

OUR SPONSORS

GOLD



SILVER



BRONZE



36th

annual convention

INDUSTRIAL RELATIONS SOCIETY OF WESTERN AUSTRALIA



>> QUAY WEST RESORT BUNKER BAY – BUNKER BAY ROAD
DUNSBOROUGH 26 - 28 OCTOBER 2007

IR CHOICES FOR THE FUTURE



GENERAL INFORMATION

VENUE

Bunker Bay Resort
Bunker Bay Road, Bunker Bay
Ph: 9756 9100 Fax: 9756 9200

ACCOMMODATION

Delegates staying at Bunker Bay Resort must checkout prior to 10am. Requests for later checkouts must be made directly with the Resort.

DRESS STANDARD

convention sessions
smart casual

saturday night dinner
evening wear - Hollywood theme

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. Guests attending functions will receive a name badge for the relevant function they have booked to attend.

ASSISTANCE

If you require any assistance during the Convention please approach one of our committee members. Committee members will be wearing red badges.

DISCLAIMER

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

QUAY WEST
RESORT



Bunker Bay



annualconvention
INDUSTRIAL RELATIONS SOCIETY OF WESTERN AUSTRALIA



PROGRAM

FRIDAY 26 OCTOBER 2007

2.00pm onwards

Check-in

Bunker Bay

3.00pm – 3.30pm

Convention Registration

3.30pm - 3.40pm

Alex Allars

PRESIDENT OF THE AUSTRALIAN INDUSTRIAL
RELATIONS SOCIETY

Welcome and Convention Opening

SESSION ONE

WA CHOICES

3.40pm – 3.45pm

Kenneth See

IRSWA COMMITTEE REPRESENTATIVE

Session Chair

3.45pm – 4.10pm

Kim Macdonald

JOURNALIST, THE WEST AUSTRALIAN

Industrial Relations, A Reporter's
Perspective

4.10 pm – 4.35pm

Murray Cowper MLA

SHADOW MINISTER FOR INDUSTRIAL RELATIONS, WA
State IR, Post the Federal Election

4.35pm – 4.45pm

QUESTION TIME

Panel

7.00pm – 10pm

Clayton Utz Cocktail Party

Windmills Lounge Bar

7.30pm – 7.40pm

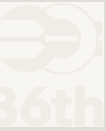
Jack Gregor

RETIRED WA INDUSTRIAL RELATIONS COMMISSIONER

Patrons Address



Department of Consumer
and Employment Protection
Government of Western Australia



annualconvention
INDUSTRIAL RELATIONS SOCIETY OF WESTERN AUSTRALIA



PROGRAM

SATURDAY 27 OCTOBER 2007

SESSION 2 CHOICES FOR ALL

8.45am – 9.10am

Registration

9.10am – 9.15am

Saul Harben

IRSWA COMMITTEE REPRESENTATIVE

Session Chair

9.15am – 9.40am

Senator Glenn Sterle

FEDERAL SENATOR FOR WESTERN AUSTRALIA, ALP

Forward with Fairness

9.40am – 10.05 am

Dr Joellen Riley

PROFESSOR, LAW FACULTY
UNIVERSITY OF NEW SOUTH WALES

The Future Role of the Employment
Contract

10.05 am – 10.15am

QUESTION TIME

Panel

10.15am – 10.45am

Corrs Chambers Westgarth

Morning Tea

Pre-conference area



SESSION 3

INTERNATIONAL CHOICES

10.45am – 10.50am

Liz Ducasse

IRSWA VICE PRESIDENT

Session Chair

10.50am – 11.15am

Declan Morrin

DIRECTOR ADVISORY SERVICES DIVISION LABOUR
RELATIONS COMMISSION, IRELAND

Twenty years of Social Partnership in
Ireland - the impact on Industrial Relations

