

SPECIAL EDITION

President's Welcome

Welcome to this special edition of The IR Advocate!

In this edition we are providing comprehensive coverage of the IRSQ's next professional development event, the IRSQ Convention titled *Back to the Future!*

Get ready to register as the Convention is being held on October 6-8 on the fabulous Gold Coast.

We are pleased to announce that the opening address will be given by the Honourable Grace Grace, Minister for Employment and Industrial Relations, Minister for Racing and Minister for Multicultural Affairs.

Please read on to find out more about the great professional development opportunities the Convention presents to practitioners in both the state and federal jurisdictions.

Legal practitioners can claim CPD points too!

I look forward to seeing you there.

Jo

Jo McConnell



The Important Details

WHEN:

6-8 October 2017

CONVENTION TIMES:

- From 12.00pm Friday, 6th
- All day Saturday, 7th
- Morning until 12.30pm on Sunday, 8th

WHERE:

The Gold Coast, specifically the QT Gold Coast where *'nostalgic surfer chic meets Miami catwalk cool'*. The Hotel's motto sets the scene already for a great weekend of learning and networking with your fellow attendees.

WHY?:

Because the more things change, the more they can stay the same! IRSQ is going back to the future to discuss the current industrial relations, HR and WHS frameworks in place for the public and private sectors, and the essential mirroring of many provisions – and what it means for us moving forward into the future.

Plus, who can resist the opportunity to wear a Hawaiian shirt to a poolside cocktail party?

MORE INFORMATION:

Click [HERE](#) or read through the rest of this Special Edition...

How Much Does It Cost?

An excellent question!!

The Convention represents great value for money – the opportunity to learn from leaders in the field, the opportunity to network with those leaders and other delegates, and the opportunity to make valuable work connections with other like-minded professionals, is invaluable.

And...due to demand, we have **extended early bird rates** for a further week until 11 September. **PLUS** register two or more people from the same organisation to receive a 15% discount!

Registration options to suit your time, availability and your budget are listed below:

Social Activities include attendance to the Friday night networking function and the Saturday Convention Dinner.

Member Type	Full Registration	Convention only Registration	Saturday Registration	Saturday Registration
	Includes 2 nights Accommodation (6 & 7 October) and all Social Activities	No Accommodation or Social Activities	Includes 1 night Accommodation (7 October) and Convention Dinner Ticket	No Accommodation or Social Activities
IRSQ Member	\$1,495.00 (Early Bird) \$1,695.00 (Standard)	\$995.00	\$1,095.00	\$595.00
Non Member	\$1,795.00 (Early Bird) \$1,995.00 (Standard)	\$1,295.00	\$1,395.00	\$895.00
Student / Life / Retired Member	\$1,295.00	\$995.00	\$1,095.00	\$595.00

The Extras...

While registering online, you also have the option to purchase additional tickets to the Social Activities. A partner of a member will be charged at the member rate:

* Networking Function tickets are available at \$70 IRSQ Members / \$90 Non Members per ticket

* Convention Dinner tickets are available at \$120 IRSQ Members / \$150 Non Members per ticket

Click [HERE](#) Now to Register Before Early Bird Ends!

CONVENTION PROGRAM SNAPSHOT

Friday, 6 October

Convention Opening Address

The Honourable Grace Grace, Minister for Employment and Industrial Relations, Minister for Racing and Minister for Multicultural Affairs will open the Convention and set the scene for a weekend full of great learning.

Domestic and Family Violence and the Workplace

Sonia Cooper, Deputy Commissioner and Alex Gasteen from the Public Service Commission ('PSC') will discuss their workplace initiatives developed to strengthen support for affected employees

Domestic and family violence (DFV) can impact a person's safety, wellbeing, attendance, and performance at work and how Queensland has taken the lead in this workplace matter.

The Queensland Government is strongly committed to providing a healthy and safe working environment for all public service employees. It has recognised that employees sometimes face difficult situations in their work and personal life, such as domestic and family violence, that may affect their attendance, performance at work or safety.

