

The WORKING STANDARD

Welcome

to the very first edition of 'The Working Standard', the new newsletter of the Industrial Relations Society of Western Australia!

The purpose of this newsletter is to inform and entertain readers who specialise in the area of employment/industrial relations, or who have a particular interest in this field.

The IR Society of WA is an independent, non-partisan association which encourages discussion and debate on the wide range of issues affecting the employer employee relationship.

The Annual General Meeting was held in January in Matilda Bay. I personally wish to thank Vice President Melanie Binet for her long-standing contribution to the Society. We have featured a section on her in this edition.

We welcome contributions from Society members and wish you a fantastic 2016.

We hope you enjoy this edition!

Jessica Price

President – IRSWA



ALERA National Conference 2016

We encourage our readers to register for the 2016 ALERA National Conference to be held from 26 to 28 May 2016 at Pier One Sydney Harbour, The Rocks, Sydney, New South Wales. For further details regarding the Conference visit the [ALERA website](#). Keep an eye open for further details to come in upcoming newsletters.



2016 Upcoming Events

1 March 2016	Norton Rose Fulbright seminar
12 April 2016	Chief Commissioner Beech guest speaker at the WAIRC
May 2016	Herbert Smith Freehills seminar
June 2016	Patron's Dinner
July 2016	Women in IR Breakfast
Second half 2016	ALERA Advocacy Course

More events will be announced throughout the year and 'Save the Date' notifications sent closer to the scheduled dates.



Congratulations Fair Work Commission Deputy President Binet

My appointment as the first woman Deputy President of the Fair Work Commission is a direct consequence of the time and effort many different people have invested in me over very many years. Below is an extract from my speech from my Welcome Ceremony.



I was born into a family with a passion for politics, business, economics, work and people. As a little girl I never wanted to be a princess or a ballerina. From the moment I could open my mouth I wanted to work in industrial relations. When I was a child my father was employed by the Chamber of Commerce. He was mostly on the road. In the North, in the East or for extended spells in foreign lands such as the ILO in Geneva, the North Sea or the middle East.

From these exotic places he would helpfully send post cards to my mother while she was stuck in suburban Perth, singlehandedly raising my brother and I, who would alternately stop breathing with asthma or febrile convulsions. My mother having left school at 14 returned to study when my brother started school. Somehow she managed to combine raising us with full time work and study, eventually acquiring two undergraduate degrees and a Masters in Psychology. It is from her that I acquired my passion for study, a steely determination and a strong work ethic.

So we had the opportunity to spend time with my father, my brother and I, would tag along to work with him during our holidays. I grew up with WA's major construction and mining projects such as the North West Shelf Project, Argyle Diamond Mine and Telfer Gold Mine. From inception, through construction to production, and eventually as an adult providing legal and industrial advice to the project participants. An understanding of the history of projects in this State and the features which are peculiar to Western Australia will hopefully equip me to assist those parties who will develop the projects of the future which will deliver the WA economy from its current doldrums back to boom times.

My father has an enviable standing in the industrial relations community. His ability to be widely accepted and respected arises from his capacity to easily meet and mix with people in the workplace whatever their background or status and his genuine interest in what they do. In particular he has the most incredible capacity to understand and recall systems of work. I have many times over the years listened in awe as he'd talk ore leaching processes with metallurgists, tunnel inclines with engineers and slaughtering with meat workers.

Like him I have always been fascinated with how work was done and the people that did it. In the days when projects factored in a certain number of fatalities as inevitable safety was less stringent and I would eagerly jump at the opportunity to steer an ore truck, scramble over processing plants or travel down the iron

ore rail lines on a hi-rail all the way chatting animatedly to the machine operator.

As an adult in our practise together we leapt at every opportunity to go to our clients' places of work be it maximum security prisons or gold mines in the high Andes. While there are financial restraints on the capacity for Tribunal members to travel to sites in the way my father was able to when he was on the Bench I hope I never lose that connection with the real world of work and those who work hard and long hours for modest reward.