11.15am – 11.40am

Beth Schindler

DIRECTOR FOR MEDIATION SERVICES, FEDERAL
MEDIATION & CONCILIATION SERVICE, USA

FMCS Services and Projects

11.40am – 12.05pm

Keith Mizon

DIRECTOR OF INDIVIDUAL DISPUTE RESOLUTION,
ADVISORY CONCILIATION & ARBITRATION SERVICE, UK

The resolution of employment disputes
in the UK

12.05 – 12.20pm

QUESTION TIME

Panel

12.20pm – 1.30pm

Jackson Macdonald Lunch

Other Side of the Moon Restaurant





PROGRAM

SESSION 4 INSTITUTIONAL CHOICES

1.30pm – 1.35pm

Melanie Binet

VICE PRESIDENT IRSWA

Session Chair

1.35pm – 2.00pm

The Honourable Justice

Geoffrey Giudice

PRESIDENT OF THE AUSTRALIAN INDUSTRIAL
RELATIONS COMMISSION

Dispute Resolution
in a WorkChoices World

2.00pm – 2.25pm

Federal Magistrate Toni Lucev

FEDERAL MAGISTRATES COURT

WorkChoices and the

Federal Magistrates Court:

The Future Province of Law & Order

2.25pm – 2.50pm

Chief Commissioner

AR Beech

CHIEF COMMISSIONER, WESTERN AUSTRALIAN
INDUSTRIAL RELATIONS COMMISSION

The WA Industrial Relations System
– a bridge over troubled water?

2.50pm – 3.05pm

QUESTION TIME

Panel

3.05pm – 3.25pm

Afternoon Tea

SESSION 5 PLAYERS CHOICES

3.25pm – 3.30pm

Professor William Ford

IRSWA COMMITTEE REPRESENTATIVE

3.30pm – 3:55pm

Marcia Kuhne

MANAGER WORKPLACE RELATIONS POLICY, CCIWA

Immigration - the next wave of IR reform

3.55pm – 4.20pm

Linda White

ASSISTANT NATIONAL SECRETARY,
AUSTRALIAN SERVICES UNION

Putting IR back on the agenda

4.20pm – 4.30pm

QUESTION TIME

Panel

4.30pm – 4.40pm

Natalie van der Waarden

IRSWA PRESIDENT

Closing Address

4.40pm - 5.40pm

National Council Meeting

National Executive Members

7.00pm

Predinner Drinks

Hollywood Marquee

7.30pm – 12.00am

DOCEP Gala Dinner

Hollywood Marquee

Chief Commissioner Tony Beech



Tony was appointed a Commissioner of the WA Industrial Relations Commission in September 1988 and has been Chief Commissioner since December 2004. He was previously the Senior Commissioner from March 2002. Tony started working in industrial relations as an industrial officer with the Federated Engine Drivers and Firemen’s Union in 1973 and appeared as an advocate in the WA IR system until his appointment to the WAIRC. He has also received additional appointments as a Public Service Arbitrator and also Chairman of the Government School Teachers Tribunal in WA. He has Bachelor of Laws and Bachelor of Economics degrees from the University of WA.

Murray John Cowper, MLA



Murray is the Member for Murray and a member of the Liberal Party of Australia. Murray served as a Police Officer from 1978-2005 in Broome, Fitzroy Crossing, Halls Creek, Dampier, Denmark, Australind and at Police Operations. He was an Officer in Charge of regional police stations for 13 years. Murray has completed an Executive Certificate in Business, Dip. Business Management, Dip. Search and Rescue Police Officer. He was elected to the 37th Parliament in 2005 and has been Acting Speaker of the Legislative Assembly since 29 March 2005. Murray has held a range of shadow ministries, including Road Safety, Transport, Emergency

Services & Police. He is the Deputy Chairman on the Standing Committee for Community Development and Justice.

The Honourable Justice Geoffrey Giudice



Geoffrey has been the President of the Australian Industrial Relations Commission and a Justice of the Federal Court of Australia since 1997. Prior to these appointments he was employed by the Hospital Employees’ Federation as an industrial relations research officer and by the Myer Emporium Ltd as the Group Industrial Relations Manager before practising for nearly twenty years as a labour lawyer – first as a solicitor then at the Victorian bar.

