

WORLD CONGRESS & FAIR WORK SPECIAL

IIRA CONGRESS REPORT

Lavina Menezes, University of Sydney

Against the backdrop of Sydney's Darling Harbour, delegates from all over the world came together to share opinions, ideas and research findings at the 2009 International Industrial Relations Association (IIRA) World Congress.

The location could not have been more poignant; a country where recent political activity had been shaped by mass public rejection of what were deemed as unfair industrial relations policies. The overall importance of the discussions taking place left delegates with a true feeling of being a part of history in the making.

The Congress provided a unique forum to hear views on industrial relations from many different stakeholders. Academics, senior political advisers, trade union officials, key industry figures and other industry experts led a number of commentaries and discussions.

The overall atmosphere of the Congress was one of collaboration, with speakers coming together from across the world. It quickly became evident that there was much to be learnt from each other.

Whilst there were many workshops occurring at any one time, it was interesting to find that there were some key issues that all streams (including human resources [HR] and industrial relations [IR]), and indeed almost all countries, will need to consider over the coming decades.

Firstly, the rise in non-standard employment is impacting human resource strategies and industrial relations policies globally. 'Flexicurity' was a buzzword, with all eyes on the Danes who introduced this concept. Balancing work and family was another prominent topic, acknowledging dual income households and the domestic commitments that workers have to both children and elderly parents.

The persistence of real gender inequalities amongst the workforce in almost every country was surprising and is another cause for concern. The issues arising from the conference go far beyond those mentioned here.

The plenary sessions allowed the delegates to experience a taste of all the streams and to then pursue their area of interest in the workshops.

For students, the Congress was an eye-opening experience, demonstrating the huge scope of HR and IR and its relevance in so many aspects of life. The pre-congress focus on industrial relations and its pertinence in regards to the global economic crisis is just one example of this.

Attending the conference proved to be a wonderful opportunity for students to complement their studies, generate ideas for areas of further investigation, and to meet and learn from some of the leading researchers and practitioners in the field.

CHRISTMAS PARTY - RSVP BY 18 NOVEMBER

Pranav Bhatt, Editor

Time is running out to RSVP for our annual Christmas function on Friday 27 November at the Aurora Hotel in Surry Hills.

Those wishing to attend should complete the invitation registration form recently sent via email and return it to Ms Kate Jacobs via: fax - 02 9630 5233, post - IRS of NSW, PO BOX 74, OATLANDS, NSW 2117 or email - irsnsw@bigpond.com.

Prices per person are as follows:

- Members: \$22
- Non-members: \$30
- Full-time student members: \$15

Finger food and the first drink are included. Please note that due to catering requirements payment is essential prior to the function.

Industrial Relations Society of NSW

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ANNUAL GENERAL MEETING REPORT

CONGRATULATIONS, AND FAREWELL TO CHRISTINE BADCOCK

Pranav Bhatt, Editor

The Society's Annual General Meeting and luncheon was held on 4 September at NSW Parliament House and was generally well attended.

At the meeting, the outgoing Secretary, Christine Badcock was made a life member of the Industrial Relations Society of NSW in recognition of her outstanding contributions and achievements on the Society over many years. The Executive Committee wishes to thank Christine for her dedication and wish her the best of luck in her future endeavours raising sled dogs in Canada's Yukon Territory (see pictures below).



The following members were elected onto the Executive Committee for 2009/2010:

President:

Mr Steve Turner

Vice Presidents:

Commissioner Alastair MacDonald, Associate Professor Bradon Ellem and Mr John Counter.

Secretary:

Ms Sharlene Wellard

Assistant Secretary:

Ms Alisha Wilde

Treasurer:

Mr Jon Hanlon

Immediate Past President:

Mr Joe Catanzariti

Patron:

Paul Munro

Committee:

Ms Robin Amos, Dr Marian Baird, Mr Stephen Banister, Mr Pranav Bhatt, Mr Simon Brown, Mr Brad Buffoni, Mr Dan Dwyer, Mr Graham Evans, Mr Dick Grozier, Commissioner Greg Harrison, Justice Wayne Haylen, Ms Jennifer Hunt, Mr Tim McDonald, Mr Aaron McKinnon, Mr Ross Nassif, Dr Troy Sarina, Mr Peter Sheldon, Mr Geoff Stevenson, Mr David Wedgwood and Mr Tony Wilks.

