

President's Message

This year is a year of change for the Industrial Relations Society of Victoria (IRSV) generally. Not only has there been a name change at the national level so that the Industrial Relations Society of Australia is now the Australian Labour and Employment Relations Association (ALERA) in addition the IRSV has recently approved a recommendation to refresh and redevelop our website. This website project will be undertaken in conjunction with the development of the new ALERA website and is anticipated to improve the look and feel of our online portal. We are excited that we will soon present a fresh face to the world.



We have lots of events for members in the coming months. The sub committees of the IRSV are working hard to organize not only the much anticipated Advocacy Course, which commences this month, but also the biannual Sir Richard Kirby Lecture and our annual convention in October. Stay tuned also for information regarding other seminars that will be hosted by the IRSV throughout the year. As always, our Annual General Meeting and Patron's Night Dinner will be enjoyed towards the end of November.

Thank you to our members for their continued support. I encourage feedback to be forwarded to me personally at irsvpresident@gmail.com

Natascha Boehm, President

First of the 2011 Seminar Series

The IRSV held its first Seminar Series event of 2011 at the offices of DLA Piper on 26 April.

The guest speaker was Australian Building and Construction Commissioner Leigh Johns. The Commissioner gave an insight into the work that the Office of the ABCC has been undertaking in the past 12 months, and the results of the recent Roundtable discussions being held around the country. We also discovered that Victoria still generates a substantial proportion of the work of the Commissioner. It will be up to you to decide if this is a good thing or not!

The event was well attended with an in-depth Q&A session following the end of the presentation.

We thank the Commissioner and his staff for their time and expertise in a hectic schedule, and look forward to the next seminar.

Chris Best, Vice President, Functions



The IRSV's Chris Best with Leigh Johns of the ABCC

EVENTS AND FUNCTIONS 2011

Late July - Seminar Series #2: The Equal Pay Decision.

19 and 26 July 2011 - IRSV Advocacy Course Evening Sessions.

6 and 13 August 2011 - IRSV Advocacy Course Saturday Sessions.

6 August - Careers in IR Student function.

Late August - The Sir Richard Kirby Lecture. Special guest TBA.

Early September - Seminar Series #3: Good Faith Bargaining.

13-14 October - IRSV Annual Convention

24 November 2011 - AGM and Patron's Night Dinner.

National Council Meeting Report – Sydney

The National Council of the Society met on 30 March 2011 which was during the IIRA World Congress held at the Doltone House Convention Facility in Sydney.

The meeting passed the resolution that has now formalised the change of name of the national society from the Industrial Relations Society of Australia (IRSA) to the Australian Labour and Employment Relations Association (ALERA). This provides consistency with the International Labour and Employment Relations Association (ILERA) although the constituent State IR Societies including the IRSV in Victoria have elected to remain with their current respective names at this time.

The IRSV tendered its report to the council that highlighted the activities of the Society including the current membership status and functions held in the previous quarter. The meeting also had the pleasure of passing the resolutions to confer life memberships for Joe Catanzariti and Emeritus Professor, Russell Lansbury which were announced during the IIRA Congress. It was acknowledged that both these individuals have made a tremendous contribution to IR for many years and are well known to most in the workplace relations arena through their respective professions of the law and academia.

Other items discussed at the meeting were the IIRA Regional Conference to be held in Melbourne in 2013 with a conference organizer now appointed and with planning now well underway. The ALERA office bearers for 2011 were confirmed with Melanie Binet, currently President of the Industrial Relations Society of Western Australia, as the National President. The next meeting of the National Council will be held in conjunction with the ALERA National Conference to be held in Perth on 6-7 October 2011.

Chris Meallin, Vice-President, National Affairs, Finance and Administration

2011 Advocacy Course

The IRSV Fair Work Australia Advocacy Training Program is being run again.

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.

It consists of 2 Tuesday evening sessions on the evenings of 19 and 26 July 2011 and two Saturday sessions on 6 and 13 August 2011.

For further information please contact Paulita Gomes, IRSV Administrative Officer on: ph: (03) 9614 7545, fax: (03) 9614 3970 or email: irsv@alphalink.com.au

IRSV EXECUTIVE 2011

President

Natascha Boehm

Vice-Presidents

National Affairs, Finance and Administration – Chris Meallin

Membership, Students and Publications – Commissioner Anna Lee Cribb

Functions – Chris Best

Conflict Resolution – Chris O’Grady

Secretary

Amber Millhouse

Assistant Secretary

Richard Naughton

Treasurer

Brendan Avallone

Assistant Treasurer

Joel Fetter

Committee Members

Warren Cruse

Niki Howells-Schramm

Victoria Lambropoulos

Jacinta Lane (Editor)

Steve Michelson

Brendan Milne

Annamarie Rooding

Rachel Storey

Immediate Past President

Jim Simmonds

Participating Members

Charles Englander, Julie Hansen, Katherine Aistrop, Katy Sweatman, Serena O’Meley and Amy Buckley

Patron

Justice Geoffrey Giudice

Patron, Women in Industrial Relations (WIRIG)

Commissioner Dianne Foggo



POSITION AVAILABLE - EMPLOYEE RELATIONS ADVISOR

Location: Olympic Dam

The Future is Zero Harm

At BHP Billiton, our vision for sustainable development is to be the company of choice – creating sustainable value for shareholders, employees, contractors, suppliers, customers, business partners and host communities. Central to our vision is our goal of Zero Harm to people, the environment and the community.

