

INTERNAL ONLY
ISLHD OPERATIONAL
BUSINESS RULE



Union Engagement

ISLHD CORP BR 78

WORKFORCE BUSINESS RULE

Name	Union Engagement
What it is	A business rule about engagement with unions in general, and specifically prior to meetings
Who it applies to	<ul style="list-style-type: none"> • Senior Manager Workforce Operations (or delegate); and • Workforce Support Managers (or delegate)
What to do	<ol style="list-style-type: none"> 1. Prior to any meeting involving unions or associations, liaise with the relevant union or association representatives to identify new agenda items and/or discuss current agenda items; and 2. On a monthly basis, liaise with all relevant unions and associations to identify new matters of concern and/or review current matters of concern.
When to use it	<ol style="list-style-type: none"> 1. Prior to any meetings involving union or association representatives (E.g. the Joint Consultative Committee, Site/Service Consultative Committee's, dispute committees, and change management meetings); 2. Otherwise, on a monthly basis.
Why the rule is necessary	<ul style="list-style-type: none"> • To encourage regular discussion of matters of concern; • To maintain a cooperative relationship with union and association representatives; • To allow sufficient time for Workforce Operations and Workforce Support staff to prepare an approved response to agenda items, thereby ensuring that matters of concern are appropriately responded to; • To ensure that meetings involving unions and associations have maximised effectiveness.
Who is responsible	<ul style="list-style-type: none"> • Senior Manager Workforce Operations (or delegate); and • Workforce Support Managers (or delegate)

I, Workforce Relations & Legal Manager, Workforce Operations, attest that this business rule is not in contravention of any legislation, industrial award or policy directive.

Revision & Approval History

Date	Revision No.	Author and Approval
November 2016	0	Workforce Relations & Legal Manager Draft for comment 2016