



NEWSLETTER

February 2010

Industrial Relations Society of the Northern Territory (IRSNT)

SECRETARIAT

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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 first newsletter of 2010! A big welcome to Di Yali (Northern Territory Government and soon the Chamber of Commerce) and Wendy Coleman (Australian Nursing Federation NT) who joined the IRSNT committee during last years AGM. A big thank you to outgoing committee members Chris Hancock and Anna McGill for their commitment and contribution to the IRSNT.



The evolving industrial landscape becomes more interesting this year with the commencement of National Employment Standards, modern awards and their transitional arrangements. Also in 2010, the Minimum Wage Panel of Fair Work Australia will consider the annual wage review between March and June 2010. The results of the review will come into operation on 1 July 2010. Fact sheets on the new arrangements and the wage review can be downloaded from Fair Work Online at www.fairwork.com.au

The IRSNT have conducted their annual planning session and have developed a great timetable for members in 2010, beginning with Advocacy Training on Wednesday the 26th of May. This event will be presented by the Workplace Research Centre and will be subsidised for members. To register your interest, email us at irsevents@gmail.com

The IRSNT are proud supporters of this year's International Women's Day Dinner, to be held at the Cyprus Community Centre on Saturday 6th March. Women play a significant part in industrial relations as employers, HR/IR practitioners, advocates and employees. International Women's Day is a day to reflect and recognise achievements of women in all fields of life, including industrial relations.

We look forward to an exciting and interesting year and hope to see you at one of our many events.

Naomi

Welcome to new committee members.....

Dianne Yali

Dianne came to Darwin in August 1993 and now calls Darwin home. She has been awarded a Master of Laws (Employee Relations) from Melbourne University, a Graduate Diploma in Legal Practice from the College of Law, a Bachelor of Laws from the (now) Charles Darwin University and a Bachelor of Arts (Philosophy) from Macquarie University.

Dianne worked as a union official for the Northern Territory Police Association and the Liquor, Hospitality and Miscellaneous Union for over 7 years and is currently working in the NTPS. In her spare time, she ferries her children around from sport to sport (including very early morning swimming training sessions), keeps fit and is renovating her house.

Welcome also to new committee member Wendy Coleman. We aim to bring you a brief summary of Wendy in our next newsletter edition.



IRSNT Annual Convention 2009

The IRSNT Annual Convention 2009 was held at the Darwin Airport Resort on Friday 18 September 2009. The Society was honoured to have our patron, Commissioner Brendan Eames (retired), attend the event along with 60 of our members.

Our speakers didn't disappoint and overall feedback was excellent. Thank you to our speakers:

- Professor Andrew Stewart - University of Adelaide
- Professor Ron McCallum AO - Faculty of Law, University of Sydney
- Fiona Krautil - National Executive Officer, Girl Guides Australia
- Professor Mary Crock - Faculty of Law, University of Sydney
- Paul Schroder - General Manager Business Development, AustralianSuper
- Stephen Long - Economics Correspondent, ABC
- Cathy Spurr - Director, Halfpennys

Thank you to the IRSNT committee for putting together a great day. In particular thank you to our President, Naomi Porrovecchio and Secretariat Officer, Johanna Clark for their time and effort.

The Society would also like to thank the following sponsors; Northern Territory Government, Fair Work Ombudsman and AustralianSuper.



Photographs taken at pre-dinner drinks, IRSNT Annual Convention 2009.

(L-R) **1.** Professor Mary Crock; **2.** Paul Schroder (Australian Super), Belinda Peacock (PowerWater); **3.** Katrina Halse (NTCCI), Sharon Blandy (Fair Work Ombudsman), Jacki Garland (NTCCI), Sonya Mahoney (NTCCI); **4.** Paul Kirby (PowerWater), Sandra Lovaas (PowerWater); **5.** Kaliopi Hourdas (Cridlands MB), David Sweet (Cridlands MB), Janis Shaw (Charles Darwin University); **6.** Sonia Manning (Fair Work Ombudsman), Afia Duah (Charles Darwin University); **7.** Stephen Long (ABC), Phil Brennan (OCPE)



Pay Equity

Late last year a Federal Parliamentary Committee, the House of Representatives Employment and Workplace Relations Committee, began investigating pay equity issues.



