

# Index

- ABCC *see* Australian Building and Construction Commission
- ACTU *see* Australian Council of Trade Unions
- ADR *see* Alternative Dispute Resolution
- Advisory, Conciliation and Arbitration Service (ACAS), UK, 230, 234
- AFPC *see* Australian Fair Pay Commission
- AFPCS *see* Australian Fair Pay and Conditions Standard
- agreements
  - bargaining for *see* bargaining
  - better off overall test *see* better off overall test
  - collective *see* collective agreements
  - duration, 106–107
  - enterprise *see* enterprise agreements
  - flexibility in making, 62–63
  - forms, 104–105
  - greenfields, 4, 104, 105, 126, 130, 173
  - multi-enterprise, 11, 105, 130, 133, 134, 160
  - non-union, 22, 124, 127, 128, 132, 144
  - process for making
    - bargaining conduct, 108–109
    - pre-lodgement, 107–108
  - prohibited content, 109–111, 118, 127
  - single-enterprise, 105, 134
    - bargaining orders for, 133
  - union, 104, 124, 128, 144, 173
  - workplace *see* workplace agreements
- AIRC *see* Australian Industrial Relations Commission
- alternative dispute resolution (ADR)
  - Australian Industrial Relations Commission, provider, 197
  - Forward with Fairness changes, 199–201
  - overseas models, influence of, 234
  - private providers, 192, 195–199
  - rights disputes, in, 202–204
  - State Industrial Relations Commissions, 197–198
  - workplace providers, 198
- Alternative Dispute Resolution Assistance Scheme, 191
- Andrews, Kevin, 75
- annual leave, 21, 44, 46–47
  - Australian Workplace Agreement, effect on, 54
  - comparison of standards, Work Choices and National Employment Standards, 72

- anti-victimisation provisions, 175–177
- APCS *see* Australian Pay and Classification Scales
- arbitration
  - bargaining disputes, of, 128–129, 130, 134, 138–140, 199
  - commercial, 196
  - compulsory, 4, 128, 189, 193, 199
  - federal system parties, 30
  - industrial, 21–22, 193
  - private, 30, 194–196, 200
  - Work Choices, under, 192–195
- Australian Building and Construction Commission (ABCC), 5
  - enforcement, 78
  - Fair Work Australia, replacement by, 8, 92
  - freedom of association, and 181
  - inspectors, powers, 81
  - right of entry, 174
- Australian Bureau of Statistics (ABS) data
  - collective agreements, 125
  - federal system, coverage, 27
  - trade union membership, 139
- Australian Capital Territory (ACT)
  - Commonwealth agencies operating within, 23
  - constitutional corporations, 12
  - workplace legislation, coverage, 26
- Australian Chamber of Commerce and Industry
  - award flexibility clause, 60–61
- Australian Constitution
  - corporations power, 3, 22–23, 25–26, 39
  - external affairs power, 22–23, 34, 208
  - industrial arbitration power, 3, 20, 25, 143
  - industrial relations, and, 20
  - taxation power, 22
  - Territories power, 20
  - trade and commerce power, 23
- Australian Council of Trade Unions (ACTU), 40, 128
  - award flexibility clause, 60–61
  - Fair Go at Work policy, 125–126
  - good faith bargaining, and, 128, 135–136
  - overseas study mission, 234
- Australian Democrats, 2
- Australian Fair Pay and Conditions Standard (AFPCS)
  - annual leave, 46–47
  - introduction of, by Howard Government, 3–4, 40–42, 80
  - maximum working hours, 55
  - minimum standards, as, 40–41, 80