My mother insisted that because my father travelled so often he should bring guests home rather than go out for dinner. Growing up, our dinner table was frequented by men from across the political and industrial spectrums. I am forever in debt to those men who so patiently engaged in discussion and debate with what I now realise must have been a horribly precocious child.

Members of the Tribunal such as the former President the late Honourable Barry Maddern, former Commissioner Bob Merriman, the Honourable Jeff Guidice and former Deputy President Brendan McCarthy. Capital venturists like Courtney Chamberlain, IR practitioners like Jeff Stockden, Union leaders like Don Bartlem and Kevin Reynolds and journalists like Paul Murray. They patiently provided me with an insight into their spheres of work and thought.

I was, and remain, particularly interested in wage determination and my father recounts how one evening well before he was appointed to the Bench Barry Maddern and I engaged in an animated conversation about the merits of an alternative wage determination model. Much later following his appointment to the Bench the two tier wage system which we discussed that evening eventually proved to be an innovative and highly successful mechanism which achieved significant productivity improvements in the Australian economy.

At university I was fortunate to be educated by some of the best industrial relations

academics in the country including Marcelle Brown and Professor Ray Fells. They taught me to apply an intellectual rigour and reasoning to my lifelong interest in the practice of workplace relations. While my law degree gave me an entrée into the law firms advising on the major industrial matters in the country my economics degree with its HR/IR/Management majors gave me an insight into people. Arguably a more important qualification given that if ore was not being loaded at the cost of a million dollars a day winning in the federal court was of little comfort to the client.

The reality is that it is necessary to find a people solution to industrial disputes and not simply a legal one. The conciliation powers of the Fair Work Commission make it uniquely placed to not only assist the parties to resolve disputes but to take a far more proactive role and help parties build better relationships. The New Approaches Project and Major Project Panel are exciting developments in this regard. I hope to contribute to this work and future strategies which seek to engage the industrial parties in proactive and collaborative way.

While at university I became fascinated by the study of comparative industrial relations. It is an interest which I have subsequently been able to pursue in my role on the world governing committee of ILERA. It is of great interest to me that countries around the world are basing their industrial relations system on the conciliation centred approach with a well-resourced and expansively powered tribunal that Australia first instituted in 1904 but has since watered down. Hopefully the success of the Commission's latest proactive engagement strategies with the industrial parties will be viewed favourably when the Government reviews the resourcing and powers of the Commission.

I was fortunate to spend my formative years as a lawyer in top tier national law firms which exposed me to the biggest and most complex industrial matters not only here in the West but around Australia. The long hours and weeks without days off were compensated by the

opportunity to work (and play) with the best and brightest. It was a collaborative and intellectually stimulating environment which taught me to work hard and think innovatively. Advocacy is an art form and I was fortunate to learn it from master craftsmen like Tony Power, Ian Neil, Chris O'Grady, Brian Lacy and Toni Lucey. However but for the gesture of an opposing counsel I might never have had an advocacy career.

The risk of young advocates particularly non legally trained ones stumbling at the first hurdle has been significantly reduced by the brilliant advocacy program run by Chris O'Grady and Brian Lacy with the assistance of the FWA. As daunting as appearances are for those who are legal practitioners or lay advocates the experience for those self-represented parties must be overwhelming.

Increasingly self-representation is the norm. The FWC under the leadership of President Ross has made exceptional progress in making the Tribunal more accessible through initiatives such as the mock advocacy program and the release of the Bench Books. I hope to contribute to future strategies that allow everyone who has a genuine claim the opportunity to fully pursue a remedy or fairly defend a claim.

As a baby lawyer working primarily in the mining and construction sector it was not uncommon to be the only woman in the room but I never experienced gender discrimination from clients. In my experience clients were solely interested in the aptitude of their lawyer not their sex. A point proven no better than when the Grand Lodge engaged Freehills to represent them in a matter.

