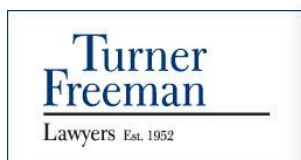


UNIONSWA

UNIONSWA INDUSTRIAL OFFICERS & LAWYERS NETWORK CONFERENCE 10 NOVEMBER 2016, CSA BUILDING, 445 HAY ST, PERTH

8.30 am	Registration
8.50 am	Welcome Meredith Hammat, Secretary, UnionsWA
9.00 am	Keynote address: Where the national industrial relations system is not truly national – s 27 of the Fair Work Act and WA state legislation Tony Beech, Former Chief Commissioner, Western Australian Industrial Relations Commission
10.00 am	Simplifying super for union leaders, industrial officers and lawyers Kelly Shay, Stakeholder Relations Consultant, AustralianSuper
11.00 am	Morning Tea
11.20 am	Poor communication can cost you more than membership loss Philippa Rezos, Senior Legal Officer, Legal Profession Complaints Committee
12.20 pm	Organising for OSH whether it be state or federal unions Stephanie Mayman, Principal Consultant, Mayman & Associates and Former Commissioner, Western Australian Industrial Relations Commission
1.20 pm	Lunch
2.20 pm	Panel discussion: File management – The Good, the Bad and the Ugly John Fiocco, Special Counsel, Slater & Gordon Lawyers Stefania McGrath, Senior Associate, United Voice Legal
3.20pm	Common law employment contracts and the denial of contractual benefits jurisdiction Damian Matthews, Commissioner, Western Australian Industrial Relations Commission
4.20 pm	Interest-based bargaining and the New Approaches Program Melanie Binet, Deputy President, Fair Work Commission
5.30 pm	Please join us for drinks with the Industrial Relations Society of Western Australia to thank and farewell recent outgoing members of the WA Industrial Relations Commission

With thanks to our sponsors:



KEYNOTE ADDRESS:

Where the national industrial relations system is not truly national – s 27 of the Fair Work Act and WA state legislation

Proposed CPD area: Competency Area 4 – Substantive Law

WA is unique in not having referred its private sector industrial relations powers to the Commonwealth. Some unions in WA therefore have at least a proportion of their members and potential members in the WA industrial system – and even if all of your membership is in the national system, s 27 of the Fair Work Act provides for the state regulation of a number of industrial matters. It's therefore important for all unions to understand the WA system and where it comes into play.

Tony Beech, Former Chief Commissioner, Western Australian Industrial Relations Commission

Tony started work as an industrial officer with the Federated Engine Drivers and Firemen's Union in 1973 as he was completing an economics degree at UWA. He argued his first case in the WAIC (as it then was) in July 1973. For the next 15 years he worked as an industrial advocate for that union, then for the Electrical Trades Union and then for the Miscellaneous Workers Union. He also represented the then Trades and Labor Council in state wage cases and test cases. In 1988 Tony was appointed a Commissioner of the WAIRC, in 2002 the Senior Commissioner and from 2004 to 2016 the Chief Commissioner. He completed an LLB at UWA part-time while at the Commission and has been an occasional lecturer at Murdoch and Edith Cowan universities in advocacy and negotiation in employment law.

SIMPLIFYING SUPER FOR UNION LEADERS, INDUSTRIAL OFFICERS AND LAWYERS

Proposed CPD area: Competency Area 4 – Substantive Law

AustralianSuper recognises the important role that union representatives play when advocating for fair and adequate super in the workplace. So that's why AustralianSuper has designed training and a toolkit to help demystify super and better prepare you when negotiating enterprise agreements, pursuing super underpayments, and drafting accurate agreement clauses on behalf of members.

Kelly Shay, Stakeholder Relations Consultant, AustralianSuper

Kelly Shay is a Stakeholder Relations Consultant at AustralianSuper, responsible for building and maintaining relationships with key stakeholders including unions and employer organisations. Prior to AustralianSuper, Kelly was the Assistant Secretary at United Voice WA Branch and a member of the United Voice National Executive. Kelly combines her comprehensive knowledge of superannuation, retirement income and investment products within the current financial services legislative environment with a strong working knowledge of industrial relations law and the Fair Work Act. She is passionate about leadership and supporting and developing people to achieve their full potential. Kelly recently completed a Graduate Certificate of Business Administration and is a graduate of the Australian Institute of Company Directors and the Advanced Leadership Program of Women and Leadership Australia.