Administrator:

Ms Kate Jacobs

ANNUAL LUNCHEON SPEECH

Don Jones, Executive Director, NSW Office of Industrial Relations

Good afternoon and welcome.

I am pleased to host the NSW Industrial Relations Society Annual Luncheon today.

I wish to convey the apologies of the Attorney General, Minister for Industrial Relations and Minister for Health, the Hon. John Hatzistergos. The Attorney is attending a Health Minister's conference. Today I will be making those comments that would have ordinarily been made by the Attorney at this occasion.

The NSW industrial relations system is based on solid principles, a comprehensive common rule award system and a fair and socially determined minimum wage set by a genuinely independent umpire.

The Industrial Relations Commission of NSW is a tribunal with broad powers, one of the primary objectives of which is to provide a framework for industrial relations which is fair and just. It continues to play an important role in the resolution of industrial disputes and in the enforcement of State laws – including child employment, contract determinations, public sector industrial disputes and of course occupational health and safety laws. The IRC has served this state well for many years and commands the respect of all industrial parties. The NSW Government is committed to its continued existence.

The NSW Industrial Relations Act provides businesses and their workers with broad scope to determine work practices and wages outcomes best suited to their workplace. It also encourages equitable, innovative workplace relations while fostering productivity and economic prosperity.

The last two decades have been a time of unprecedented transformation for industrial relations in Australia.

During that time the federal system has moved away from the traditional conciliation and arbitration model and towards collective bargaining at the enterprise level utilising expanded constitutional powers to extend their influence and jurisdiction.

On the other hand, each of the States with the exception of Victoria, have continued to operate hybrid systems with collective bargaining appended to systems firmly grounded in conciliation and arbitration.

That's not to say that the States have stood still - many innovations now seen as prosaic have been pioneered by state jurisdictions including redundancy entitlements, equal remuneration provisions, unfair dismissal provisions and unfair contracts.

Now that the federal Fair Work framework has been settled and in some parts already operational, the focus has shifted from the content and substance of the new system to its shape, specifically the Commonwealth Government's ultimate goal – the creation of a national system for the private sector.

The NSW Government has, to date, refrained from making a decision as to whether it will refer its remaining private sector industrial relations jurisdiction into the national system. The decision to refer is not one that will be made lightly. As the Attorney has noted, it affects some 200,000 small to medium businesses and employing 500,000 workers in the state.

Now many, if not all of you here today, will be looking for some indication of what the likely outcome of the negotiations between NSW and the Commonwealth over the national system will be. I'm sorry to disappoint you.

The negotiations are ongoing and no final decision has been made by either the NSW or Commonwealth governments concerning those matters that are the subject of negotiations.

What I can give you an indication of are those matters that have been given priority by NSW in the negotiations.

They are:

1. The NSW Government wishes, so far as possible, to prevent the resurrection of WorkChoices at some stage in the future.
2. The NSW Government is committed to the ongoing role of the NSW Industrial Relations Commission.
3. The NSW government is committed to the delivery of education and compliance services, particularly to small business.
4. The NSW Government is committed to addressing those areas of uncertainty that are a legacy of the WorkChoices case.

The first of these objectives should be self evident.

The second of these objectives, the continued role of the IRC, has been questioned by some in light of the move towards a national system. Contrary to such cynical views, there is an ongoing role for the Commission in relation to the administration of both NSW and Commonwealth laws. The NSW Commission already conciliates and arbitrates disputes concerning parties in the federal system pursuant to s146A and 146B of the Industrial Relations Act. S186(2) of the Fair Work Act ensures that the Commission may continue to undertake that role.

The Commonwealth has agreed to list the Industrial Court of NSW as an eligible state or territory court under the Fair Work Act. This will enable the Industrial Court to hear a number of matters otherwise heard in the Federal Court or Federal Magistrates Court.

The Commission will continue to play its current role in relation to the areas covered by state laws.

The Industrial Court will continue to have jurisdiction over Occupational Health and Safety matters, and it is the intention of the NSW Government that the OH&S jurisdiction remain in the Industrial Court with the development of national model laws.

