

In Review

Your monthly **Industrial Relations** update

Oct 2017



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Introducing the free Master Builders SA Industrial Relations evaluation and service overview.

As an employer, it is crucial you are aware of your lawful obligations and have the right policies and procedures in place.

At Master Builders SA we are committed to giving you value for money for your membership. We also understand every member is different. For **no charge** our Industrial Relations Team will meet with you and talk you through your requirements, the services we offer and how we can be your true business partner.

For example, did you know our [Return to Work Coordinator](#) Mel Jarvis can review files with you on difficult claims if you want to obtain a second opinion or make sure

you're on the right track to ensure your premiums are as low as possible?

If you're going on extended annual or maternity leave, Mel can assist by replying to phone messages, emails and attending meetings to action claims on your behalf so you can return to work knowing everything has been completed.

Are the rights and duties of your employees clearly defined within a contract that sets out the terms and conditions of employment? If not, we can help you with a Contract of Employment or Enterprise Agreement. Does your company have comprehensive policies and/or procedures in place to help alleviate risk and reduce liability in regard to your lawful obligations, for example drug and alcohol testing, use of company vehicles or hot weather? Does your company have preventative systems in place to mitigate or resolve disputes? Are you able to confidently interpret employment legislation, the accompanying regulations and codes of practice on many mandatory requirements essential for business? (For example, the National Employment Standards, the Fair Work Act, relevant Awards and the Work, Health and Safety Act). Do you know what processes you should follow if faced with serious misconduct in the workplace, such as bullying, dishonesty, theft or assault?

If you are unsure of the answers to any of these questions, Master Builders SA is here to advise and assist you.

Perhaps the union has arrived on your site and you want to know your legal rights? Our Industrial Relations Officer Jason Wilder can provide on-site support.

What are you waiting for? Call the Industrial Relations Team today on **8122 4990** and arrange a time for us to visit you.

We are always on the look out for ways to help increase the efficiency of your business. Something well worth considering tapping into is NewAccess, a free program aimed at tackling mental health issues. NewAccess participants have recorded huge reductions in alcohol and drug use, and employers have reported massively increased productivity as a result.

To hear more about how Master Builders can support you and your business come to our Quarterly Seminar this **Friday 3 November** from 8:30am to 10:30am at Master Builders House on South Terrace.

Will Frogley
Industrial Relations and Policy Manager



MASTER BUILDERS
SOUTH AUSTRALIA



RDO Calendar 2018-19

The RDO Calendar for 2018-19 is now available on the Master Builders SA website. Click [here](#) to view it.

Right of entry update

Members should be aware that the Fair Work Commission has suspended David Kirner's right of entry permit for three months. Commissioner Tony Saunders took the action against the CFMEU's Forestry, Furnishing, Building Products and Manufacturing Division secretary and national vice president because of his "deliberate" improper conduct at an Adelaide construction project.

The Commission heard Kirner entered the workplace without providing a notice of entry and completing all of the "formalities in the visitor's book". Justice White said Kirner was the cause of the "unpleasant interchange" with the project manager when he refused to leave the workplace.

Call the Industrial Relations Team on **8122 4990** to find out if an official has a valid permit, and for all other right of entry queries.

Master Builders SA Suite

Master Builders SA is pleased to announce the launch of our new online suite of products to replace and build on our current contracts on disk software. **FREE** for members, Master Builders SA Suite will make running your business easier as you will be able to access your key information in the one place at any time.

The Suite features an Employment Management System (EMS), Contract Builder, and Work Hazard & Incident Management System (WHIMS).

To register your business with Master Builders SA Suite, click [here](#). To help members get up and running, we are hosting a free information seminar at Master Builders House on Monday 6 November from 6:00pm-7:00pm. Please contact Louise Sparks on **8122 4990** for more information.

More fines for CFMEU

The CFMEU and its delegate Andrew Harisiou were fined \$98,000 in the Federal Court this week for enforcing a "no ticket, no start" policy on a Victorian construction site in 2015.

The Court found the CFMEU prevented workers from working on the construction site unless they joined the CFMEU and immediately paid the required membership fees.

Last week the Federal Court handed down a \$306,000 penalty against the CFMEU for blatant thuggery on a building site in Brisbane. Former CFMEU President David Hanna was found guilty of breaches of the Fair Work Act and handed a personal fine of \$10,200.



CFMEU heavyweights "muscle in" on SA

InDaily [reported](#) that at this month's national CFMEU conference it was decided the South Australian branch of the CFMEU will be controlled by a board of national union heavyweights focused on increasing financial, organising and political strength.

Incoming National President Dean Hall, Queensland State Secretary Michael Ravbar and National Secretary Dave Noonan will "set budgets, dues, levies and other charges, approve expenditure and manage financial and physical assets of the union as may be required from time to time to achieve the goals of the union", as well as setting rates of pay and "other employment conditions" and "employing and terminating the employment of members of staff."

A "strategic co-ordinator" will be funded by the national office to "assist the branch with the day to day operation and implementation of the strategic plan and the development of long-term leadership capacity at every level within the branch."