Further to this our people are our most significant asset and number one priority and therefore Zero Harm drives all our operations. A demonstrated commitment to health and safety leadership is a pre-requisite for being considered for any opportunities or career advancement within the business.

Location

Located 560 kilometres north of Adelaide, South Australia, Olympic Dam is a multi-mineral ore body. It is the world's fourth largest remaining copper deposit, fifth largest gold deposit and the largest uranium deposit. It also contains significant quantities of silver.

Roxby Downs is a thriving community of 4,500 people, with the highest standard of infrastructure in roads, buildings and business facilities. An active and progressive administration and community network support it. Roxby Downs is home to a variety of modern, well equipped - educational, health, sporting, leisure, shopping and cultural facilities.

Position Synopsis

Reporting to the *Manager Employee Relations* you will assist with the development of Employee and Industrial Relations Strategy and Policy development for the Uranium CSG whilst supporting employee and industrial relations elements across Uranium CSG including; Olympic Dam, Yeelirrie, Growth and other projects as directed.

You must be a specialist on ER/IR strategies as you will often be required to provide advice on employee and industrial relations issues. You will need to be able to partner with the *Manager Employee Relations* and HR teams on interpretation and application of applicable federal and state legislation in order to provide consistent sound advice on ER/IR HR policies, procedures and frameworks to the business.

You will also be required to support both industrial and workplace negotiations/reviews and fulfil conflict resolution interventions including third party liaison.

Other key aspects to the position consist of your ability to maintain key links with internal and external employee/industrial relations stakeholders to ensure the BHP Billiton Uranium business is up to date on legislation, issues and trends. In addition you will provide direction and assistance in resolution of disciplinary and grievance cases to ensure that performance counselling and disciplinary action are conducted in a manner which is procedurally fair and in a manner which meets the BHPB Charter values.

Skills and Experience

Ideally this role will be suited to someone who possesses a Tertiary qualification within a Human Resource Employee Relations capacity or Industrial Relations/Legal field. You will have a strong understanding of contemporary employee relations with demonstrated expertise in this environment coupled with a high level of experience in delivering strategic IR agendas. Further to this you can demonstrate:

- Knowledge of State and Federal Legislation within the industrial relations arena
- Strong written and oral communication skills
- Thorough understanding of contemporary Human Resources function
- Demonstrated ability to drive the development and implementation of employee relations strategies which align with that of the business
- Negotiations experience and demonstrated ability to influence across various areas and organizational levels.
- Understanding of BHPB people management systems preferred.
- Previous exposure to the mining and minerals processing industries is preferred.

How to Apply

Please apply online before the 31st July 2011. To find out more about this position, please direct your enquiries to Scott Thomas on 08) 8405 2546.

BHP Billiton has an overriding commitment to safety and environmental responsibility.

NEW MEMBERS

The IRSV welcomes the following new members for 2011:

Adam Hill - John Holland Pty Ltd

Adam Shepherd - Australian Industry Group

Anthony Massaro - Russell Kennedy

Belinda Perisic - Fonterra

Brian Grace - Tuftmaster Carpets

Bryony Binns - Baker & McKenzie

Burke Ben - Baker & McKenzie

Cate Cleary - Colorpark Ltd

Christopher Sealie - Amcor Australasia

Con Deftereos - AMMA

Dan Trindade - Trindade Farr & Pill

Danya Ellinghaus - Blake Dawson

David Natenzon - Blake Dawson

Debra Hill - Austin Health

Emma Coetsee - Baker McKenzie

Gaye Hennessey - Delaware North

Helen Chapman -Cenitex

Ian Jordan - Logie-Smith Lanyon Lawyers

Issa Chad - Master Grocers Australia

Jennifer Forward - Jobs Australia

Jenny Molly - Mt Hotham Resort Management Board

John Bradbury - Ambulance Victoria

John Lewin - Fair Work Australia

Joseph Kelly - Kelly Workplace Lawyers

Julius Roe - Fair Work Australia

Karen Linford - Austin Health

Kate Greig - Fair Work Australia
Kellie-Ann McDade - Baker & McKenzie
Kelly Howell - Schweppes Australia Pty Ltd
Leigh Svendsen - Health and Community Services Union
Leonie Green - Adecco Group
Linda Gale - NTEU Victorian Division
Luana Payne - Solicitor
Luke Winchester - National Electrical & Communications Assoc.
Malbasa Danijel - Roger Rusher
Margaret Barrett - VHIA
Matthew Borghesi - Fulton Hogan
Melissa Bulat - Blake Dawson
Meredith Newth - Austin Health
Michael Cochrane - Wisewould Mahony
Michael O'Shaughnessy
Millen Lo - Clayton Utz
Natalie Thompson - Adecco Australia
Ourania Daves - Logie-Smith Lanyon Lawyers
Peter Finding - Arnold Bloch Leibler
Pomroy Brett - Blax Group Pty Ltd
Rebecca Hunter - Austin Health
Richard Uglow - Coles Supermarkets
Scott Mortimer - Blake Dawson
Stephen Gome - LHMU
Steve Knott - AMMA
Stuart Pill - Trindade Farr & Pill
Tony Olthof - Department of Health
Vicky Davie - Australia Post