In addition, the NSW Government is negotiating to have a number of members of the Commission appointed to Fair Work Australia.

Collectively, these factors will ensure that the Commission has both the level of work and the exposure to the private sector needed for it to retain its important role.

The third objective of the Government, the ongoing provision of education and compliance services, aims to ensure that employment laws are both known and adhered to.

The NSW Office of Industrial Relations currently delivers Australia's largest workplace compliance program. During the 2008/09 year:

- Inspectors investigated over 13,000 workplaces across NSW covering the employment of over 60,000 workers;
- Inspectors identified more than 13,000 breaches of NSW industrial relations laws;
- Returned over \$4 million in wages to NSW workers and their families; and
- Workplace advisors conducted over 200 workshops and seminars.

The NSW Office of Industrial Relations also dedicates considerable time and resources in the delivery of a contemporary community relations program to ensure that vulnerable members of the community understand their rights and obligations in the workplace.

In the midst of partisan debate over the implementation of the Fair Work system, a comprehensive education and compliance system is needed so that both employees and employers know where they stand.

The fourth objective of the government principally concerns the not for profit sector. The sector is diverse comprising of major charitable organisations with multi-million dollar budgets employing hundreds of people through to small community organisations with 1 or 2 employees. As such, the sector is particularly vulnerable to the vagaries of constitutional law that are the legacy of the WorkChoices case.

The imprecise definition of a trading or financial corporation determines whether an organisation is in the NSW or federal industrial relations system.

Whilst major charitable organisations are arguably trading corporations, the position is less clear in relation to small and medium sized organisations in the sector.

Further, it is possible that some organisations might be classed as trading corporations in one year and not classed as such in a subsequent year due to changes in the composition and nature of their activities.

Resolving this area of uncertainty is a priority for NSW given that the community sector has a limited capacity to argue points of constitutional law before the courts.

There is one further area that I wish to comment on- the role of awards in contemporary industrial relations.

With commentators broadly favouring bargaining, whether that be individual or collective, at the enterprise level or across multiple employers, the place of the award system is questioned. In response to such questions, the NSW Government commissioned the University of Sydney's Workplace Research Centre (WRC) to do some research. We asked the WRC to examine questions like: how important are awards? Who are awards important to and why? And – on the other side of the ledger - who bargains and who doesn't? The basic intent behind that was very simple – what we wanted to know was firstly who this constituency of award reliant employees are.

The key finding of the WRC researchers, Dr Brigid Van Wanrooy and Sally Wright was that, 'awards are still a central element of industrial relations in Australia, on which many employees and employers depend'¹.

78% of businesses refer to an award when determining pay, 89% of collective agreements are read in conjunction with awards, as are 58% of individual agreements (largely over award arrangements and common law contracts).

Awards are thus a very significant reference point for determining pay and conditions. Approximately 1.6 million employees don't bargain and knowingly rely on the award system².

The people that don't bargain are, broadly speaking, low paid, low skilled, with a weaker attachment to the workforce such as women, casuals or part-time workers. In other words, some of the most disadvantaged employees in the labour force. That's only slightly less than the 1.7 or so million employees who the federal Department of Employment, Education and Workplace Relations says are covered by current federally registered collective agreements³.

Further, the research found that the numbers of employees who respectively do and don't bargain are not clear, and somewhat controversial - with figures ranging between 23 and 40%.

The research also emphasised that to date, bargaining has been largely a public sector activity, with 53% of employees in that sector reporting bargaining. The figure is much lower for the private sector at 21%.

And that's the situation after the best part of two decades of bargaining being available in one form or another to employers and employees in all jurisdictions.

The research also confirmed that unions have an important role to play in collective bargaining, and that trade union members are far more likely than former union members and employees who have never been a union member to report collective bargaining.

This correlation between union presence and bargaining has some significance for the low paid bargaining stream introduced by the Fair Work Act.

As the research demonstrates, it is precisely these low paid workers who don't bargain and whose industries don't have a strong union presence.