The client was asked if they wanted a boy or the best lawyer. Fortunately they chose the latter and much to the shock of my grandfather I ended up acting for the Masons and in the course of that work was issued with my own copy of the Rule Book and have the unique claim to be one of the few women to have viewed the grandmaster's sword.

Sadly the biggest challenge to young women lawyers in corporate law firms is in a lack of mentors and mentoring from other women. When I commenced the practice of law, woman partners in top tier commercial firms were rare. Those few that did achieve such lofty heights typically had no children or if they did had returned to work almost immediately after their children were born.

A career and active parenthood appeared to be mutually exclusive options. In appointing me as the first female Deputy President from Western Australia the Government has given many of young female lawyers comfort that choosing to work part time while their children are young does not necessarily mean they need to abandon otherwise promising careers. I thank the Government for the faith that they have placed in me and look forward to demonstrating that their confidence was well placed.

Although I had few female mentors I have however been blessed with patient and gifted male mentors including Justice Templeman, Chief Commissioner Tony Beech, Nigel Hadgkiss, Former SDP Brian Lacy, Commissioner Hampton and most recently SDP O'Callaghan who if he does any more for me will be owed my first born son! My longest and strongest mentor is Judge Lucev. I have all my professional career aspired to his legal brilliance and to this day, one of my most treasured possessions is an advice on which he wrote "good work" more than 15 years ago.

My own lack of female mentors has driven me to do what I can to encourage other young women. I am particularly proud of the Women in IR Breakfast which over the years has brought together up to 180 women at a time from across the industrial relations and human resource profession to network and be addressed by leading women at different stages of their career about the challenges they have faced and overcome.

I hope to continue to contribute in whatever way I can to encourage young women to pursue a career in industrial relations. In more recent years I have been fortunate to work

Congratulations WAIRC Commissioner Toni Emmanuel

with some extremely competent and incredibly hardworking women such as Susan Barerra, Maria Saraceni, Peta Mabbs, Angie Dominish, Heather Harker, Acting Senior Commissioner Pam Scott, Chris Howe and Jessica Price all of who have become close friends and continue to be important mentors and inspirations.

Despite what might be presumed from my CV, I am passionate believer in the importance of unions in our country. I am an admirer of the charismatic leadership of union leaders such Kevin Reynolds and Russell Armstrong the dedication of Mark Shipman and Paul Hunt and the intellectual capabilities of union leaders like Will Tracy and Elayne Palmer.

While the media frequently portrays unions as corrupt and violent less attention is paid to the social welfare contribution made by unions which goes well beyond the critical representational role they play in an industrial sense. I am very conscious that even with two degrees including one in law it was only in the later stages of my career that I was able to negotiate the terms and conditions of my employment. For those less fortunate than me the challenge is overwhelming. Without unions many of the most basic conditions of work-life that we take for granted in Australia we would be without.

While I am incredibly proud of what I have achieved in my career I am most proud of my sons. My thanks go to Scott who while we were married and since has always supported me to allow me to pursue my career. Finally a thanks to my wider group of family and friends who have put up with my bossiness, my chatter, and my inability to sit still and love me all the same.

It is the investment of time and effort that everyone has made in me over the years that has equipped me with the potential to make a notable contribution to the Fair Work Commission and the people it serves. I intend to make them proud.

WA-based Toni was recently appointed to the West Australian Industrial Relations Commission (WAIRC) as a Commissioner. She has been the Principal Solicitor for the Employment



Law Centre (WA) since 2006. At the Centre she led a team of approximately 39 lawyers, volunteers and secondees in delivering vital assistance to vulnerable workers in Western Australia. Prior to her time with ELC, Toni worked at Ashurst, formerly Blake Dawson.

The Law Society of Western Australia named Toni Lawyer of the Year in 2009. Toni was kind enough to share her appreciation with us...