COMMON LAW EMPLOYMENT CONTRACTS AND THE DENIAL OF CONTRACTUAL BENEFITS JURISDICTION

Proposed CPD area: Competency Area 4 – Substantive Law

Common law employment contracts are of increasing relevance in the regulation of Australian employment relationships. Many union practitioners are not aware of or familiar with the WAIRC's denial of contractual benefits jurisdiction, which can be accessed by even those unions whose membership is entirely in the national industrial system.

Damian Matthews, Commissioner, Western Australian Industrial Relations Commission

Prior to his recent appointment to the Western Australian Industrial Relations Commission, Commissioner Damian Matthews was a barrister and solicitor at the State Solicitor's Office for 23 years. In that time he worked for both Liberal and Labor governments, demonstrating professionalism and impartiality in many complex matters regarding public sector industrial relations.

ORGANISING FOR OSH WHETHER IT BE STATE OR FEDERAL UNIONS

Proposed CPD area: Competency Area 4 – Substantive Law

Improved occupational safety and health (OSH) is one of the most critical contributions of the union movement to Australian workers, but many union industrial practitioners do not have a working knowledge of WA's OSH legislation or how best to organise for OSH.

Stephanie Mayman, Principal Consultant, Mayman & Associates, and Former Commissioner, Western Australian Industrial Relations Commission

Stephanie Mayman is the Principal Consultant at Mayman & Associates, offering expertise in occupational health and safety (OHS), superannuation, stakeholder engagement, and dispute resolution, including extensive conciliation and mediation experience. Stephanie has expertise at state, national and international levels and is well versed in public speaking. From 2005 until February of this year, Stephanie was a Commissioner of the Western Australian Industrial Relations Commission and the Western Australian Occupational Safety and Health Tribunal. Prior to these appointments, Stephanie was Secretary of UnionsWA, where she had a representational role in industrial issues, social policy, occupational safety, and superannuation at state, national and international levels. She has previously held positions on the Western Australian Occupational Health and Safety Commission and the National Occupational Health and Safety Commission. She has been involved in OHS issues since 1983, and has represented the ACTU on health and safety matters at a national and international level.

PANEL DISCUSSION:

FILE MANAGEMENT – THE GOOD, THE BAD, THE UGLY

Proposed CPD area: Competency Area 1 – Practice Management

This will be a practical presentation with a 'horror file' scenario to help us learn the do's and don't's file management.

John Fiocco, Special Counsel, Slater & Gordon Lawyers

Admitted in 1973, John Fiocco holds a Bachelor of Laws degree from the University of Western Australia and a Master of Laws degree from the University of Virginia. He is a Special Counsel in the Perth Office of Slater & Gordon Lawyers and an Adjunct Associate Professor of Law at the UWA Law School, where he has taught many of WA's union lawyers. He is an elected member of the Legal Practice Board of Western Australia and presently is the Convenor of the Professional Affairs Committee, member of the Admissions and Registration Committee and Convenor of the Law Society's Law Summer School Committee. John was awarded Life Membership of the Law Society of Western Australia in 2010 and received the Law Society of Western Australia's 2015 Lawyer of the Year Award for a legal professional with more than five years' experience.

Stefania McGrath, Senior Associate, United Voice Legal

Stefania McGrath started her working career as a nurse, working in both public and private hospitals. She recognised a need for assistance and support of people who had suffered injuries, which prompted her to make a change of career into the Law. Stefania spent the majority of her legal career at Gibson and Gibson, Western Australia's oldest law firm, until it merged with Slater and Gordon in 2013.

Stefania is proud to represent and support union members who have been injured at work. Stefania is committed to the growth and expansion of the practice at United Voice Legal. United Voice Legal offers advice on personal injury claims, in the areas of workers' compensation, motor vehicle accidents and public liability.