¹ Who Bargains? p.47

² Who Bargains? p.46

³ Who Bargains? Pp.37-8

It seems then, making low paid bargaining successful either requires an unprecedented increase in non-union bargaining, or alternatively, a substantial increase union density and activity among these workers and industries.

Conclusion

This, as I'm sure you'll all agree, is a very exciting time to be engaging in industrial relations.

Once again I wish to apologise on behalf of the Attorney General who would ordinarily have given this speech. Thank you.

TWILIGHT SEMINAR REPORT

FAIR WORK AUSTRALIA - THE FIRST THREE MONTHS

Pranav Bhatt, Editor

The Society's recent Twilight Seminar held on 26 October at the Trades Hall Auditorium was a success, with 80 people in attendance to hear the President of Fair Work Australia (FWA), the Honourable Justice Geoffrey Giudice share his observations on the first three months of FWA.

Justice Giudice told the audience that FWA had received its first application for a modern enterprise award, but expected industry and occupational award modernisation to remain the focal point.

Addressing a question relating to the interaction and status of enterprise awards and industry awards raised by David Wedgwood, a member of the Society's Executive Committee, Justice Giudice said parties to enterprise awards would be likely to consider what their optimal course would be "in light of the alternatives".

In relation to the award modernisation process, Justice Giudice said that in the view of the Australian Industrial Relations Commission, the number of modern awards would be somewhere "in the 120s" at this stage.

In general, Justice Giudice was supportive of the move to a national system underpinned by modern awards and new industrial legislation, commenting that the *Fair Work Act* was "far easier to navigate".

He went on to comment that FWA had received 5,400 agreement-related applications in its first quarter, including applications to approve enterprise agreements and a "large number" of applications to terminate Australian Workplace Agreements.

In respect of unfair and unlawful dismissals under FWA, he said that 2,939 applications had been received in the first quarter, but it was too early to make an assessment on what impact the legislation has had on the volume of applications being lodged.

Justice Giudice explained that FWA conciliators sought to minimise the cost of litigation and bring about settlement where possible through early intervention and early contact with the parties.

He said that because no part-time members had been appointed to the Minimum Wages Panel as of yet, a program for making submissions in relation to the minimum wage decision next year had not yet been set.

Justice Giudice closed by saying that the *Fair Work Act* was "the most fundamental" change to Australia's industrial relations landscape since 1996 due to its movement away from the industrial dispute power.

AN INTERNATIONAL PERSPECTIVE

THE GLOBAL TRANSFORMATION OF LABOUR RELATIONS – SOME REFLECTIONS ON THE 15TH WORLD CONGRESS OF THE IIRA

Kenneth Abrahamsson, Programme Director at the Swedish Council for Working Life and Social Research, www.fas.se

Forum on the impact of the global financial crisis

The 15th IIRA World Congress took place in Sydney, Australia from 24-27th August 2009. More than 900 delegates gathered from approximately 50 countries. The first day included a Forum on the Global Financial Crisis, Economic Sustainability and Employment Relations. This was an exciting session with perspectives from different continents. From the USA, Professor Thomas Kochan, MIT, and senior adviser to President Barack Obama opened the forum. He spoke about the impact of the financial crisis on the labour market, unemployment as well as new jobs in the USA. He pointed out that financial markets are now dominating and affecting other markets, such as the labour market, trade and demand.

