



INDUSTRIAL RELATIONS SOCIETY
OF WESTERN AUSTRALIA

State Convention Program

24-26 October 2003

Abbey Beach Resort
595 Bussell Highway, Busselton

Convention Theme

"The Changing World of Work"

General Information

Venue

Abbey Beach Resort Busselton
595 Bussell Highway
Busselton
Phone: 08 9755 4600 Fax: 08 9755 4610

Accommodation

Please finalise your account on checkout. Delegates are responsible for their own mini bar and other incidental costs. Check out must occur prior to 5pm Sunday 26 October 2003. Please note that check out time for Delegates staying one night is 2pm.

Dress Standard

Convention sessions – smart casual

Gala Dinner – evening wear

All other functions – smart casual

Name Badges

Name badges must be worn at all times. Admission to all sessions and functions will be by name badge only. The colour of the name tag indicates the following:

Blue – Committee

White – Delegate / guest

Red – Speaker

Guests attending functions have the function which they have registered to attend noted on their Tag

Assistance

If you require any assistance during the Convention please approach one of our committee members. Committee members can be identified by the colour of their badges.

Disclaimer

The information presented in this book is correct at the time of printing. In the event of unforeseen circumstances the IRS of WA reserves the right to amend the Convention Program

Program

| Friday 24 October 2003 | |
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| 2.00pm onwards Check in | Abbey Beach Resort |
| 6.00pm - 7.00pm Registration | Abbey Ballroom Foyer Area |
| 7.00pm - 10.00pm Welcome Reception – Sponsored by Silver Sponsors Corrs Chambers Westgarth The reception will include a formal welcome to delegates by the Presidents of the Industrial Relations Society of Western Australia and the Industrial Relations Society of Australia. Speakers Ms Susan Barrera – President IRS of WA Mr Stephen Dowd – President IRS of Australia | John Abbey Sports Bar & Terraced Area |
| Saturday 25 October 2003 | |
| 8.30am - 9.00am Registration | Abbey Ballroom Foyer Area |
| 9.00am - 10.30am Session One – From the inside looking out Speakers The Honourable Mr Rob Hulls MP – Minister for Industrial Relations, Victoria <i>How the legislature can address the mismatch between the IR system and the reality of work in 2003.</i> <i>"It's time for the States to take Charge"</i> Chief Commissioner WS Coleman – Chief Commissioner, Western Australian Industrial Relations Commission <i>The Tribunal's perspective on the match or mismatch between the IR system and the reality of work in 2003.</i> <i>"Reality Bites"</i> Chair Ms Susan Barrera – President IRS of WA | Ballroom |

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| <p>10.30am - 11.00am Morning Tea</p> | <p>Atrium Area</p> |
| <p>11.00am - 12.30pm Session Two – The Response of the IR Players</p> <p>Speakers Mr Greg Combet - ACTU Secretary <i>ACTU response to the mismatch between the IR system and the reality of work in 2003.</i> <i>“The Changing World of Work – Challenges for Unions”</i></p> <p>Mr Graeme Watson – Freehills <i>Employer responses to the mismatch between the IR system and the reality of work in 2003.</i> <i>“How to make IR systems work for you in 2003 and beyond”</i></p> <p>Chair Mr Geoff Bull – Chamber of Commerce & Industry</p> | <p>Ballroom</p> |
| <p>12.30pm - 1.30pm Lunch</p> | <p>Atrium Area</p> |
| <p>1.30pm - 3.00pm Session Three – Addressing the Issues</p> <p>Speakers Associate Professor L Hartley PhD – School of Psychology, Murdoch University <i>Dealing with extended hours of work.</i> <i>“The risks of extended hours and shift work”</i></p> <p>Ms Stephanie Mayman – Secretary, Unions WA <i>The issues facing Western Australian unions</i> <i>“Meeting the challenges of the contemporary workplace - from a WA perspective”</i></p> <p>Chair Ms Natalie Van Der Waarden – Murdoch University</p> | <p>Ballroom</p> |
| <p>3.00pm - 3.30pm Afternoon Tea</p> | <p>Atrium Area</p> |