As Queensland's largest employer, the State Government contributes towards ending DFV by:

- preventing violence
- supporting affected employees
- building a culture of respect and gender equity.

The PSC have developed a DFV workplace package which includes an industrial instrument that provides for a minimum of 10 days paid leave and information on the support and options available for public service employees who are affected by domestic and family violence.

Entitlements for state and local government employees are under the *Industrial Relations Act 2016*.

This is a significant and topical advancement across the public sector and has highlighted the need for unpaid domestic and family violence leave for the private sector employees. The Fair Work Commission's 4 Yearly Modern Award Review has resulted in a contemplation of that entitlement.

Sonia and Alex's discussion on the supports available including paid leave is relevant across both jurisdictions, and will be a very informative and practical session.

Lawyers, don't forget you'll be able to claim
CPD points for Convention sessions

Labour Hire: *New Responsibilities and Obligations in Queensland*

Does your business use labour hire agencies or group training agencies?

And if so, do you know your business obligations?

Introduced into the Queensland Parliament on 25 May 2017, the *Labour Hire Licensing Bill 2017*, is expected to pass later this year. The Act will “provide for the licensing and regulation of providers of labour hire services and related matters.”

Join us on Friday afternoon to hear about how this potential new Act and licensing scheme may affect your business.

Other Sessions:

- Is the Regulation of Work keeping up with current structural shifts?
- Cleaning Accountability Framework
- Uber and Out: A Panel Discussion

Saturday, 7 October

UPDATES from the Fair Work Commission and Queensland Industrial Relations Commission

Vice President Joe Catanzariti from the Fair Work Commission (“FWC”) and Deputy President Les Kaufmann from the Queensland Industrial Relations Commission (“QIRC”) will provide attendees with an update on current developments, positions and activities of their tribunals

Anti-Discrimination: *The New QIRC Experience*

William Ash from Hall Payne Lawyers will discuss the Queensland jurisdiction and procedures in the ADCQ and (now) the QIRC for work related claims.

Recent decisions in the anti-discrimination jurisdictions have begun to address what has been perceived as a historical inadequacy of the quantum of damages, particularly in relation to sexual harassment matters. That jurisdiction is, as a consequence, likely to be more commonly used instead of alternatives, such as the general protections provisions of the Commonwealth and State industrial legislation.

Adverse Action

On Saturday, 7 October, Murray Procter, a Partner with ClarkeKann Lawyers will be delivering a session on the concept of Adverse Action and lessons from the federal jurisdiction.

The *Industrial Relations Act 2016* (Qld) has introduced a mirror cause of action previously confined to the private sector in the *Fair Work Act 2009* (Cth). Murray will be discussing how the private sector has dealt with the concept of adverse action and current case studies, in addition to considering how state government agencies need to adapt to protect themselves.

Anti-Bullying: *Experiences from the Fair Work Commission*

Commissioner Peter Hampton, Panel Head of the Fair Work Commission's anti-bullying jurisdiction will present the recent experiences of the Commission with respect to anti-bullying matters. With a number of high profile matters in this jurisdiction, including the use of interim orders to restrain disciplinary actions of employers to enable the FWC to hear and determine stop bullying applications, this session will certainly provide a range of informative insights.

The 'New World' of the NDIS: *Is Our IR System Keeping Up?*

The greatly anticipated National Disability Insurance Scheme ("NDIS") was introduced by the federal government in 2013 as a major social reform in Australia, the aim of which is to provide greater choice and control for disability support back to the consumer.

It largely involves transitioning many of the current block-funded government programs to a market model in which consumers are assessed for and granted support packages, which they are then free to use to 'purchase' their preferred supports from their preferred service providers.

And while this revolution has been lauded by most as a significant step in social reform in the country, it has also brought with it a need for transformational change to occur across the disability support services sector. In particular, it has necessitated transformation of business and service delivery models at the organisational level, which in turn have had major impacts on the design of the workforce.

