will then be held on **Saturday, 28 July 2012** (9.30am - 5.00pm) and **Saturday, 4 August 2012** (9.30am - 5.00pm) at FWA, 11 Exhibition Street, Melbourne. A Summing Up Session/Cocktail function to conclude the Program. For further information regarding being placed on a waiting list for our next Advocacy Course please contact Paulita Gomes on (03) 96147545 or at [irsv@alphalink.com.au](mailto:irsv@alphalink.com.au).

### **2012 Student Function**

The IRSV is pleased to announce the ‘Careers in IR’ Student Function will be held on **Thursday, 2 August 2012** in the lobby of Fair Work Australia (11 Exhibition Street, Melbourne). The event will likely start around 6pm until 8pm and feature a variety of speakers discussing their experience at university, in the trade union movement, representing employers and/or and at the Bar.

Students will be provided an invaluable opportunity to ask speakers concerning their careers and career choices and better inform themselves concerning what sort of future in the IR they want to work towards. Interested students seeking to attend should RSVP at [irsv@alphalink.com.au](mailto:irsv@alphalink.com.au).

## Enterprise Bargaining Master Class – Monday, 6 August 2012

The IRSV, in conjunction with Monash University, has organised for **Joel Cutcher-Gershenfeld** (Dean, School of Labor and Employment Relations, University of Illinois) to hold a Negotiation Masterclass on 'Negotiating Agreements Achieving Mutual Gains Results in Industrial Relations and Technology Negotiations'.

Joel Cutcher-Gershenfeld has been offering his successful Master Class in Negotiations in the US and many other countries for years. He is a distinguished professor and leads the advance of knowledge and innovation in labor and employment relations at national and international levels at a time of accelerating economic, social and technological change. Joel currently leads research on the future of collective bargaining and the alignment of stakeholders in complex engineered systems.

This session will benefit practitioners, including advocates, legal advisors, policy makers, union and management representatives and other key stakeholders in the private- and public-sectors seeking to maximise their enterprise bargaining and negotiation skills.

The Masterclass will be held at the ground floor Auditorium, Monash City Chambers, 555 Lonsdale Street, Melbourne at 6pm on **Monday, 6 August 2012**. The evening will comprise various discussions and workshops, an evening meal and light refreshments, concluding around 10pm. Cost is **\$190**, with a **\$50 discount** for IRSV members and Monash University alumni, students and staff, or fully retired members, or students of any other institution. Those interested on attending should contact Greg Bamber on [GregBamber@gmail.com](mailto:GregBamber@gmail.com) or Paulita Gomes on (03) 96147545 or at [irsv@alphalink.com.au](mailto:irsv@alphalink.com.au). Please see [www.irsv.asn.au](http://www.irsv.asn.au) for the registration flyer.

## Justice Ross Breakfast

As President Ross could not attend the IRSV 'Meet the Tribunal' event earlier this year, His Honour has been gracious enough to lend his time to an IRSV / VECCI Breakfast Briefing to be held on Thursday, 30 August 2012. By this time, it is likely the 2012 Modern Award Review will be in full-swing, the Review into the Fair Work Act conducted earlier this year will have been released by the Federal Government and His Honour will have just clocked up his first six months as President of the Tribunal, ensuring there will be no shortage of topics for His Honour to speak on!

The breakfast event will be held at VECCI, 486 Albert Street, East Melbourne (Parliament station) with a continental breakfast, coffee, tea and juice provided. The event will be held on **Thursday, 30 August 2012** with cost to be \$30. Spots for this fantastic event are sure to sell out fast. Register on [irsv@alphalink.com.au](mailto:irsv@alphalink.com.au) to book your seat.

## 2013 ILERA Asian Regional Conference

As reported in the last Newsletter, on behalf of the national body ALERA, the IRSV is hosting this 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](http://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, the Professor of Industrial relations and Human Resource Management at the University of Toronto.
- Professor Dong-One Kim, Professor in Industrial Relations at Korea University Business School.
- Chang-hee Lee, Researcher at the ILO Beijing Office.

The Organising Committee is developing a series of “Practitioner Master Classes” to be held as part of the Congress program. Currently under development are master classes on dealing with the media in industrial relations, introduction to Labour Law in China, India and Indonesia and Dispute settlement procedures. Other subjects are under consideration, and if you have suggestions please contact me at the address below. Further details will be published on the website as the classes are finalised.

Any members wishing to present a paper to the Congress should note that submissions have been sought. Again, full information is available on the website under the heading “Abstracts”. Registration is also **now open**. Further details concerning keynote speakers and other Congress information is available at [www.ilera2013.com](http://www.ilera2013.com).

## 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 will examine the above themes and have assembled an array of experienced and renowned IR practitioners and experts to discuss these issues. The Convention will this year change to a 1 day event with dinner and drinks to follow the speakers. This year the Convention will be held on **Friday, 26 October 2012** at the MCG. Further event and registration details will be provided to members shortly.

## New Members

Lastly, the IRSV welcomes those new members who have joined since the last newsletter went to print. We warmly welcome:

Adam Lambert,	Fair Work Australia	Erin Rice	Mills Oakley Lawyers
Amanda Cochrane	AMMA	Jessica Dolan	HWL Ebsworth Lawyers
Arjen Van Den Broek	WorkPlace Executive	Mark Karlovic	International Power – GDF Suez
Brenton Otte	City of Yarra	Meredith Kennedy	DLA Piper
Cassandra Griffin	Department for Health and Ageing (SA Health)	Michael Asmar	PFD Food Services
David Burnton,	Mills Oakley Lawyers	Rachel Takats	Jobs Australia
David Gregory	Fair Work Australia	Richard Evans	Conroy Llewellyn & Evans
Deanne McLennan	Worklogic Pty Ltd	Stella Gold	Barrister
Dee Brooker	Fair Work Australia	Wendy Fauvel	Herbert Geer