

INDUSTRIAL RELATIONS AND ENTERPRISE BARGAINING ESSENTIALS

Online

Wednesday 30 March 2022

10.00am – 3.00pm AEDT

\$675* (incl. GST)

Wednesday 14 September 2022

10.00am – 3.00pm AEST

\$675* (incl. GST)

Program overview

The *Fair Work Act 2009* brought significant change to Australia's industrial relations landscape. In the context of enterprise bargaining, this program covers concepts such as majority support determinations, scope orders, union right of entry, and the gamut of bargaining issues including what is meant by the obligation for parties to bargain in good faith.

Although the Fair Work bargaining regime has been in place for over a decade now, the Fair Work Commission and the courts continue to make decisions which either clarify or confuse bargaining processes. For this reason, bargaining today is as complex as it has ever been. And, as many businesses reconsider whether there are benefits in bargaining at all, this program considers the strategic issues that employers face.

This program will provide participants with an overview of the legal framework that applies to industrial relations and enterprise bargaining, as well as some practical tips for making the most out of negotiations and protecting the business from disruptive industrial action.

Learning outcomes

This program will assist you to understand:

- the framework of Australia's industrial relations laws;
- how bargaining commences and concludes;
- union right of entry;
- how to meet good faith bargaining laws;
- the role and powers of the Fair Work Commission, unions and the courts;
- protected and unprotected industrial action;
- the 'BOOT' test and other procedural requirements;
- the strategic considerations regarding bargaining and employee engagement; and
- proposals for reform of our industrial relations and enterprise bargaining framework.

Participant Feedback

An excellent program for anyone needing to get a better understanding of the EA negotiating processes and rights. It was great and very professional.

HR Business Partner

I really enjoyed the format - it's hard online but technology worked well... Fantastic refresher and great reminder on key steps and big rocks for employers to keep in mind for process and key areas to watch out for.

Head of HR

Extremely knowledgeable presenters - delivered clearly and succinctly.

HR Manager

Great refresher and update on case law/ changes in the bargaining landscape. Pitched at an appropriate level and presenters were engaging and insightful. [It was] very professional and well run. Online worked well generally and it was great to be able to participate from interstate.

Employee Relations Specialist

Exceptional introduction into what bargaining entails, how to go through the process and the possible pitfalls to be aware of. Particularly useful are the tips around how employers can influence the process.

Employee Relations Manager

Session materials

We understand that many of our participants will be working from home or in a number of different locations. We will mail out a participant workbook ahead of the session and will be in contact to confirm the appropriate mailing address following registration.

Agenda

The session commences at 10.00am AEST/AEDT and concludes at 3.00pm AEST/AEDT. There will be a lunch break of approximately 30 minutes at around the midpoint of the session.

Registration

To register for this program or to enquire about a customised version for your organisation, please contact us on EIRSTraining@hsf.com or +61 3 9288 1105.

*Special Offers:

*2 or more enrolments in any of our programs receive a 10% discount on the total enrolment fee.

CPD Requirements

Recommended CPD point allocation: 4.5 points per webinar.

If this particular educational activity is relevant to your immediate or long term needs in relation to your professional development and practice of the law, then you should claim one CPD unit for each hour of attendance, refreshment breaks not included. Please contact your Professional Body for your state.