I am delighted to have been appointed a Commissioner of the WAIRC. I have thoroughly enjoyed my years working in the community sector and, before that, in private practice.

The Principal Solicitor role at the Employment Law Centre of WA involved a rare blend of rewarding work alongside talented and committed colleagues.

It also highlighted, on a daily basis, the generosity of lawyers, IR practitioners and students who volunteer their time and expertise to assist vulnerable members of the community with their employment issues.

I very much look forward to the opportunity to contribute to the important work of the WAIRC.

The Society wishes Toni all the very best in her newly appointed role!

Five Minutes With... Joe Catanzariti



Picture Source: [The University of Sydney](http://www.theuniversityofsydney.edu.au)

Joseph Catanzariti AM is Vice President of the Fair Work Commission. He is also an Adjunct Associate Professor in Work and Organisational Studies, School of Business at Sydney University.

In 2016 he was appointed as a Member of the Order of Australia.

How does it feel to receive an appointment as a Member of the Order of Australia?

I am extremely humbled to have received this honour.

Who has contributed to your career progression?

To succeed in any career you need a number of things:

Mentoring;

A Great Team; and finally

A little bit of luck.

I have been mentored by some truly outstanding individuals including:

Ross Wagland

The Hon Justice Patricia Anne Bergin SC

What do you consider to be your greatest achievement to date?

The most recent achievement is always the greatest, it being my appointment to the Fair Work Commission. I still believe that there is a lot more ahead to achieve, so I am hopefully not done yet.

If you could have dinner with a famous person, past or present, who would it be?

Ellen Degeneres - always uplifting and positive.

What advice would you give graduates entering the field?

You should acknowledge that it is a privilege to be a graduate, and that it's now up to you to utilise the great education you have received. We are very lucky in Australia to have such opportunities.

As a graduate you should:

1. Be ready to learn;
 2. Be Positive;
 3. Work as a team, not as an individual;
 4. Be ethical at all times; and
 5. Try to make a difference.
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New Sex Discrimination Commissioner

Kate Jenkins replaces Elizabeth Broderick as the Sex Discrimination Commissioner.

Kate was appointed as the Victorian Equal Opportunity and Human Rights Commissioner in 2013. Kate has 20 years' experience as a lawyer and prior to taking up this role was the lead partner of Herbert Smith Freehills' Australian equal opportunity practice.

Kate is the convener of the Victorian Male Champions of Change, the Chair of the Independent Review into sex discrimination and sexual harassment, including predatory behaviour in Victoria Police and the Co-Chair of Play by the Rules.

She is also the Co-Chair of the Commission's Disability Reference Group and a member of the Aboriginal Justice Forum.

In addition to her role as Commissioner, Kate is the Vice President of the Board of Berry Street Victoria – the state's largest independent child and family welfare organisation, a member of the Board of Heide Museum of Modern Art and a member of the Board of the Carlton Football Club. Kate holds honours degrees in Law and Arts.

Kate was recognised in the Australian Financial Review and Westpac 100 Women of Influence Awards for 2015 for her contribution in addressing equal opportunity and human rights issues in Victoria.



Original information sourced from the [Victorian Equal Opportunity & Human Rights Commission](#)

Membership Decline Follows Digital Disruption

Chris Walton and Erik Locke of Professionals Australia (formerly APESMA) have produced a first draft paper entitled [The overdue case for change – A place for unions in modern Australia](#). In it they highlight the "digital disruption" and societal changes including ageing workforces that are leading to a decline in union membership.

The paper proposes a possible four tiered-membership structure, namely:

1. a broad free supporter base;
2. an online service costing between \$1-\$2 a week for new members;
3. a package of tailored services costing \$300 to \$400 a year (excluding detailed written advice and bargaining assistance); and
4. a traditional full-service membership including services provided by staff, for approximately \$700 a year.