Michael Pegg, Industrial Relations Manager of Jobs Australia and Peter Stewart, CEO of Paraquad South Australia will discuss some of the major workforce issues at an industry and organisational level and pose the question of whether our current industrial relations system is keeping up with the transformation that is occurring in the sector.

Other Sessions:

- Fair Work Ombudsman – An Update on Their Activities
- Workplace Health and Safety
- Penalty Rates Panel Discussion
- Annual Wage Review – the FWC's Determining Principles
- Vulnerable Workers, Corrupting Benefits and Minor Errors

Sunday, 8 October

Workshop: Being an Advocate and the Art of Representation

During the Sunday morning Workshops members of the FWC, including Deputy Presidents Anna Booth and Ingrid Asbury, and QIRC members will discuss the art of representing clients before the tribunals, as well as hands-on interest based bargaining skills.

As a practical workshop, attendees will come away with valuable knowledge about advocacy.

What's In It For Me As An Academic?

A great question thank you!

Academics are accustomed to going to conferences, but not like this one! The IRSQ Convention is different to the type of conference you may be used to attending as an academic. For starters, you do not have to present, but still get the opportunity to network with other academics and, more importantly, to engage with actual practitioners working in the field. Draw on the broad range of practical experiences from those currently working in the field of IR, ER, HR & OHS to create real world experiences for your students and your research.

Networking Opportunities

Networking opportunities include the Friday evening poolside cocktail function, and the Saturday evening Convention gala dinner. Both events present an excellent opportunity to further network and connect with fellow practitioners and speakers – in addition to the opportunities provided during the Convention days.

Orange Whip, a fun cover band featuring the estimable talents of Andrew Stewart (yes, *that* Andrew Stewart) on lead guitar, will be playing at the Convention gala dinner. Orange Whip has already played to wild acclaim at ALERA and IR Society events in a number of States, and their set at the IRSQ Convention will kick off their national tour!



The Price is Right!

IRSQ Is Back to the Future 2017 at Old Prices!

Thanks to the wonderful support of our generous sponsors, speakers and the effort of IRSQ Committee members, as a non-profit society the IRSQ is able to offer significantly cheaper rates compared to similar 'commercial' professional development conferences.

Where else in beautiful Queensland could you find 2 days plus of professional development of this quality for less than \$1,000! Similar professional development courses quote the same price for a 1 day conference!

Better still, pay a bit extra and you have the opportunity to throw in a few nights' accommodation and great social and networking events at discounted rates. Have a weekend away with colleagues and friends, new and old, and be educated at the same time. Support your Society that supports you.

Need To Convince Your Boss?

Use Our Template Email to Confirm Why You Should Attend the Convention....

To: Name of your manager

Dear

I am seeking your support for my attendance at the IRSQ Convention 2017 hosted by the Industrial Relations Society of Queensland (IRSQ).

To be held at QT on the Gold Coast, the conference theme is "Back to the Future" and it will provide a valuable opportunity to:

- Obtain key insights from some of the top industrial relations practitioners and academics on current issues;
- Be updated on recent developments in State and Federal industrial relations laws;
- Hear from members of the Fair Work Commission and Queensland Industrial Relations Commission;
- Understand how the anti-bullying and adverse actions provisions are being applied in both the Federal and Queensland jurisdictions;
- Hear the valuable experiences and learnings of industry leaders; and
- Share and debate on important issues affecting employment relations professionals.

As an IRSQ member and by taking advantage of the early bird offer, the investment to attend the full convention, including all accommodation and social events over the 3 days is only \$1,495.

Should two or more people from our organisation register, we will enjoy a 15% discount off the relevant registration fee type.

By attending this conference, I will witness an array of excellent, industry leading speakers and be kept up to date on topical matters that impact the human resource, employment relations, and legal functions of our workplace. The social events will provide me a great opportunity to network and connect with delegates and speakers from a diverse range of backgrounds.

Thank you for taking the time to consider my request to attend what is sure to be an excellent event. If you need further information the [IRSQ Convention 2017](#) website provides an extensive amount of detail.

Please feel free to contact me if you have any further questions.

Regards,

Your Name Here

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