## INDEX

- minimum wages, 45
- National Employment Standards
  - comparison with, 43–50, 70–72
- replacement by, 10, 40, 43–44, 49, 232
- parental leave, 47
- penalty provisions, 82
- personal/carer's leave, 47
- protection under, 201
- Australian Fair Pay Commission (AFPC), 5
  - Fair Work Australia, replacement by, 8, 92
  - minimum wage, 45, 233
  - wage-setting powers, 45–46
- Australian Industrial Relations Commission (AIRC), 101
  - alternative dispute resolution, 196–197
  - award modernisation, role in, 9, 50–53, 60–62
  - bargaining disputes, 5, 121–124, 193
  - dispute resolution, 188–182, 191–193
  - Fair Work Australia, replacement by, 8, 92, 199–200
  - family leave, 41, 57
  - good faith bargaining principles, 121–124, 137, 138
  - industrial disputes, 4
  - maximum working hours, 56
  - minimum wages, jurisdiction, 42, 45
  - model dispute resolution process, 192–193
  - modern awards directives, penalty provisions, 82
  - powers, erosion of, 232
  - right of entry, 171–172
  - test case function, 41–42
  - unfair dismissal, 210–212
  - union security, role in, 165–166
  - Work Choices, under, 188–195
- Australian Industry Group
  - award flexibility clause, 60–61
- Australian Pay and Classification Scales, 45
- Australian Workplace Agreements (AWAs), 104
  - abolition, 8–9, 128
  - award flexibility under Fair Work Bill, comparison, 61
  - enforcement, 81, 83–84
  - entitlements, effect on, 41, 46, 80
  - existing, remaining in force, 8
  - Federal Magistrates Court cases, 196–197
  - Individual Transitional Employment Agreements, replacement by, 9, 54, 105
  - primacy over collective agreements, 5, 53–54
  - protected industrial action, 144
  - union exclusion, 172

- AWAs *see* Australian Workplace Agreements
- award modernisation, 9–10, 11, 40, 43, 45, 50–53, 55, 182
- awards
  - bans clauses, 143
  - employees, award-free, 45, 46, 56, 72
  - Fair Work Australia role in, 8, 11, 45
  - federal, 21, 23, 28
  - flexibility term, 60–62
  - high-income employees, 43
  - maximum working hours, 56, 70
  - minimum wage *see* wages
  - modernisation of *see* award modernisation
  - no-disadvantage test, 80
  - pay scales, excision of, 4
  - penalty rates, 6, 51
  - preserved entitlements, 57
  - protected conditions, 6
  - rationalisation of, 9
  - right of entry, 171, 182
  - shift work loading, 54, 72
  - State, 28–29
  - Work Choices, effect on, 4, 9
- bargaining
  - bargaining related workplace determination, 134
  - collective *see* collective bargaining
  - conduct, limits on, 108–109
  - Fair Work Australia, role in *see* Fair Work Australia
  - good faith *see* good faith bargaining
  - individual, 120–121
  - low-paid, 130, 134, 140
  - multi-employer, 105–106, 126
  - orders, 133
  - periods
    - Fair Work Bill, removal of concept, 130
    - suspension or termination of, 124, 153–155
  - representatives *see* bargaining representatives
  - units, 132
- bargaining related workplace determination, 134
- bargaining representatives, 130–131, 133–134, 159–160
- better off overall test (BOOT), 54, 63, 69, 99–100
  - forms of agreements, assessment against other, 104–105
  - no-disadvantage test, replacement of, 117–119
- BOOT *see* better off overall test
- Bruce, Stanley, 7, 141, 143

- building and construction industry
  - ABCC *see* Australian Building and Construction Commission
  - Building Industry Interim Taskforce, 78
  - Cole Royal Commission, 5
  - freedom of association, 181
  - right of entry, 174
  - special legislation, 10, 17, 141
  - unions in, 177
- Building Industry Interim Taskforce, 78
- Canada
  - Australian Council of Trade Unions study mission, 234
  - good faith bargaining, 134–137
  - union recognition systems, 132
- carer's leave, 44, 46–47
  - comparison of standards,
  - Work Choices and National Employment Standards, 71
- charitable organisations *see* not-for-profit organisations
- child labour, 28, 31
- Coalition *see* Howard government
- Cole Royal Commission, 5
- collective agreements *see also* collective bargaining
  - Australian Bureau of Statistics data, 125
  - Australian Workplace Agreements, primacy over, 5, 53–54
  - better off overall test *see* better off overall test (BOOT)
  - Department of Employment and Workplace Relations data, 125
  - employee approval, 127
  - Fair Work Australia, role in, 8, 105 *see also* Fair Work Australia
  - no-disadvantage test *see* no-disadvantage test
  - non-union, 124, 127, 128, 132, 144 *see also* employee collective agreements
  - protected industrial action, 144
  - reference instrument, 114
  - union, 104, 124, 126, 128, 144
- collective bargaining *see also* bargaining *and* enterprise bargaining
  - good faith, 133–140
  - Howard government, 16, 53–54, 120, 121–125
  - Keating government, 120, 121, 233
  - productivity, and, 140
  - renewed emphasis, 8
  - Rudd government, 16, 53–54, 120–121, 125–129
    - Fair Work Australia, role in *see* Fair Work Australia
  - statutory regime, 53–54, 121–125, 129–139
  - voluntary, 123, 135
- collective rights
  - contrasted with individual rights, 167–169
  - Fair Work Bill, under, 237

