

7th Annual **WORKFORCE** Conference

**The new industrial relations environment
– is it as harmonious as it seems?**

8th – 9th September 2008, Marriott Hotel, Melbourne



Explore Australia's changing workplace relations environment from a range of perspectives including:

- The future of the state industrial systems
- Changes afoot in skilled migration
- Union power in the new environment
- Employer challenges in the wake of unfair dismissal reform
- Industry perspectives on award modernisation
- The Opposition's alternative IR policy
- The Courts that are handing down penalties for breaches of IR laws

Speakers include:

- **John Mickel**, *Qld Minister for Employment & Industrial Relations*
- **Philip Burchardt**, *Federal Magistrate*
- **Julie Bishop**, *Deputy Leader of the Opposition*
- **Jeff Lawrence**, *Secretary, Australian Council of Trade Unions*
- **Barbara Bennett**, *Director, Workplace Authority*



www.workforcenews.com.au

7th Annual WORKFORCE Conference

The new industrial relations environment – is it as harmonious as it seems?

8th – 9th September 2008, Marriott Hotel, Melbourne

Day 1:

Monday
8th September



8.00am Registration and coffee

9.00am Opening remarks from the chair
Peter Schwab, *Managing Editor, Workforce*

9.10am Economic outlook and the impact for IR
David Rumbens, *Director, Access Economics*

9.50am Keynote Address: The Opposition's viewpoint on industrial relations

- Developing an alternative IR policy
- Is there a future for statutory individual contracts?
- The impact of unfair dismissal laws

Julie Bishop, *Deputy Opposition Leader and Shadow Minister for Employment, Business & Workplace Relations*

10.30am Morning tea

11.00am Keynote address: The move towards a national IR system and what it will mean for state jurisdictions
John Mickel, *Qld Minister for Employment & Industrial Relations*

11.40am Labor's plans to restore universal access to unfair dismissal laws

- What will this mean for employers?
- How will it impact on small businesses that were exempt from unfair dismissal claims under Work Choices?

David Gregory, *Head of Workplace Relations, Victorian Employers Chamber of Commerce & Industry*

12.20pm Unions' relationship with state governments – and it's not pretty

- Victorian unions' relationship with a state Labor government that has been in power for nine years
- What's happening in other states between unions and Labor

Brian Boyd, *Secretary, Victorian Trades Hall Council*

1.00pm Lunch

2.00pm The Workplace Authority's experience in applying the new no-disadvantage test

- Advice for practitioners on getting it right when lodging individual and collective agreements

Barbara Bennett, *Director, Workplace Authority*

www.thomson.com.au/workforce08

Day 1: (CONTINUED)

Monday
8th September



2.40pm **The impact of the new performance management framework on public and private sector professionals**

- The major implications of the move from the previous performance management framework to the new one
- Challenges for professionals in implementing the new regime
- Contrasting the impacts on public sector professionals with those in the private sector

Peter Fotiades, *Director People Systems, MCL, Australian Taxation Office*

3.20pm **Afternoon tea**

3.50pm **Labor's substantive WR legislation**

- What will the legislation look like?
- What is it likely to contain?
- Hear directly from an adviser to the Federal Government

Val Gostencnik, *WR Group Partner, Corrs Chambers Westgarth*

4.30pm **The 2008 minimum wage decision and its social and economic impact**

Professor Ian Harper, *Chair, Australian Fair Pay Commission*

5.10pm **Close of day one**

5.25pm **NETWORKING DRINKS**

Day 2:

Tuesday
9th September



8.30am **Registration and coffee**

8.50am **Opening remarks from the chair**

Peter Schwab, *Managing Editor, Workforce*

9.00am **The role of trade unions in the changing IR environment**

- Emerging areas of conflict
- Union views on bargaining and agreement making
- What the ACTU is lobbying for in the substantive legislation
- The significance of community campaigns

Jeff Lawrence, *Secretary, Australian Council of Trade Unions*

9.40am **The industrial jurisdiction of the Federal Magistrates Court**

- The types of matters being heard in the first two years of the Federal Magistrates Court's industrial jurisdiction
- Outcomes and penalties being handed down
- Advice for practitioners involved in bringing and defending cases
- The industrial jurisdiction of the Federal Court of Australia

Philip Burchardt, *Federal Magistrate, Federal Magistrates Court of Australia*

Day 2:

(CONTINUED)

Tuesday
9th September



10.20am Morning tea

10.50am Globalisation and the Australian labour market

- A long-term perspective on Australian labour market reform
- The role of labour market deregulation in the economy
- The efficacy of international trade as a pillar of Australia's prosperity
- The economic impact of trade union power

Ray Evans, *President*, **HR Nicholls Society**

11.30am What's happening in the public sector under recent changes

- The new public sector bargaining framework
- Trends in agreement making including collective agreements and common law contracts
- Union representation in the public sector

Stephen Jones, *Federal Secretary*, **Commonwealth Public Sector Union**

12.10am An industry perspective on award modernisation

- Emerging issues in the priority modernisation process
- What will happen to major awards including in the manufacturing industry
- What modernisation will mean for newer sectors like information technology

Steve Smith, *Director National Workplace Relations*, **Australian Industry Group**

12.50pm Lunch

1.40pm Skilled migration – solution or short-term fix?