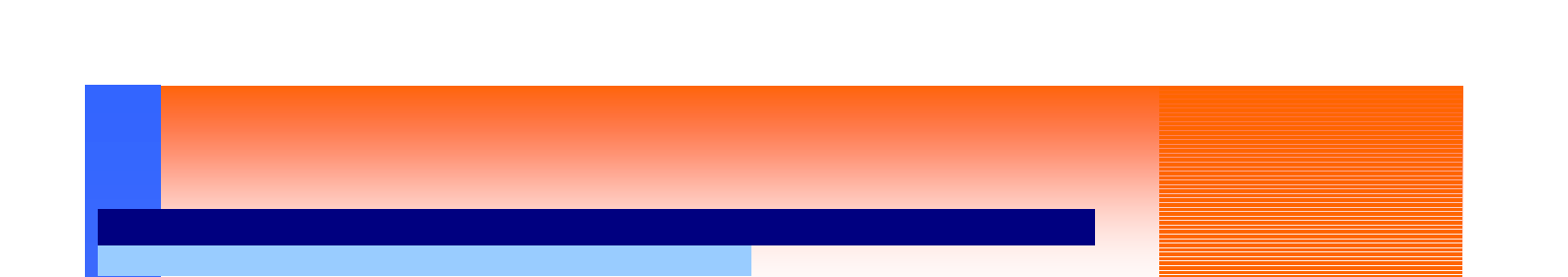
In the USA over 6.7 million jobs have been lost and the crisis is hitting at least 20% of the labour market very hard. This is also creating major frustration and dissatisfaction amongst workers, not least given the fact that some thought to have been instrumental in the crisis are receiving large bonuses. Investments in the public sector and infrastructure of US \$780 billion are expected to provide 3.5 million new jobs by 2012. According to Kochan, responsibilities for achieving employment cannot be left to the financial markets. A new balance between work and capital, based on long-term sustainable labour market relations is needed.

Peter Auer, economist and adviser, formerly responsible for economic analysis and labour market relations at the ILO, Geneva analysed the varying impact on countries in Europe of the economic crisis in a highly illustrative presentation. France has managed reasonably well despite not following the standard rules, or possibly its success was precisely because of this. He also pointed out the importance of "stabilisers", the existing social infrastructure when making comparisons of measures between different countries to counteract the crisis. Since 1969, the world has experienced more than 120 crises of different types – so some countries may well have built a better immunity system than others. In conclusion, he pointed out that the crisis reinforces the importance of the ILO initiative on the Global Job Pact.

Dr Wonduck Lee, a Senior Economic Advisor to Samsung in South Korea gave an interesting perspective from Asia covering (1) the power balance between markets in the USA and China (which largely determines demand and consumption patterns), (2) the balance between production and finance, (3) economic growth and job creation, (4) inequalities, and also (5) market evolution vs regulation. He also emphasised the importance of the ILO Initiative on the Global Jobs Pact. One interesting observation is that the USA and the UK have chosen to adopt a restructuring strategy, whilst Germany, and to an even greater extent Korea, have chosen job sharing and new labour market relations. In conclusion, he stated that future strategies must put the focus on people, and not financial markets and indiscriminate economic development.

Professor Helio Zylberstajn, from the University of Sao Paulo, Brazil reported that the financial crisis had not had as severe an impact on Latin America as on other continents, primarily due to the importance of its own internal markets. The most vulnerable countries were Mexico and countries dependent on loans and currency from the USA: Venezuela in particular, and Argentina were "in a bad shape". Countries which developed explicit income transfer programs also confronted the crisis better (same reasoning as Auer concerning stabilisers). Zylberstajn also referred to some of the results from a study of the role of the elites in Latin America. Here, a change in values is materialising towards greater emphasis on democratic values, counteracting major social gaps and exclusion (which can lead to anxiety, domestic crises and violence), feelings of guilt for greed, and also counteracting poverty.

An opinion survey in Brazil found that 31% of those interviewed favoured Scandinavian democracy, 28% EU models, 15% Asian Tigers and the rest the USA approach etc. In this context Zylberstajn contrasted institutional democracies with what he called the Bolivian Alliances. Overall he gave an interesting picture of developments in Latin America, changes which in themselves had many contradictory elements, but some countries managed the crisis better than others.



Finally, Dr. Tayo Fashoyin, head of industrial relations at the ILO gave a pessimistic but fascinating perspective on change in Africa, commenting on the declining demand for the products and raw materials which Africa has historically supplied to the world.

Three days of plenary sessions, theme groups, symposia and posters

The main conference lasted three days and was opened by the Australian Deputy Prime Minister, Julia Gillard, whose portfolio covers education, the labour market and social inclusion. The new Labor Government under Kevin Rudd's leadership, took over from John Howard in 2007, and has put the spotlight on labour market issues. Howard enacted the *WorkChoices Act* in 2006 which in July 2009 was replaced by the *Fair Work Act*. The new Government's view is that this Act attempts to strike a better balance between "employees, the unions and employers". Two new agencies have been created, Fair Work Australia, which not only provides advice and support for dealing with change, but also sets minimum wages, assesses the legality of dismissals, develops consensus for a spirit of co-operative negotiations, and helps to resolve conflicts at the level of the workplace. In addition, a new inspectorate has been formed which also incorporates the Fair Work Ombudsman.