Jack Gregor



Jack was educated at Perth Technical College and Curtin University. He commenced his career in the Western Australian Government. Jack joined private industry and worked at the Confederation of Western Australian Industry, eventually becoming its Manager - Special Projects and Construction. He undertook post graduate studies at the International Institute of Labour Studies in Geneva. and undertook original research into wages policy in a number of European countries. On completion of study at the Institute he worked on assignment in Kuwait with the International Labour Organization advising on

labour legislation. In 1985 when he was appointed to the Western Australian Industrial Relations Commission. He has also had responsibility in the public sector. In 1990, Jack was appointed as a member of the Australian Industrial Relations Commission where he was a member of the President’s Panel. Jack served on both the State and Federal Commissions until the legislation required his retirement in November 2006. Jack has also held other appointments, including between 1997 and 2001 an appointment as the Public Service Arbitrator, and currently as Independent Chairman of the Curtin University Misconduct Review Committee and the University’s Redundancy Review Committee. Jack has been associated with a number of professional organizations during his career and has been President of the Industrial Relations Society of Australia. He is Patron and a Life Member of the Industrial Relations Society of Western Australia.



Marcia Kuhne



Marcia, as the Manager of Workplace Relations Policy at CCI, has more than 20 years experience across a diverse range of positions in industrial relations in both government and private sectors. Educated at UWA she has represented CCI member organisations and government agencies in negotiations with unions, and advocated on their behalf in front of state and federal industrial relations tribunals and appeal boards. Marcia has been the state government's chief negotiator during enterprise bargaining negotiations for public sector nurses, represented the private sector in Federal Full Bench interventions, and played a

key role in negotiating enterprise agreements for CCI members and is also CCI's Chief Policy Adviser in Health.

Federal Magistrate Toni Lucev



Toni is a Federal Magistrate of the Federal Magistrates Court of Australia. He was sworn in as a Federal Magistrate, 15 August 2006. Prior to becoming a Federal Magistrate Toni was a barrister. He joined the independent bar in Western Australia on 1 April 1999 and practiced initially at Francis Burt Chambers and later at John Toohey Chambers. He practiced primarily in industrial relations and employment law, but also in intellectual property, liquor licensing, worker's compensation and insurance law. Toni also carried out significant pro bono work in the areas of industrial and employment law, guardianship and administration law and state Magistrates Court crime. Toni worked at major commercial law firm Freehills from April 1988 until he went to the Bar. He commenced at Freehills when a third year law student at the University of Western Australia. Toni was admitted to practice as a legal practitioner in December 1990, and became a partner of Freehills on 1 July 1992. Apart from 2 months working on commercial litigation immediately prior to becoming a partner, he worked exclusively in the area of industrial relations and employment law whilst at Freehills. Toni has a Bachelor of Jurisprudence (with Honours), and Bachelors degrees in Art and Law, all from the University of Western Australia. In 2006 he completed the course requirements for the Professional Certificate in Arbitration at the University of Adelaide.

Kim Macdonald

Kim Macdonald have been the industrial relations reporter at The West Australian for three years. Prior to The West she spent several years at The Sunday Times and was Business Editor at The Daily Telegraph in Sydney. Kim also had a brief stint stalking celebrities and royals while working on Fleet St in London.

Keith Mizon



Keith has been with Acas since the late 1980s, following a career previously in training and HR. He has worked both as an individual and collective conciliator/mediator and as a Regional Director. Presently, he is the Director responsible for Acas' individual dispute resolution services, which includes the provision of both statutory and non-statutory conciliation/mediation and of external mediator training. He has also spent some time on secondment to the British Central Arbitration Committee when it was gearing itself up to deal with statutory trade union recognition claims, and, in recent years, and spent some time

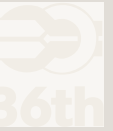
in Poland and Latvia as a European Union short term expert on industrial relations dispute prevention and resolution matters, as those countries prepared themselves for accession to the EU. Keith is a Chartered Member of the UK Institute of Personnel and Development and holds a Master's (with distinction) in Labour Law and Employment Relations.