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| <p>3.30pm – 5.00pm Session Four – Addressing the Issues</p> <p>Speakers Mr Russell Allen - Freehills</p> <p><i>Legal issues arising from the changing nature of work.</i> <i>“Are laws the solution ?”</i></p> <p>Mr Alan Tietzel – Argyle Diamond Mines</p> <p><i>Employment of indigenous workers</i> <i>“On becoming relevant: when kicking goals is more important than playing the game”</i></p> <p>Chair Mr Saul Harben – Freehills</p> | Ballroom |
| <p>7.00pm – 7.30pm Pre dinner Drinks</p> | Atrium Area |
| <p>7.30pm - 12.00am Convention Gala Dinner</p> <p>Speaker Mr Paul Murray – Broadcaster 6PR Radio, Former Editor <i>The West Australian</i>, Award winning journalist</p> <p><i>“Why Work?”</i></p> <p>Chair Mrs Melanie Binet – Clayton Utz</p> | Ballroom |

| Sunday 25 October 2003 | |
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| <p>10.00am – 11.45pm Session Five – IR “Quiz Night”</p> <p>Quiz Master Mr Allan Birrel – Bunbury Chamber of Commerce and Industry</p> | Ballroom |
| <p>10.45am - 11.15am Morning Tea</p> | Ballroom |
| <p>11.45am – 12.00pm Closing Address</p> <p>The closing address includes a review of the convention and will be made by the president of the IRS of WA</p> <p>Speaker Ms Susan Barrera – President IRS of WA</p> | Ballroom |
| <p>12.00pm – 2.00pm Lunch – Sponsored by Silver Sponsors Workplace Express</p> | Terraced Area |

Speaker Profiles

The Honourable Mr Rob Hulls MP

Minister For Industrial Relations Victoria

The Attorney-General, the Hon Rob Hulls, MLA was educated in Melbourne and undertook his law studies at RMIT. From 1984 to 1986 Mr Hulls was a solicitor at the then Legal Aid Commission working in the Glenroy and Frankston offices. Moving to far north Queensland in 1986 he worked as a solicitor in Mt Isa and was retained by the Aboriginal Legal Service. From 1990 to 1993, Mr Hulls was the Federal Member for Kennedy – an electorate covering 770,000 square kilometres and described as the most diverse electorate in Australia. Returning to Melbourne in 1993, Mr Hulls was the Chief of Staff to the Leader of the Opposition until 1996 when he was elected MLA for Niddrie. Mr Hulls was formerly the Minister for Manufacturing and Industry and the Minister for Racing in the last term of the Bracks Government. He remains Attorney-General and apart from TAC, has acquired the portfolios of industrial relations and WorkCover.

Chief Commissioner WS Coleman

Chief Commissioner Western Australian Industrial Relations Commission

Chief Commissioner W S Coleman joined the Western Australian Industrial Relations Commission in 1985 and was appointed Chief Commissioner in 1987. He was appointed Deputy President of the Australian Industrial Relations Commission in 1990. Prior to his appointment to the WAIRC he held the position of Secretary to the Australian Medical Association (WA Branch). Mr Coleman has been involved in industrial advocacy since 1975 and was Senior Industrial Advocate to the State Public Service Board from 1979 to 1981. He has a Bachelor of Arts (Social Sciences – Distinction) degree and also a Bachelor of Jurisprudence and LLB degree, obtained at the University of Western Australia. Mr Coleman's other interests include the Diabetes Association of Western Australia where he was President in 1998 and 1999. He has been a member of the DAWA Board since 1996 and is currently a member of the Board of the Diabetes Research Foundation of Western Australia and has been since 1987. Mr Coleman is married with four children.

Greg Combet

Secretary ACTU

Greg Combet became Secretary of the ACTU in February 2000. Born in 1958, Greg has tertiary qualifications in engineering, economics and labour relations and the law. He worked as a miner and in minerals exploration before being employed by the NSW Tenants' Union as a project officer and then by the Lidcombe Workers' Health Centre. Greg started work with the Waterside Workers' Federation in 1987, one of the unions that merged to form the Maritime Union of Australia. He became a Senior Industrial Officer at the ACTU in 1993 and was elected ACTU Assistant Secretary in 1996. During this time, Greg worked with unions representing employees in a wide variety of industries, and has overseen the ACTU's Living Wage case for low paid workers since 1997. Greg became Secretary of the ACTU in February 2000, following the resignation of Bill Kelty. Greg has coordinated numerous union campaigns, including the high profile 1998 waterfront dispute and the effort to rescue the jobs and entitlements of Ansett workers.