The new legislation in Australia provides members of trade unions and others with better opportunities for involvement at the workplace, and another area given attention is "work life balance". Gillard's speech was a source of inspiration and an eye-opening introduction to policy and labour market relations in Australia. The pendulum is swinging towards greater emphasis on collective rights, the importance of trade unions and good co-operation between employers and employees, partly at the cost of a system based on individual agreements and what Gillard referred to as "take it or leave it" approach. Different views on labour market relations were some of the factors that led to the government shift in Australia in 2008.

The vast array of subjects covered by the Congress cannot be easily summarised. It was organised around five sub-themes; (1) New forms of work and employment, (2) Voice and representation at work, (3) Work, family and community, (4) Institutions, processes and outcomes, and (5) Management, Work and Organisations, with more than 150 papers and presentations with different sessions. In addition, there were around 20 special symposia, and a number of poster presentations. All papers were available on disc as PDF documents. There were a number of excellent presentations of content and trends in different sub-themes/working tracks. In the final session, excellent reviews were presented by the theme-coordinators.

My general impression was that these sessions were very well planned, and struck a good balance between different contributions. "New forms of work" looked at temporary employment, in the contracting (self-employed), and tourist-adventure industries.

A symposium on the Danish flexicurity model was very popular and attracted much attention. Danish flexicurity essentially consists of three parts; an ideal type that functions well for persons with higher education backgrounds who have a strong position in the labour market, an intermediate type for workers who do not have as good salary levels, and a third type which only provides limited support for temporary non-unionised employees. It is not a general welfare model, but a form of socially stratified flexicurity.

An interesting session was conducted on "Voice and Representation", raising questions about whether a generational shift is taking place in terms of trade union participation, and how the situation differs in various industries. We received a rich empirical picture of differences, ideals and reality in regards to the influence on working conditions and salary setting in Australia in light of the Fair Work Act.

Another interesting seminar concerned work, family and community, where a Danish researcher compared work and other aspects of life (child care and care of elderly relatives) as organised in the Nordic Area, with the situation in England and some post-communist countries. A similar comparison was made between how families in Korea, Australia and South Africa are confronting the crisis with regard to work-life balance strategies and with quite different adaptive patterns.

Publishing workshop

The Congress in Sydney also provided a market for the publication of journals and quality auditing of research. One session brought together editors from key journals to discuss publishing issues, particularly focused on assisting early career researchers.

Editors and editorial board members were present from the following journals: The Journal of Industrial Relations; International Journal of Comparative Labour Law and Industrial Relations; Industrial Organizational Psychology; New Technology, Work and Employment; Industrial Relations Journal; British Journal of Industrial Relations; Bulletin of Comparative Labour Relations; Human Resource Management Journal; International Journal of Training and Development; Gender, Work and Organisation; Labour History; Advances in Industrial and Labour Relations and Work, Employment and Society.

A few conclusions for international exchange in the future

Overall, it was a very rewarding conference even though it was sometimes frustrating having to choose from such a large smorgasbord of alternatives. The conference also provided many opportunities to make new contacts and renew earlier ones. The President of the IIRA is Russell Lansbury - a friend of Sweden - who has taken some exceptional initiatives in the field. The *Fair Work Act* in Australia has at the very least put the focus on common issues that we need to discuss in the future.

So many ideas traveled back from Australia to Europe and other countries. Or as one of the key speakers said "the most important thing with a conference like this, is that it helps you to come outside of your own box, to experience your issues and challenges from another perspective...". In industrial relations language this means that you – for a temporary period – should out-source your own understanding and reflection, to enhance a new understanding when you return to your own country. In addition, a broadened global understanding promotes a better local response. So think globally, and act both locally and globally.

IIRA also holds regional conferences; the European congresses will take place in Copenhagen in the summer of 2010, the Asian in Bali 2011, and the Latin America in Sao Paulo, Brazil, at the beginning of autumn 2011. The next World Congress will be in Philadelphia, USA in the summer of 2012.

