UNLOCKING THE BLACK BOX: UNDERSTANDING INDUSTRIAL RELATIONS

A workshop designed for senior staff with limited or no industrial relations experience to develop an understanding of the Australian IR system. Jointly developed by the Australian Higher Education Industrial Association (AHEIA) and the LH Martin Institute.

www.lhmi.edu.au
Program overview

A workshop designed to develop an understanding of the Australian industrial relations system for senior staff with limited or no industrial relations experience and who are required to engage in enterprise bargaining, managing industrial disputes or making decisions regarding complex staffing issues.

Participants will develop an understanding of the legislative and case law framework underpinning the Australian industrial relations system, the opportunities arising through the enterprise bargaining process and the principles that should guide decision-making on complex staffing issues.

This program has been jointly developed by the Australian Higher Education Industrial Association (AHEIA) and the LH Martin Institute.

Who should attend?

Designed for senior staff working in the higher education sector including Heads of School, Deans, Pro Vice-Chancellors, Deputy Vice-Chancellors and other senior university managers.

Delivery mode

This is a one-day, non-residential workshop utilising a variety of delivery methods to enhance learning such as:

- interactive sessions,
- small group work, and
- case studies.

Dates and locations

Friday, 27 July 2012
Aerial UTS function centre,
Level 7, 235 Jones Street,
Ultimo, Sydney

Course fee:
$1,000 ($1,100 inc. GST)

Program fee does not include accommodation.

Program content

Industrial legislation and case law

- IR framework
- Key principles from legislation and cases

Solving Complex IR/staffing matters

- Blocking strategies
- Policy/EB split
- Forum shopping
- Commercial decision-making
- Adverse action claims
- Following due process

Making the most of EB negotiations

- EB strategy
- Creating opportunities
- Supporting or restricting university operations
- Ability to vary EBA provisions
- Integration
Learning outcomes

Participants will gain an understanding of:

- the Australian industrial relations framework,
- the techniques used on behalf of employees in IR disputes,
- adverse action claims, and
- how to create opportunities for supporting university operations through EB strategy.

Program facilitators

Liz Baré commenced her working life in charge of a small specialist library in a government agency, supervising two other staff. There she learnt valuable lessons in management, supervision and working in complex organisations. She moved through a series of technical and line management positions in that agency, and in 1983 was appointed to head its 50 strong personnel branch. There she fell in love with human resources management and decided that this was her true vocation. Her next assignment was to create a human resources function in one of the world's largest volunteer organisations.

She has now headed the human resource function in three different organisations. Her longest appointment was as Vice-Principal (Human Resources) at the University of Melbourne. She and her colleagues developed the HR function at the University from a personnel function to a well regarded human resources division. In recent years, Liz has been Head of Administration at the University of Melbourne, where she was responsible for service delivery of IT, Finance, Research, Marketing, Property and Grounds, as well as overseeing a major restructure of administrative service delivery.

Liz is currently a Senior Fellow of the LH Martin Institute for Higher Education Leadership and Management and also a Senior Fellow in the Centre for the Study of Higher Education, at the University of Melbourne. Liz currently advises universities in Australia and overseas on management and human resource management issues.

Stuart Andrews commenced his appointment as Executive Director of AHEIA in May 2011. He is a qualified lawyer and was previously employed by AHEIA as its Legal & Industrial Officer between 1988 and 1993. For the intervening period of 18 years, Stuart was the HR Director at the University of Tasmania, where he was the lead negotiator for UTAS in five rounds of enterprise bargaining. Stuart gained his law degree from UTAS, and holds a postgraduate qualification in Arbitration/Mediation from the University of Adelaide. He is also a past President and Secretary of the Industrial Relations Society of Tasmania.

Registration

To register, please go to our website www.lhmi.edu.au or contact us.
About the LH Martin Institute

The LH Martin Institute was established, with the support of the Australian Government, to help leaders, professionals and academics gain an understanding of the rapidly changing tertiary education sector and translate that knowledge into effective management strategies for their institution. In other words, we aim to improve management and leadership in the tertiary education sector by assisting its current and aspiring leaders in fulfilling their missions. We do this by providing an integrated set of programs, events and research projects that are tailored to the particular needs of the sector.

For more information about our full range of programs, events and projects please visit the website or contact us.

www.lhmi.edu.au

About the Australian Higher Education Industrial Association (AHEIA)

The Australian Higher Education Industrial Association (AHEIA) is the employer association for the higher education sector, registered under the federal Fair Work (Registered Organisations) Act 2009. The Association currently has 31 member universities. It provides a range of membership services, including advice and assistance with enterprise bargaining and the settling of industrial disputes, representation before industrial tribunals and internal disciplinary committees, and specialist training on a variety of employment-related issues. AHEIA also hosts national conferences and conducts national and State-based forums for the benefit of its members.

www.aheia.edu.au

Keeping in touch

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Join our alumni group for all past students and program/course participants.

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