In their paper Locke and Walton demonstrate that fewer than 44% of Australia's 12 million workers are covered by enterprise agreements, such that unions focus on the minority who work in collectivised areas who are increasingly not unionised. Average annual union membership costs about \$650 a year, meaning it is a "premium product" for workers on average earnings. Professionals Australia was surprised to discover it spent around 72% of its resources on the 51% of members working in non-collective areas.

Locke and Walton argue that unions spend about 20% of their income on back-office functions like membership processing, accounts and finance, IT and telephone services. They outline that such costs could be slashed if delivered by a union-owned company or external body.

"If we were to organise in growing parts of the economy where we have few members and bargaining is an unlikely process at least for the first years, we will need to have efficient capacity to deal with bullying, sexual harassment, underpayments and other issues. This could be done in an alliance with a law firm or through developing capacity within unions or in peak bodies."

They note that a "ladder of engagement" in which unions would emulate digital activist groups like GetUp! by reaching out to supporters of different causes, rather than limiting themselves to workers in particular industries and occupations.

They suggest that unions could also consider providing basic services that would cost workers \$1 to \$2 a week, in order to rebuild declining membership density. Another low-fee, low-cost option would use social media as the "spider web" to connect with thousands of potential members in new areas, rather than through traditional face-to-face organising.

"The package of services would depend on research into the worker's needs and alternate sources of income may be identified, such as a proportion of back pay recovered."

The services offered could be diverse and include wage enforcement, class actions, contract reviews, campaigns against unscrupulous employers, insurance and discounted tools and uniforms. By comparison, the traditional union model of employing an organiser for roughly every 500 members is expensive compared to a centralised workplace advice and support centre, staffed by senior industrial officers and legal practitioners.



Author Profiles

Chris Walton recently completed 30 years as a full time union official. He has worked as a recruiter, an organiser, and an industrial officer in unions representing workers in the finance sector. In 1994 he joined the ACTU to set up and run the Organising Works program, a traineeship for organisers focused on membership growth. He became a co-director of the ACTU Organising Centre and in 2002 became ACTU Assistant Secretary. At the ACTU, Chris was the architect of the community component of the highly successful 'Your Rights at Work' campaign. In October 2008 Chris became CEO at Professionals Australia, formerly APESMA.



Erik Locke grew up in Western Australia. He worked for State and Federal parliamentarians and for the West Australian Branch of the ALP. Having worked in a London-based communications role for a major investment bank, he returned to Australia in 2000 to take a role at the ALP National Secretariat. Erik became a senior adviser and Chief of Staff to the Education Minister in 2001 and then State Secretary of the Victorian Branch of the ALP. Since 2005, Erik has been the CEO of a major public relations and public affairs firm and run his own communications consultancy, worked at senior levels of the labour movement and was a Chief of Staff during the Rudd Government.



What does a chemical engineer turned management consultant turned entrepreneur have to teach the world about financial independence? As it turns out: plenty.



The way Lacey Filipich tells it, she won the 'ovarian lottery'. Not in the sense of being born into luxury – in fact, it was quite the opposite. During much of Lacey's childhood, her mother

Fran struggled to support two daughters as a single parent.

Like many single parent households with the main carer also taking the role of breadwinner, time was scarce and cash often more so. Nevertheless, Lacey has fond memories of her childhood. She doesn't remember going without. On reflection, Lacey now realizes her mother was a master at stretching her dollars to their maximum potential – perhaps no great surprise, as Fran is also an accountant. Lacey's household differed from the average in one crucial way: when Fran began to learn about investing in her late 40's, she decided to teach her teenage daughter as she learned.

Lacey took to her lessons like a duck to water. Off the back of a prodigious saving effort through her high school years, she was 19 years old and in the second year of a four-year engineering degree when she bought her first property. It was a little two bedroom, one bathroom unit in the university suburb of Taringa in Brisbane. She rented out the second room, thus becoming both property owner and landlord before her 20th birthday.