- Combet, Greg, 135
- Comcare licences, 35
- Community and Public Sector Union (CPSU), 123–124
- community organisations *see* not-for-profit organisations
- community service leave, 10, 44, 49–50, 73
- compassionate leave, 44, 47
  - comparison of standards, 71
- conciliation and arbitration *see* dispute resolution, industrial arbitration
- Constitution *see* Australian Constitution
- constitutional corporations
  - see also* trading, foreign and financial corporations
  - employees, 42
    - statutory protections, 29–30
  - employers, federal system, 28, 30
  - exclusions, 26
  - local councils, 27
  - not-for-profit, 26, 36
  - State commissions dealing with, 27
- contract of employment, 42–43
- corporations
  - constitutional *see* constitutional corporations
  - contractors engaged by, 24
  - laws centred around, 38
  - power in Constitution, 3, 22–26, 39
  - private, 35
  - trading *see* trading, foreign and financial corporations
- Costello, Peter, 2
- Court government, 21
- Department of Employment and Workplace Relations (DEWR), 80
  - collective bargaining data, 125
- deregulation
  - labour market, 2, 75
- discrimination
  - national laws prohibiting, 22
  - interaction of federal and state laws under Work Choices, 28
- dismissal *see* termination of employment *and* unfair dismissal
- dispute resolution, 8, 34
  - alternative *see* alternative dispute resolution (ADR)
  - Australian Industrial Relations Commission, role in, 188–190, 191–195
  - award flexibility clause, 62
  - enforcement of rights, 201
  - Fair Work Australia, 199
  - human resources management, 187
  - industrial arbitration, 186, 188
  - interests *see* interests disputes

## INDEX

- mediation *see* mediation
- model process, 191–193
- privacy provisions, 192–193, 196
- rights *see* rights disputes
- State Commissions as private arbitrators in, 30, 197
- voluntary, 4
- Work Choices legacy, 188–191
- workplace, 188
- disputes *see also* industrial disputes
  - notified to Australian Industrial Relations Commission, 197
- employee collective agreements, 104
- employees
  - award-free, 45, 46, 56, 72
  - bargaining representatives of, 130–131, 133–134
  - casual, 43, 45, 47, 64
  - collective agreements, 127, 173
  - constitutional corporations, 42
  - definition, expanding, 13
  - disabled, 45
  - federal system, 28–29
  - flexible work, right to request, 57–60
  - higher-paid, 12, 43
  - junior, 45
  - local council, 30
  - long service leave, 63–68
  - low-paid, 130
  - national system, 42, 63–68
  - non-award, new bargaining rights for, 12
  - protection of, 12, 61, 115–116
  - public holidays, right of refusal to work on, 56–57
  - public sector, 30
  - reasonable additional hours, requirement to work, 54–55
  - re-alignment of power in favour of, 14, 236
  - safety net, 45, 53–54, 62–63, 64, 95
  - small claims, 96–97
  - statutory protections, 29
  - termination *see* termination of employment
  - traineeship, 45
  - unfair dismissal *see* unfair dismissal
- employers
  - bargaining representatives of, 130–131, 133–134
  - definition, extension of, 23, 26
  - duty to disclose information in good faith bargaining, 127, 136
  - excluded, 23
  - Fair Work, under, 236

Employers (*cont*)

