



SECRETARIAT

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2010 COMMITTEE

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NOTE: The views of the contributors are not necessarily those of the IRSNT.

From the President's desk

Welcome to the second newsletter for 2010, and what an interesting year it has been so far! The Fair Work Act celebrated its 1st birthday in July and in addition we saw changes in Award modernisation, the passing of Paid Parental Leave legislation, the ASU Pay Equity test case, OH&S Harmonisation and many others. And this is all in the first half of the year! With a federal election looming, will there be even bigger changes to the IR landscape in last half of 2010?

IRSNT have a series of events coming up that will keep members up to date with any changes. Our premier event, the Annual Convention, will be held on Friday the 15th of October, so keep this date free in your diary.

This month we hosted informal drinks and questions with Commission Peter Lawson. The free event was well attended and once again Peter did a fantastic job of sharing his expertise and knowledge with the group. We thank Peter for devoting the very short time he had available to an IRSNT event.

The IRSNT Committee would like to congratulate our valued Treasurer, Christina Petriwskyj, on her recent nuptials to the lovely Clinton! We wish them both a lifetime of happiness.

Hope to see you all at the next IRSNT event! If you haven't already done so, don't forget to renew your membership by visiting our website. Membership allows you to attend all IRSNT events at a heavily discounted rate and keeps you connected with the IR world.



Naomi



Membership renewals are now due for the 2010/2011 year.

Benefits of IRSNT membership include:

- Subscription to the "Journal of Industrial Relations"
- Discounted rates for all IRSNT events and seminars
- Opportunity to network with other IR practitioners
- Support of a great NT institution!

New members welcome, please forward this newsletter onto your networks.

Membership application forms are available on our website www.irsnt.asn.au

Welcome to new committee members

Sandra Lovaas

Sandra moved to Darwin after travelling for 6 years and settling in Brisbane to complete a Bachelor of Laws and post graduate studies with Queensland University of Technology. Sandra specialises in industrial relations and has had a diverse career, primarily in consultancy and managerial roles, covering disciplines including strategic management, workplace health and safety, rehabilitation and generalist human resources. Immediately prior to moving to the Territory she was engaged with the Queensland Public Service Commission as an appeals delegate. Sandra is presently working with Power and Water Corporation and believes that working in the Northern Territory is particularly rewarding due to the diversity of both the landscape and the people.

Wendy Coleman

Wendy has been living in the Territory since July 1988 and worked for the NT Government for 18 ½ years before going to work for CPSU as an Organiser. She currently works for the Australian Nursing Federation as an Organiser. Wendy has a desire to be involved in industrial relations as she finds this area very interesting, as well as challenging, and in the future is looking at doing further study in this area. She has 3 grown children and 5 grandchildren. In her spare time Wendy enjoys scrapbooking and travelling Australia.



Online Small Business Calculator

The Commonwealth government has launched a new free calculator, accessible online, which determines whether or not a business qualifies as a small business under the *Fair Work Act 2009*. The government has also created free webinars aimed at assisting small businesses understand their obligations under the Act.

The complexity and diversity of employee arrangements in small businesses make it difficult to determine whether a particular business falls under the definition of a “small business” in the Act. These initiatives are aimed at increasing an understanding amongst small businesses, of their obligations under the Act.

With the Fair Work Ombudsman’s announcement that they would be making 50,000 visits to small businesses across Australia, compliance with the Act is now a more visible reality. For more information view the “[Best Practice Guide 07—Small business and the Fair Work Act](#)”.

Source: CCH Online

ACTU hearing before Fair Work Australia

The ACTU is seeking to use a test case that is before Fair Work Australia to impose limits on the deliberate off-shoring of jobs. The hearing will consider a union bid to force Qantas to pay pilots employed by Qantas’s New Zealand-based subsidiary the higher wages paid to their Australian employees.

The ACTU’s submission argues that it should be allowed to intervene on the basis that "this case may set a precedent on the use of artificial corporate arrangements to avoid award entitlements, and which precedent has the potential to affect the interests of all workers, including those represented by the ACTU".

The Australian and International Pilots Association has claimed that Qantas undermined the intent of the Fair Work Act by allowing NZ pilots to be paid approximately 40 per cent less than the Australian standard rate.

The association says pilots working for the airline's NZ-based subsidiary, Jetconnect, are doing the bulk of trans-Tasman flying, whereas last year the work was being undertaken by the higher-paid Qantas pilots. Qantas argues the Jetconnect flight crew are NZ pilots operating NZ-originated services flying NZ aircraft operated by a NZ company, and hence fall within NZ jurisdiction.

Source: The Australian, 27 July 2010

Upcoming Events

Registration forms for the following events will be emailed out shortly. You can register your interest in advance by emailing irsevents@gmail.com

Tuesday 24 August 2010
12:00pm—2:00pm

Lunch & Learn
“Crossing the line — Sexual Harassment in today’s workplace”
 Presented Surya Silva, NT Anti-Discrimination Commission
 LHMU Office — 38 Woods St, Darwin
 \$20 member / \$30 non member (lunch included)

Thursday 16 September 2010
11:30am—1:00pm

Lunch & Learn
“The way in which compensation should be calculated in the Industrial Relations regime”
 Presented by Mr David Sweet, Cridlands MB
 Crowne Plaza — 32 Mitchell St, Darwin
 \$30 member / \$45 non member (lunch included)

Friday 15 October 2010



Annual Convention
 Full day
 More details coming soon...

November 2010

AGM
 More details coming soon...

Members are invited to email in newsletter contributions or seminar topic suggestions.

Your feedback is also important to us, whether it be good or bad, so that the society can continually strive to offer a valuable membership.

info@irsnt.asn.au

Other Events

NT Working Women’s Centre National Conference
 For more details visit www.ntwwc.com.au