Fifteen years have passed. In that time, mother and daughter have invested together and separately across a range of investments. Lacey is now financially independent, meaning she uses her passive income – earnings from her investments – to support her lifestyle. It's an extraordinary achievement for someone in their mid 30's.

We're not the only ones who think so. In March, Lacey and Fran's story – will be published in a compilation of essays on inspirational Western Australian women. When Lacey and husband Adam decided to start a family, she began reflecting on the pivotal role her mother had played in her financial education. Looking at her friends and peers it was obvious they had not had the benefit of such thoughtful financial guidance as Lacey enjoyed from Fran. Financial management is not taught adequately at schools, and while Lacey and Fran believe this is rightly so, it means that the responsibility for financial education falls to parents.

If your parents don't know about money, how can they teach you?

It's a gap the pair has set out to fill, establishing Money School (moneyschool.org.au) with the mission of teaching others how to become financially independent. They've turned their 15-year experience into a detailed curriculum that shows adults how to develop their own financial plan instead of paying a professional receiving kick-backs for the products they sell to develop one for them.

Their course covers everything from what your savings target should be to how to pay down 50 years' worth of credit card debt in less than three years. It's full of gold nuggets of knowledge borne of trying, making mistakes, persisting and eventually succeeding. To make it easier for parents, they've included activities to use with children so families can emulate Fran's example. As Lacey can attest, this is a gift with the potential to change a person's life for the better.

Lacey and Fran would like to see all parents making as much effort to teach their children about money as they do teaching manners and morals. By understanding and working towards financial independence, the next generations of Australians will be more free to choose when, how, with whom and on what they work. Liberating the potential genius of these bright young people from the daily grind can change the world. It's why Money School exists.



Visit: www.moneyschool.org.au

An Eye On: Employee Assistance

Many West Australian businesses have experienced an ongoing period of restructuring, with employees' positions being made redundant as a result. Employees experiencing 'survivor syndrome' or those who are aware that they will be leaving an organization can benefit from an Employee Assistance Program (EAP).

Anna Harris & Associates are premier providers of Employee Assistance to a large number of organisations throughout Western Australia.

EA programs provide independent, confidential and professional counselling to employees and their immediate families in a solution focused manner.

Anna Harris and Associates are able to provide assistance with counselling in a number of areas including, but not limited to:

Emotional and relationship difficulties

Alcohol and Drug related problems

Loss and Grief

Anger Management

Stress / Anxiety Management

Depression

Critical Incident Response

Conflict Resolution

Financial Issues

Work Related Issues

Employee Psychological Assessment

Further details about Anna Harris and Associates is available here:

<http://www.annaharris.com.au>

About Anna Harris

Anna Harris is an experienced Behavioural Psychologist and Coach with significant expertise in providing Safety Potential Profiling, Psychological Testing for Selection and Development and Leadership Coaching Programs.

Anna has worked on a large number of significant psychological testing for selection, development and leadership coaching assignments in Perth over the last 15 years with CEO's, CFO's and a range of Supervisors, Senior Managers, Leaders and Emerging Leaders including the oil & gas industry

Previously, Anna worked as a Senior Consultant Psychologist for KPMG and Price Waterhouse in Sydney working with large multinational organisations.

Since 1998, Anna has worked with a broad range of organisations in Western Australia and has developed a reputation for designing and delivering high quality safety selection systems as well as executive and leadership coaching services to a range of blue chip organisations in the energy, construction, mining and oil & gas industries. In particular, Anna has conducted significant research and validation studies on Barrow Island identifying the behaviours that directly contribute to unsafe and risky behaviour.

Anna has significant experience using the Wave Suite of Assessments for Selection, Development and Coaching and is able to customise the results to suit all organisational requirements.

Anna has been a member of the NSW Psychologists Board since 1991 and the WA Psychologists Board since 1997. She is a current member of **The Psychology Board of Australia**, the **Australian Health Practitioner Regulation Agency – AHPRA** & the **Coaching Psychology Special Interest Group Branch of the Australian Psychological Society**.