- federal system, 28, 30
- flexible work, employees' right to request, 57–60
- greenfields agreement, 104, 173
- labour law reform benefiting, 14
- multi-state, 35
- national system, 33
- non-corporate, 30
- 100 employees or less, of, 213–214
- paid parental leave, 48
- production and inspection of documents, 170
- protected industrial action, right to take, 142, 160
- public holidays, 56–57
- related bodies corporate, 129
- right of entry, obligations and rights in relation to, 169–174
- single interest, 129
- State systems, coverage by, 36
- termination *see* termination of employment
- unfair dismissal *see* unfair dismissal
- unions, relationship with and obligation to recognise, 131–133, 139, 237
- workforce training, obligation to provide, 22
- employment contracts *see also* contract of employment
  - unfair, 24
- enforcement
  - accessorial liability, 84
  - agency *see* federal enforcement agency
  - civil remedy provisions, 95
  - course of conduct, 82–83
  - emerging jurisprudence, 87–91
  - freedom of association, 177, 180–181
  - infringement notice scheme, 95
  - inspectors
    - Fair Work Bill, under, 93–95
    - Workplace Relations Act, under, 81–82
  - litigation policy, 84–87
  - mechanisms, 94–95
    - compliance notices, 94–95
    - enforceable undertaking, 94
    - enforcement proceedings, 95–97
  - Office of Workplace Services *see* Office of Workplace Services (OWS)
  - penalty provisions, 82, 88–90
    - discount, 91
  - proceedings, 95–97
  - regulatory theory, and, 76–77
  - remedies, 83–84, 97

- right of entry provisions, 174
- small claims, 96–97
- standing, 83, 96–97
- totality principle, application, 90–91
- Work Choices, prior to, 77–79
- Workplace Ombudsman *see* Workplace Ombudsman
- enterprise agreements
  - bargaining in good faith for, 11, 120–125, 127, 128–130, 133–140
  - Fair Work, under, 16
  - Fair Work Bill, reshaping of, 105–108
    - multi-enterprise agreements *see* multi-enterprise agreements
    - single-enterprise agreements *see* single-enterprise agreements
  - State commissions dealing with, 28
- enterprise bargaining *see also* collective bargaining
  - formalised process, 38
  - good faith, in, 11, 120–125, 127, 128–130, 133
    - Fair Work Australia, role in, 133–140 *see also* Fair Work Australia
- enterprise flexibility agreements, 22
- entitlements, 41, 44, 48–49, 95
  - agreements that exclude, 28
  - see also* minimum employment conditions
- equal employment opportunity, 28 *see also* discrimination
- equal pay, 24
- essential services
  - industrial action affecting, 28, 154, 162
- external affairs power in Constitution, 22–23, 34, 208
- Fair Employment Advocate (WA), 31
- Fair Work Australia (FWA), 8, 36, 100
  - approval process for agreements, 103–104, 127
    - better off overall test *see* better off overall test (BOOT)
  - awards, supervision of, 8, 11, 45–46
  - bargaining orders, 133
  - bargaining related workplace determination, 134
  - collective bargaining, role in, 126, 159
  - discretion, provision of, 230–231
  - Fair Work Ombudsman, integration, 93
  - functions, 92
  - good faith bargaining, role in, 133–140
  - industrial action related workplace determination, 134, 138–139
  - low-paid authorisation, 130
  - low-paid workplace determination, 130
  - majority support determinations (MSDs), 131–133
  - maximum working hours, 56, 70
  - Minimum Wage Panel, 45
  - scope orders, 130, 131–132

- Fair Work Australia (FWA) (*cont*)
  - serious breach declarations, 134
  - single interest employer authorisation, 105, 129
  - unfair dismissal, role in, 222
- Fair Work legislation
  - agreement-making, 100–119
  - assessment of, 229–238
  - award modernisation *see* award modernisation
  - collective bargaining, 120–121, 129–140
  - compliance and enforcement, 92–98
  - dispute resolution, 198–201
  - freedom of association, 183–185
  - industrial action, 142, 159–163
  - introduction of, 8–13
  - National Employment Standards *see* National Employment Standards
  - national system, 33–35
  - rights of entry, 181–183
  - safety net, 40–74
  - unfair dismissal, 220–228
- Fair Work Information Statement, 44, 68, 74
- Fair Work Ombudsman (FWO), 11, 68 *see also*, Office of the Fair Work Ombudsman
- fairness test, 6–7, 9, 80, 103, 113–114 *see also* no-disadvantage test
- Family First, 12
- Federal Court
  - contractual entitlements, new jurisdiction over, 43
  - Fair Work division added to, 11, 206    remedies in enforcement proceedings, 97
- federal enforcement agency *see also* Office of Workplace Services *and* Workplace Ombudsman
  - institutional location, 77–79, 97–98
  - structure, role and responsibilities, 80
- Federal Magistrates Court
  - contractual entitlements, new jurisdiction over, 43
  - Fair Work division added to, 11, 206
  - remedies in enforcement proceedings, 97
  - small claims proceedings, 96–97, 200–201
- Federal Minimum Wage (FMW), 45 *see also* National Employment Standards
  - comparison of standards, 70
- federal regulation, 32, 33, 35 *see also* national system
  - corporations power, 3, 22–26, 39
  - exclusion zone, 24
  - extension of reach, 22–24
  - industrial arbitration power, 3, 20, 25, 186
  - introduction of, 22