Graeme Watson

Freehills

Graeme Watson has 20 years experience as counsel in major test cases and appeals before the Australian Industrial Relations Commission. He now predominantly provides strategic advice and representation on industrial and employment issues to a significant number of large employers and governments. Graeme's practice focuses on enterprise bargaining, the resolution of industrial disputes, new projects, workplace change and organisational restructures, industrial relations planning and strategies, demarcation disputes, innovative forms of industrial regulation, sound employment policies and procedures. Graeme's major advocacy assignments include the Reasonable Hours Test Case, the 1989 Parental Leave Test Case, the Coal & Allied s127 Application, the Caltex s.170MX Arbitration and various Full Bench matters for employers including Fosters, Coal & Allied, Mobil, BP, Shell, CSR, Amcor, Bechtel, P&O, Tenix and The Tasmanian Government.

Associate Professor L Hartley Phd

School of Psychology, Murdoch University

Laurence is Associate Professor of Psychology at Murdoch University, Chair of the Road Safety Council's Driver Fatigue Task Force, Chair of the WA Government's Review of the Occupational Safety and Health Impact of Extended Working Hours and a member of the National Transport Commission's fatigue expert group. He is also editorial consultant to Accident Analysis and Prevention and on the Editorial Board of Transportation Research. He is the author of over 100 papers, many concerned with fatigue, and has edited 2 books "Fatigue and Driving" and "Managing Fatigue in Transportation". He consults widely to the transportation and other industries and has appeared as an expert witness in many court cases involving fatigue. Laurence is also standing convenor of the international conference on managing fatigue in transportation.

Stephanie Mayman

Secretary UnionsWA

Stephanie has had a broad range of experience in the trade union movement over a period of 18 years. Since 2001 Stephanie has been the Secretary of the Trades & Labor Council of Western Australia (now UnionsWA). She was the first woman to be elected to this position. She is a member of both the State and Federal Occupational Health and Safety Commissions and a Trustee Director of the Westscheme Superannuation Fund. Prior to her election as Secretary she was the Assistant Secretary for 6 years. In 2001 she was a member of the Australian delegation to the International Labour Organisation Conference in Geneva. She has also been a member of Australian delegation to International Labour Conferences in 1992 and 1993. From 1988 to 1995 Stephanie was an Industrial Officer for the Australian Liquor, Hospital & Miscellaneous Workers' Union, WA Branch appearing before State and Federal Tribunals. Prior to this she was Occupational Health & Safety Officer for the Trades & Labor Council of Western Australia for a period of 5 years. Stephanie moved to Australia from New Zealand in 1975 after completing three years of nursing training. On her arrival in WA she trained as a teacher and taught as an early childhood teacher in the state public sector.

Russell Allen

Partner, Freehills

Russell Allen is the National Practice Group Leader for the Employee Relations team. He joined Freehills' predecessor in Melbourne, Moule Hamilton Derham, in 1973 and has now practised in the area of Employee Relations and Industrial Law for more than 20 years. In addition to his focus in resource and energy industries, Russell has had extensive involvement across industries including the oil industry, banking and finance sectors, retail, communications, ports and maritime and in the public sector. Russell is particularly experienced in designing strategies to establish employment structures and systems to meet client's requirements and provide the most efficient use of the workforce. His approach is designed to put the employer in the 'driver's seat' and to avoid, or at least minimise, potential problems and the need for third party solutions. He has been involved in many important landmark cases in industrial relations, including national wage cases and test cases involving demarcation and technological change. Russell also advises on employment contracts and their termination, dispute minimisation and resolution, occupational health and safety and equal opportunity and discrimination. He is regularly involved as counsel in industrial tribunals. Russell has been involved with the human relations planning of most major resource projects in Western Australia, with his experience extending through the construction phase to planning and ongoing involvement in the operations phases of projects.