Julie Mills, *CEO*, **Recruitment & Consulting Services Association**

2.10pm Operating in a boom sector of the economy

Jill Lever, *General Manager HR (executive GM OZ Minerals - designate)*, **Zinifex Ltd**

2.40pm Afternoon tea

3.10pm PANEL SESSION: Industrial regulation in the building industry

First-hand experiences with right of entry

Joe McDonald, *WA Branch Assistant Secretary*, **CFMEU**

The need for a tough cop on the beat

Christopher Platt, *General Manager Workplace Policy*, **Australian Mines & Metals Association**

The powers and prosecutions of the Australian Building & Construction Commission

Marcus Clayton, *National Practice Group Leader for Industrial and Employment Law*, **Slater & Gordon**

Questions for the panel

4.40pm Close of Conference



About the Conference

Workforce, published by Thomson Reuters, is Australia's longest established specialist source for industrial relations news. It has provided reliable and independent coverage of issues affecting IR and HR professionals for 34 years. The *Workforce* annual conference, now in its seventh year, is the only IR conference put together by specialist journalists who report on the issues every day of the week. www.workforcenews.com.au

Why Attend

Ensure you are fully informed about the latest legislative developments in a rapidly changing workplace relations environment, including:

- What the new awards will look like and how they will apply to your sector
- What the Opposition has planned if it wins government, including reviving statutory individual contracts
- How unions are lobbying politicians and the community to get their industrial agendas met
- What will be left of the state IR jurisdictions
- How the new performance management framework will affect you as an IR/HR professional in the public and private sectors
- How the economy could be impacted by labour market reforms
- How federal government agencies are applying the new no-disadvantage test
- Why the judiciary is handing down increasingly serious penalties for breaches of Australia's industrial laws.

Sponsorship Opportunities

If you do business with Australia's industrial relations heavyweights you need to profile your company at this prestigious event.

To discuss how conference sponsorship can be of benefit to your company contact Andrew Jones 02 8587 7653 or email andrew.jones@thomsonreuters.com



www.thomson.com.au/workforce08

5 Easy ways to register:

- 1 Online E-Store:**
www.thomson.com.au/workforce08
- 2 Fax:** 1300 304 196
- 3 Phone:** 1300 304 195
- 4 Email:** LRA.Service@thomson.com
- 5 Mail:** Thomson Legal & Regulatory Ltd
PO Box 3502 Rozelle NSW 2039

Date and Venue

8th – 9th September 2008

Marriott Hotel Melbourne

Corner of Exhibition and Lonsdale Streets
Melbourne, Vic 3000

Phone: +61 3 9662 3900

Web: www.marriott.com.au

Pricing:

<input type="checkbox"/>	4659CON2	Early Bird: Closes 25 July 2008	BUY NOW	Price \$1,560 incl GST
<input type="checkbox"/>	4659CON1	Standard Price: Register and pay after 25 July 2008	BUY NOW	Price \$1,760 incl GST
<input type="checkbox"/>	B031	Group Discount: Register 4 people and the 5 th person attends for free*	BUY NOW	
<input type="checkbox"/>	B030	Subscriber Early Bird Discount: Closes 25 July 2008	BUY NOW	Price \$1,326 incl GST
<input type="checkbox"/>	B030	Subscriber Discount: Thomson subscriber receives 15% off purchase price	BUY NOW	Price \$1,496 incl GST
<input type="checkbox"/>	Tick here for your Free Trial to the Workforce News Service			

*Not to be taken in conjunction with any other offer.

For non-profit/indigenous organisations discount please contact Customer Service on **1300 304 195** or email professional.development@thomson.com. Thomson's standard policy states 33%.

Delegate Details (FOR ADDITIONAL DELEGATES PLEASE PHOTOCOPY FORM)

Mr/Mrs/Ms/Miss

Position: Company:

Postal Address: Post code

Email:

Ph: () Fax: ()

Signature: Date:/...../.....

I accept this registration subject to the conditions of sale stated below.

Payment Details

Enclosed is my cheque for \$ made payable to Thomson Legal & Regulatory Ltd

OR Debit my: ☐ Bankcard ☐ Mastercard ☐ Visa ☐ Amex ☐ Diners

Cardholder:

Card No:/...../...../..... Expiry:/.....

Signature of Cardholder:

CONDITIONS OF SALE: REGISTRATION: Between 8.00am and 9.00am on the morning of the conference. The registration fee includes all sessions and materials, morning, afternoon tea and lunch. CONFIRMATION: Formal confirmation will be emailed to delegates upon receipt of registration form, or alternatively by telephone or fax. PAYMENT POLICY: Payment must be received prior to the event. Please include your payment with this registration form. CANCELLATIONS: Should you be unable to attend, a substitute delegate may attend. Alternatively, provided you notify us in writing on or before 14 full days before the conference, we will refund your registration fee, less a 15% service charge. Regrettably, no refunds will be made less than 14 full days before the conference. PROGRAM: Thomson reserves the right to amend or cancel the conference if required. PRIVACY: Thomson may occasionally contact you primarily for the purpose of direct marketing or market research. Thomson may also disclose information about you to other members of the global Thomson Corporation group of companies for such purposes. Please tick this box ☐ if you do not wish to be contacted by Thomson for such purposes or this box ☐ if you do not wish Thomson to make such disclosures.