- State processes, marginalisation of, 26–29, 39
- State regulation, and 36–37
- Victoria, referral of powers, 28
- federal system *see* national system
- flexibility
  - agreement making, in, 62–63
  - award, 60–62
  - individual clauses, 92, 100
  - Rudd government, policy objective *see* Rudd government
- flexible working arrangements, right to request, 10, 44, 54, 57–60
- Forward with Fairness, 2, 7–8, 11, 235–237
  - collective bargaining, 125, 128
  - dispute resolution, 199–201
  - Fair Work Australia, functions, 92
  - freedom of association, 183
  - industrial action, 16, 141–142, 159–163
  - labour law research into *see* labour law research
  - majority employee support, 131–133
  - national system of regulation, 32–39
  - unfair dismissal, 16–17
  - union security, 181–185
- Forward with Fairness Policy Implementation Plan, 142
- Fraser government, 1
- freedom of association, 8, 174–181
  - anti-victimisation provisions, 175–177
  - Australian Building and Construction Commission, role in, 181
  - building and construction industry, 181
  - enforcement, 177, 180–181, 185
  - Fair Work Bill, under, 184–185
  - Forward with Fairness, 183
  - Howard government's 1996 reforms, 174–179
  - International Labour Organisation Committee on, 193
  - post-Work Choices, 179–181
  - state enforcement, 177
- FWA *see* Fair Work Australia
- FWO *see* Fair Work Ombudsman
- genuinely trying to reach agreement, 124–125, 137–138, 149–151
- Gillard, Julia, 2, 7, 40, 142
- global financial crisis, 49, 236
- good faith bargaining, 120–125, 127, 128–130, 199 *see also* bargaining and
  - collective bargaining
  - Fair Work Australia, role in, 133–140 *see also* Fair Work Australia
  - influence of overseas laws, 134–140
  - limits of obligations, 122–123, 135
  - Keating government's 1993 laws, 134–135

- good faith bargaining (*cont*)
  - reciprocal obligations, 133
  - State laws, 135
- Greens, 12
- greenfields agreements
  - employer, 104, 173
  - abolition of, 105
  - Forward with Fairness, 126
  - lodgement, 4
  - single and multi-enterprise, 130
- Hawke government, 1
- High Court
  - corporations power,
  - external affairs power, 22
  - industrial arbitration power, 21
  - Keating government's 1993 reforms, decision upholding validity of, 22
  - taxation power, 22
  - Work Choices, decision upholding validity of, 8, 19, 25, 35, 39
- higher education *see* universities
- Hockey, Joe, 92
- Howard, John, 2, 20, 34
  - seat, loss of, 7, 141
- Howard government, 1, 12, 19, 21
  - Australian Fair Pay and Conditions Standard, 41–42, 80
  - award rationalisation, 9, 50–51
  - collective bargaining, challenge to, 16, 53–54, 120, 121–125
  - data on outcomes under Work Choices, suppression of, 15
  - defeat, 2, 7, 40
  - deregulation, emphasis on, 63
    - funding arrangements, use of to advance reform agenda, 5–6
  - research, criticism of, 15
  - Work Choices legislation *see* Work Choices
  - workplace revolution, impact of, 17, 235–237
- human resources management (HRM), 187
- incorporated associations *see* not-for-profit corporations
- independent contractors,
  - freedom of association protection, 177
  - legislation regulating, 6, 13, 17, 24
- individual rights, union security and, 166, 167–169
  - promotion of, 174–177, 178
- Individual Transitional Employment Agreements (ITEAs), 9, 54, 82, 83, 84
  - breaches, investigation of, 172
  - broader benchmark for approval, 115
  - no-disadvantage test, application to, 105