ALAN TIETZEL

Argyle Diamond Mines

Alan Tietzel is the General Manager Organisation and Communities at Argyle Diamonds. He is responsible for human resources and community relations, and is the Company's champion for sustainability initiatives. Perhaps importantly to the context of his presentation today, Alan spent his childhood in the Kimberley and MidWest of WA. He spent too many years studying at the University of WA, earning qualifications in philosophy, commerce, education, and business administration. Alan began his career in 1979 as a public servant initially in the WA Education Department and later the Department of Employment & Training. He joined Argyle Diamonds in 1990 as Employee Development Specialist and then, obviously affected by the heat, took on the role of Superintendent Employee Relations. Alan subsequently moved to Dampier Salt as Manager Organisational Effectiveness, then to CRA Melbourne as General Manager Staff Development, before returning to Perth as Manager Human Resources at Wesfarmers CSBP. In these roles Alan has observed the modernisation and demonisation of Awards, the rise and demise of Workplace Agreements, and the use and abuse of not-so-common law. He believes the games we play in industrial relations are too often self serving and distract from the real work that we should be engaged in if we truly want to make a difference, to build a better society.

Paul Murray

6PR Radio

Paul Murray joined 6PR in March of 2000. He resigned as editor of *The West Australian* after a 10 year stint to take up the challenge of morning radio. He was appointed editor in March 1990, having begun his career at the paper in 1970. Born in Mt. Lawley in 1950, Murray grew up in the semi-rural town of Guildford in the Swan Valley. His father, Keith, was a journalist at *The West Australian* and his older brother Kim was a reporter at *the Daily News*. He attended Guildford State School (1956-62) and then Guildford Grammar School (1963-67). At Guildford Grammar he became a school prefect and captain of Stirling House. After joining *The West Australian*, he worked in Sydney and Melbourne and in 1981 he was headhunted by *The Western Mail* to become an investigative reporter. After two years and with no sign of the weekly newspaper becoming a daily, Murray went overseas to live in France for a year. He returned in the middle of 1984 and resumed his post at *The Western Mail*. He won the State's top journalism award, the University of WA's Lovekin prize in 1985 and the Daily News Centenary Prize in 1986. He also won the Beck prize for political journalism in 1986. In July 1987, he returned to *The West Australian* as chief of staff. He was appointed night editor in 1989. The next year he was appointed deputy and then editor several months later. Every existing circulation record on the newspaper's books happened during his tenure. In April 1997 he achieved a long-standing goal and pushed the circulation of the newspaper over 400,000 for the first time. In August 1998 he achieved a magical one million readers target for the paper's Saturday edition. Murray is married to journalist Grace Malatesta and has one son, Toby.

Allan Birrell

Bunbury Chamber of Commerce and Industries

Chief Executive Officer of the Bunbury Chamber of Commerce and Industries (BCCI) for the past 2 years. The BCCI has over 700 members and is the largest regional Chamber of Commerce in Australia. Membership of the Chamber reflects the diverse makeup of the South west economy from major resource companies such as Alcoa and Worsley to small service and tourist operators. The Chamber is also committed to promoting development within the South West and has recently been instrumental in sourcing and preparing a pirate Patagonian Toothfish boat as a dive wreck off the coast of Bunbury. This project has the potential to generate \$2.4 million over the next 2 years in the local economy.

IRS Committee 2003

| Name | Position |
|-------------------------|-----------------------------|
| Susan Barrera | President |
| Theresa Borwick | Past President |
| Natalie Van Der Waarden | Vice President |
| Kim Richardson | Vice President |
| Tom Rynn | Treasurer |
| Melanie Binet | Secretary |
| Saul Harben | Professional Representative |
| Maria Saraceni | Professional Representative |
| Geoff Bull | Employer Representative |
| Tony Caccamo | Employer Representative |
| Jessica Blake | Government Representative |
| Liz Ducasse | Government Representative |
| Nigel Holden | Government Representative |
| Bill Ford | Academic Representative |
| David Plowman | Academic Representative |
| Chris Panizza | Union Representative |
| Kris Turner | Union Representative |
| Rod Collinson | Committee Member |

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