Declan Morrin



Declan has been for 11 years, the Director of the Advisory Services Division of the (Irish) Labour Relations Commission which promotes the development of Irish industrial relations policies, through services to employers, trade unions and employees. Declan is a former official of the Irish Labour Court and a former Conciliator/Mediator. He has an MA in Industrial Relations and HRM and is a member of the Irish Institute of Training and Development, the Involvement and Participation Association, the Liaison Group to National Centre for Partnership and Performance and the Research Advisory Group of the

National Centre for Partnership and Performance. He is also a Board Member of the



International Centre for the Collaborative Workplace (ICCW), addressed the Centre's first World Conference in the US in 2006 and is one of the founding members of the International Dispute Resolution/Prevention Agencies Group.

Dr Joellen Riley



Joellen holds degrees in law from the Universities of Sydney and Oxford, and has been researching in the field of employment and workplace relations law since the first Workplace Relations bill passed in 1996. A digested version of her doctoral thesis has been published as Employee Protection at Common Law (Federation Press, Sydney, 2005) and she is co-author with Professor Rosemary Owens of The Law of Work (OUP, Melbourne, 2007). She has recently been appointed to a chair in Law at the University of New South Wales, where she teaches employment and also corporate and commercial law. She has also been a consultant to Harmers

Workplace Lawyers for a number of years, and is a member of the Steering Committee for the Australian Charter of Employment Rights.

Beth M. Schindler



Beth is the Director of Mediation Services for Region W7 covering Alaska, Washington, Oregon, Idaho, Montana, Colorado, Wyoming, Northern California and Northern Nevada. Director Schindler oversees all activities and assignments for 18 Commissioners with the Federal Mediation and Conciliation Service (FMCS), an independent agency of the United States Government. She assigns collective bargaining cases and directs the work of mediators when FMCS services are requested or when labor and/or management are searching for avenues to achieve settlement, avert or end a labor union strike. Between 1996 and 2001, Beth served in the capacity of Commissioner for FMCS. As a federal mediator she worked toward amicable contract settlements between management and labor unions engaged in the collective bargaining process. Before joining FMCS in 1996, Director Schindler was a member and Union Representative for Office and Professional Employees International Union Local 8 for 17 years located in Seattle.

Senator Glenn Sterle



Glen was elected to the Senate for Western Australia in 2004. His term began in July 2005. He has been a member of the Australian Labor Party since 1991. Glen was born in Victoria and was awarded a Centenary Medal in 2003. His past working life was as an organiser and Federal Councillor for the Transport Workers Union. He held these roles between 1991 and 2005. Previous to that he owned and operated a business as a furniture removalist.

Linda White



Linda studied Law and Commerce at Melbourne University. She joined Maurice Blackburn and Co as an articled clerk and worked for the firm's mainly trade union member clients in crime, crimes compensation, personal injuries and workers compensation. She became a Senior Associate and was also a union delegate for the Federated Clerks Union. She was elected to the Victorian Branch council of the FCU and then held various honorary positions on the Branch Executive and National conference of the FCU. In 1994, she became an industrial officer with the Australian Services Union (ASU) Victorian Clerical and Administrative Branch

(the successor union to the FCU) and in 1995 was elected as Assistant National Secretary of the ASU a position she currently holds. Linda was a worker's representative at the ILO 2002 special conference into the aviation industry following the events of September 11 and was a member of the 2006 ACTU overseas delegation that prepared the 'A Fair Go at Work' report. Linda is a member of the ALP National Executive and an ASU representative on the Community Services and Health Industry Skills Council and the ACTU Executive. In 2006 Linda was elected Vice President of the ACTU.