Stefania understands the value of providing good service, as well as good advice. She has a passion for supporting and representing workers for whom English is a second or foreign language, and those with limited literacy skills. She understands the importance of communication, and of being approachable and available for her clients, so that issues can be identified and resolved quickly and effectively. She also understands the importance of explaining potential outcomes throughout the process to protect her clients' interests to the best of her ability.

POOR COMMUNICATION CAN COST YOU MORE THAN MEMBERSHIP LOSS

Proposed CPD area: Competency Area 3 – Ethics and Professional Responsibility

Philippa will give the lowdown on the reasons for the majority of complaints to the Legal Profession Complaints Committee and tips for responding to complaints. This session is equally useful for non-legally qualified industrial officers for tips on best practice and risk management.

Philippa Rezos, Senior Legal Officer, Legal Profession Complaints Committee

Philippa is a senior legal officer at the Legal Profession Complaints Committee and manager of the Rapid Resolution Team. She has undertaken LEADR mediation training. She was admitted to practice in Western Australia in 1983 and holds a Bachelor of Jurisprudence and a Bachelor of Laws from the University of Western Australia. Philippa previously practiced in the Family Law department of Dwyer Durack as a consultant between 2005 to 2010. She was previously a partner at Paterson & Dowding Lawyers, where she worked from 1982 to 1991. Philippa has also worked at Legal Aid Western Australia where she was acting head of Family Law where she established the Alternative Dispute Resolution Pilot Program. Its success resulted in the establishment of the ADR Unit at Legal Aid.

INTEREST-BASED BARGAINING AND THE NEW APPROACHES PROGRAM

Proposed CPD area: Competency Area 2 – Professional Skills

The Deputy President will provide a practical training session on how to conduct interest-based bargaining as well as give a brief overview of the Fair Work Commission's New Approaches program, under which the Commission provides training in and facilitates interest-based bargaining and dispute resolution and collaborative workplace change.

Melanie Binet, Deputy President, Fair Work Commission

Prior to her appointment as a Deputy President of the Fair Work Commission, Melanie Binet was Director of Legal Services at Gregor & Binet – a boutique incorporated legal practice specializing in employment law, industrial strategy, workplace inquiries and mediation. Before that the Deputy President spent more than 15 years practicing employment law at top tier national commercial law firms. The Deputy President has been responsible for the development, implementation and defence of industrial relations strategies on a state and national basis. She has a particular interest in human resource matters and has had extensive involvement in the development, implementation and enforcement of workplace policies and procedures including the management of performance and misconduct. The Deputy President has appeared as counsel in the various State and Federal courts and tribunals dealing with employment related matters. She has substantial experience in workplace training, developing and delivering customized training on a variety of employment related matters from the shop floor to the boardroom. The Deputy President has significant expertise in workplace investigations, audits and inquiries including conducting of inquiries on behalf of statutory investigative bodies. The Deputy President holds a Bachelor of Laws and Bachelor of Economics with a double major in IR and HR/Management from the University of WA. Throughout her career she has played an active role in the various industry representational bodies. The Deputy President is a Chartered Member and former State Convener of AHRI, a former Deputy Convener of the Law Society of WA Employee Relations Committee and the Immediate Past President of the IR Society of WA. In 2011 she was elected National President of ALERA and subsequently held the position of Secretary until earlier this year. In 2015 she was elected Asia Pacific Representative on the world governing committee of the International Labour & Employment Relations Association.

CONFERENCE DRINKS with the INDUSTRIAL RELATIONS SOCIETY OF WESTERN AUSTRALIA

To thank and farewell recent outgoing members of the Western Australian Industrial Relations Commission

We invite network members, speakers, sponsors and members of the Industrial Relations Society of Western Australia to join us for drinks to thank and farewell the recent outgoing members of the Western Australian Industrial Relations Commission, former Chief Commissioner Tony Beech and former Commissioner Stephanie Mayman, for their contribution to Western Australian unions and to Western Australian industrial relations.

The conference drinks are an opportunity for industrial practitioners from unions and employers to come together in an informal, non-adversarial environment, and to learn more about what the Industrial Relations Society of Western Australia has to offer. The Industrial Relations Society of Western Australia is an independent, non-partisan association which welcomes anyone studying, working or interested in employment relations and encourages discussion and debate on the wide range of issues affecting the employment relationship.