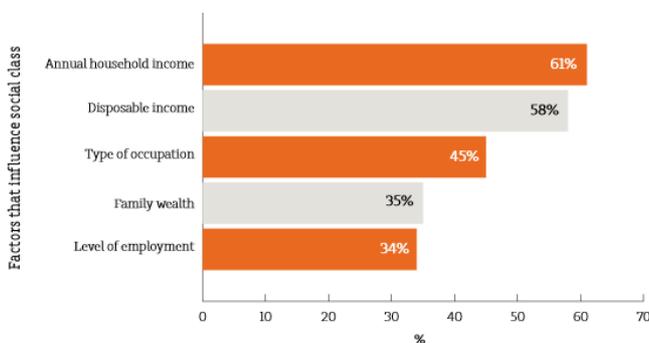
Australia Today

[Australia today – A look at lifestyle, financial security and retirement in Australia.](#)

According to a recent MLC and NAB Wealth report, we're all a bit confused about where we sit on the socio-economic strata. When asked to nominate where they fit on the social class strata, the majority (66%) indicated they were either middle class or lower middle class. Another 27% indicated they were working class.

Importantly, only a tiny 7% believed they fell into the group just above the middle. Almost half (44%) of those at the very top of the income ladder (household incomes of above \$200,000 per annum) believed they were middle class, while 23% of this group thought they sat even lower on the social class ladder, with 10% believing they were lower middle class and 13% considering themselves working class.

Factors perceived to influence social class



Q13. From the following list, which five things have the greatest impact on the social class you fall into?
Base: all; n=2038.

Research participants, no matter their income, believed in the existence of an 'elite' or upper class with very high household incomes—estimated by respondents to be anywhere from \$280,000 to \$550,000, which was well out of line with real incomes. Only 10% of households in Australia have a gross annual income of \$206,908+ and only 3% of

the population have a personal income of above \$192,000.

Few could actually define what 'middle class' meant but when asked to choose from a long list of things that might contribute to social class now, money trumped everything else, including type of occupation.

Unexpectedly, familial wealth (wealth of parents and grandparents) ranked fourth on the list, while some of the other options such as a university education, outright home ownership and suburb of home did not make it into the top five.

One of the most striking findings of the research revealed how people defined a 'comfortable' lifestyle. Three quarters of respondents agreed that 'having a comfortable lifestyle means having enough money to do what I want, when I want.'

Almost half are spending the entirety of their wages to pay for it, with 46% admit that they live 'pay-cheque to pay-cheque,' including 27% of \$150,000-\$199,000 householders and 22% of those earning above \$200,000.

Perceptions of social class in Australia



- Consider themselves to be working class 27%
- Consider themselves to be lower class 20%
- Consider themselves to be middle class 46%
- Consider themselves to be upper middle class 7%
- Considers themselves to be upper class 0%

Source: Courtesy of MLC Limited – Part of the NAB Group of Companies.

Serious SatIRe

In the Eye of the Beer Holder

We're all working class heroes here
At the bottom of the glass it's clear
Don't tell us we can't negatively gear
We're all working class heroes here

The upper class set are all set
On them you can afford to bet
Over a few dollars more they won't fret
They'll still ensure the bills are met

A working class hero is something to be
You've taken enough taxes from me
What'll it take to be home (tax) free?
What'll you tax next – free tv?

Tall poppies can take the brunt of the hit
It's not all roses from where I sit
It's enough to cause a violent fit
Another hike just ain't legit

I'm a humble working class page
Trying to earn a fair day's wage
Stuck in this unguilded cage
Bracket creep's a terrible plague

We're all working class heroes here
There's no such thing as a career
We can't function now we're so full of fear
You'll take away what's left, what's dear

Don't touch my super, don't touch my shares
Don't take away my Bali airfares
My business class flights, all my affairs
All my worries, all my cares

I'm just trying to make ends meet
I'm not in the driver's seat
Tell the Treasurer he's too elite
His position's become obsolete

I'm not a high earner – your bar's set too low
I'm working class – my tattoos say so
My pay packet's all just show
I'm an Aussie battler – just ask me – I know.