For information about future IIRA congresses and other activities, visit the IIRA website: www.ilo.org/IIRA.

BOOK REPORT

EDITORS ANTHONY FORSYTH
ANDREW STEWART

FAIRWORK
THE NEW WORKPLACE LAWS
AND THE WORK CHOICES LEGACY

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This is a wide ranging, authoritative and accessible analysis of the profound changes to labour regulation under the Howard and Rudd Governments.

The authors, leading scholars and practitioners, examine both the nature and legacy of the controversial Work Choices reforms and how workplace relations are set to change under the new Fair Work legislation.

Besides an overview of these developments, there are separate chapters on

- the shifting boundaries between federal and state regulation
- the 'safety net' of minimum conditions set by legislation and awards
- compliance and enforcement processes
- agreement-making
- the regulation of bargaining
- industrial action
- trade union rights
- dispute resolution
- unfair dismissal.

A CREATIVE PERSPECTIVE

IIRA WORLD CONGRESS POEM

Anna Murphy, University of Sydney

There was a Post grad scholarship, I applied for in rhyme,
Russell liked my poem, he asked for another, if I had time!
So here is an IR Congress report for you,
It's not been held in Sydney since 1992.

It was held at Darling Harbour in New South Wales,
Everyday we heard many HR and IR tales.
All the information was supplied on a disk,
So worry not if you forgot; there was no risk!

The big names were there, in fact there's too many to list,
However they're among IR issues each day, they really get the gist.
We thank them sincerely for sharing their views,
To say whose the best it's impossible to choose!

Many people helped to pull it all together,
Through thick and thin and all sorts of weather.
Clayton Utz, Qantas, Work Cover and the ACTU,
These were the main sponsors, to name but a few.

The idea of themed tracks, now there's one I like,
Each one had a keynote speaker-they had control of the mike!
Timing was tight, everyone had to watch the clock,
Kept the speakers on track, although a couple forgot!

It was Mr President's last year, now he can take a rest,
He's done a great job, we are all very impressed.
Quite by surprise, overnight he lost his voice,
Came down with a cold, and couldn't even talk about Workchoice!

The next conference is in Philadelphia, in three years time,
That will give me plenty to think for my next rhyme.
The GFC will be history, there'll be new things to talk about,
And when it does reconvene, The IIRA conference will deliver results and clout.

WELCOME NEW MEMBERS - SINCE JANUARY 2009

Aaron Allegretto	LGSA
Aaron McKinnon	Electrical Trades Union
Amanda Dorahy	AFEI
Andrew Bland	Blands Law
Andrew Wilson	NSW Attorney General
Anna Murphy	University of Sydney
Australian Rail Track Corporation	
Caitlyn McLoughlin	AHA
Cathy Lovell	Association of Independent Schools of NSW
Charmaine de Jager	Sandvik Mining & Construction
Colin Cooper	Student
Colin Graham	AFEI
Dr Troy Sarina	University of Sydney
Gaylynne Neill	Linfox Australia Pty Ltd
Gracia Kasuma	AFEI
Ian McGillivray	AFEI
Jeremy Magee	Student
Jessica Lawrence	AFEI
Kirsten Wall	TWU of NSW
Larissa Andelman	Workplace Ombudsman
Laurie D'Apice	Linfox Australia Pty Ltd
Magdalena Kus	
Mark Cox	BAE Systems
Mark Morey	Unions NSW
Mary Ferguson	Siggins Miller Consulting
Mayuri Kai-Best	Graincorp
Minnah Kim	AFEI
Morgen Masuku	University of Sydney
MRM Lawyers	MRM Lawyers
Nancy Ling	Hyundai Motor Co. Aust
Nick McIntosh	TWU of NSW
Nick Wailes	University of Sydney
Nina Ngo	AFEI
Peter McNamara	Clark McNamara Lawyers
Peter Schmarr	Fairwork Ombudsman
Talara Lee	University of Sydney
Tim Ferrari	Fairwork Australia
Tony Saunders	Barrister
Tony Vernier	Thomson Playford Cutlers
Victoria Sale	AHA Assoc (NSW)
Virginie Boudier	University of Sydney