The Committee's terms of reference were to 'inquire into and report on the causes of any potential disadvantages in relation to women's participation in the workforce'. The scope of inquiry was to include matters such as the adequacy of existing equal pay legislation, the effects of wage-setting arrangements that affect women disproportionately, the extent to which access to training and promotion within workplaces is fair, and the possible need for public awareness campaigns and employer information initiatives on pay equity issues.

The Committee, chaired by Ms Sharryn Jackson MP (WA) produced a report titled *Making it Fair* which was tabled in Parliament on 23 November 2009 after an exhaustive 18 month inquiry.

The report made a number of significant recommendations including:

- A clear definition of equal remuneration for work of equal or comparable value in the Fair Work Act 2009.
- The President of Fair Work Australia (FWA) enunciate an equal remuneration principle.
- The Government establish a discretionary fund administered by the Attorney General for the provision of funding of cases.
- The Government elevate pay equity to be a clear intention in modern awards, modernization and review.
- Expand scope of, variation and amendment of awards on work value grounds to explicitly include pay equity. Applying concepts of gender neutral work valuation and require FWA to be satisfied that the award satisfies pay equity criteria.
- FWA to report to Parliament within its annual reporting process on any changes to awards and the impact on pay equity.
- FWA be amended to impose a legal obligation on parties in negotiation to include bargaining for pay equity.

The Federal government is expected to release its position on pay equity shortly.

Further information regarding pay equity, including the Committee's report can be found at:

http://www.cowa.gov.au/Pay_Equity/General_Information_Stats.asp

Sourced from http://www.psa.labor.net.au/news/1259555008_4016.html





Take-home Pay Orders

Take-home pay is the pay an employee or outworker actually receives after tax and certain deductions such as salary sacrificing arrangements. This includes wages, allowances, overtime payments and any incentive-based payments.

Modern awards came into effect on 1 January 2010 in the national industrial relations regime. The awards establish minimum pay and conditions in various industries.

Employees who believe their take-home pay has suffered due to the introduction of modern awards may seek a take-home pay order to rectify this. The order will maintain the employee's existing take-home pay while he or she is employed in the same job. The orders are also available to outworkers.

To obtain such an order the employee or outworker must satisfy the eligibility criteria and make an application in writing to Fair Work Australia (FWA).

An application can be made by:

- an employee or outworker who believes they have suffered a reduction in take-home pay as a result of the introduction of a modern award
- a union that represents such an employee or outworker
- a person acting on behalf of such an employee or outworker or a group of such employees or outworkers.

In order to make a take-home pay order FWA must be satisfied that:

- the employee's take-home pay has been reduced due to the introduction of a modern award
- the reduction is not minor or insignificant
- the employee or outworker has not been adequately compensated in other ways

The order would bind the employer while the modern award continued to cover the employee.

A guide to applying for a take-home pay order can be found at <http://www.fwa.gov.au/index.cfm?pagename=resourcefactstakehome>.

Sourced from <http://www.fwa.gov.au/index.cfm?pagename=resourcefactstakehome>.

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

Upcoming Events...

May 2010

Advocacy Training

presented by the Workplace Research Centre

Wednesday, 26th May 2010

Venue to be confirmed

Register your interest by email to irsevents@gmail.com

Further details will be supplied for the following planned events. If you have a topic suggestion for our Lunch & Learn sessions, please email info@irsnt.asn.au

June 2010

Lunch & Learn

July 2010

Lunch & Learn

September 2010

Lunch & Learn

October 2010

Lunch & Learn

November 2010

Annual Convention and AGM

(Yes, we are combining them this year)

Friday, 19th November 2010

Venue to be confirmed