Notable Quotes

After reading the two slim secret volumes in about an hour, I was left with the feeling that taxpayers had been ripped off after paying out \$80 million for them.

Independent Senator Jacquie Lambie on the Heydon Royal Commission's confidential volumes.

We have received a number of consistent reports from claimants that, since the discovery of the scandal, franchisees who are operating the half-pay scheme are now operating under the cash-back scheme in the hope that it will not be detected by any investigations made by head office.

Professor Allan Fells Senate inquiry into Australia's temporary work visas at 7-Eleven.

I accept the Applicant's submission that the evidence is flimsy and that the Respondent has not been able to discharge the onus upon it to satisfy the Commission on the balance of probability that the Applicant actually engaged in the conduct alleged.

Commissioner Simpson in [Mulhall v Direct Freight \(Qld\) Pty Ltd \(U2014/4348\)](#)

In my perhaps old-fashioned opinion, all of the authorities underline the general principle that redundancy pay is for a specific beneficial purpose and ought not be viewed as some 'windfall' gain, in circumstances where an employee is made redundant one day and is offered 'acceptable alternative employment' which commences the very next day.... In short, no driver had lost their job. They all had a deliberate, unrushed choice of ongoing employment... without any pressure or coercion.

Deputy President Sams in [DRW Investments Pty Ltd v Richards & Others \(C2015/4963\)](#)

IRSWA Management Committee

IRSWA COMMITTEE POSITION	NAME	ROLE
President	Jessica Price	CCIWA
Vice Presidents	Christina Howe	Consultant
	Samantha Maddern	Herbert Smith Freehills
Secretary	Caitlin Farmer	Downer Group
Treasurer	Laura Smith	CCIWA
Editor	Cara Spence	Synergy
Government Representatives	Elizabeth McAdam	Dept of Education
	Melissa Crosthwaite	WAIRC
Union Representatives	Julia Moore	CPSU/CSA
	Vacant	
Academic Representatives	Kerry Brown	Curtin University
	Christian Van Tonder	Curtin University
Employer Representatives	Justin Prince	Ertech
	Sally Pedlow	MSS Security
Professional Representatives	Alex Griffiths	Lavan Legal
	Catherine Russo	Herbert Smith Freehills
General Representatives	Cara Leavesley	Corrs
	Joseph Burke	MDS Legal
Student Representative	Shanae Williams	UWA
Immediate Past President	Melanie Binet	Fair Work Commission
Society Patron	Jack Gregor	Consultant

Contributions Welcome

If you or a colleague have an article, picture, announcement, job advertisement or similar which you believe Society members would be interested in, please email us at info@industrialrelations.com.au outlining what the piece is about and how it might be of value. We charge \$100 to publish a sponsored article.

Committee Vacancy

The Annual General Meeting was held on Wednesday 20 January 2016 at Matilda Bay and was followed by Dinner overlooking the beautiful Bay. There was a large number of individuals interested in joining the Society Management Committee and as a result, a number of contested positions. We thank all those who put their hand up to join, and to aim to make the Society even better.

Please note that the IRSWA Management Committee has a vacant position in the role of a Union Representative. If you are interested in this position, please email us an Expression of Interest, including your name, your position and the union you work for.

Disclaimer and Feedback

The views expressed in this edition of The Working Standard do not necessarily reflect the individual views of the IRSWA Management Committee and do not represent the collective stance of the Society as a whole, which aims to be impartial. Any businesses featured in this edition are not endorsed by the Society. To clarify, we do not provide business endorsements. Businesses featured in this newsletter pay a fee. Feedback, suggestions and improvements, including material for upcoming editions can be emailed to the Editor, Cara Spence at cara_spence@hotmail.com.