- industrial action
  - bans clauses in awards, 143
  - bargaining period, suspension or termination of, 124, 153–155
  - compulsory secret ballot, 147–153, 161
  - essential services, affecting, 28, 154, 162
  - Fair Work Bill, under, 12, 159–163
  - Forward with Fairness, 16, 141–142, 159–163
  - genuinely trying to reach agreement, 124–125, 137–138, 149–151, 149–151
  - industrial action related workplace determination, 134
  - lawful, 142
  - pattern bargaining, 151–152, 159–160
  - payment during, 160
  - protected, 123, 141, 159–162
    - Work Choices, under, 145–147
  - right to strike, 141, 143
  - trading, financial and foreign corporations, 22, 23, 25
  - unprotected, orders against, 155–159, 160
  - Work Choices, under, 16, 145–159
- industrial arbitration, 23, 25, 186
  - power in Constitution, 3, 20, 25, 143
- industrial associations
  - membership or non-membership, prohibition of conduct relating to, 24
  - regulation of, under State laws, 28
- industrial disputes, 4, 22, 187 *see also* disputes
  - Industrial Relations Commission, SA, 28
- industrial relations
  - Constitution, and, 20
  - public interest in, 1
  - reform, 1
  - regulation, 1, 24
- interests disputes, 188
  - agreements, contents of, 188
  - arbitration, 189–190
  - Australian Industrial Relations Commission, role in, 193–194
  - effective resolution, 205
- International Labour Organisation Committee on Freedom of Association, 193
- international treaties, 22
- Ireland
  - National Centre for Partnership and Performance, 230
- ITEAs *see* Individual Transitional Employment Agreements
- jury service leave, 28, 50
- Keating, Paul, 1
- Keating government, 3, 6
  - dispute resolution, 189
  - good faith bargaining laws, 122, 123, 134–135

- Keating government (*cont*)
  - enterprise-level bargaining, 120, 121
  - unfair dismissal legislation, 22, 208
  - workplace reforms, nationally applicable, 22
- Kennett government, 21
- labour law research
  - Fair Work, 16, 238
  - Forward with Fairness, 14–15
  - Howard Government criticism of, 15
  - importance of, 15, 237–238
  - Monash University workshop, 14
  - Work Choices, 14–16
- leave, 24
  - annual, 21, 44, 46–47, 54
  - carer's, 44, 46–47, 71
  - community service, 11, 44, 49–50, 73
  - compassionate, 44, 47
  - family, 41
  - jury service, 28, 50
  - long service, 21, 24, 28, 29, 44, 63–68
  - maternity, paid, 48–49
  - parental, 10, 44, 46, 71
  - personal, 44, 46–47, 71
- Litigation Policy *see* Workplace Ombudsman
- long service leave, 21, 24, 28, 29, 44, 63–68
- low-paid authorisation, 130
- low-paid workplace determination, 130
- McKew, Maxine, 141
- majority support determinations (MSDs), 131–133
- maternity leave, paid, 48–49
- maximum weekly hours, 44, 55–56
- mediation
  - FWA, and, 206, 234
  - overseas models, 205–206, 234
- meal breaks, 72
- minimum employment conditions, 15, 25, 40, 43–44
- Minimum Wage Panel of Fair Work Australia, 45
- Minister for (Employment and) Workplace Relations, 9, 23, 45, 50, 75, 92, 128
- modern awards, 100 *see also* award modernisation
  - comparison of standards, 70–74
- multi-enterprise agreements, 11, 105, 130, 134, 160
- multiple business agreements, 104
- NAPSAs *see* notional agreements preserving State awards
- National Employment Standards (NES), 10, 11, 40, 43–54, 232

## INDEX

- Australian Fair Pay and Conditions Standard, replacement of, 10, 40, 43–44, 232
- annual leave, 46–47
- community service leave, 49–50
- comparison of standards, 70–74
- Fair Work Information Statement, 44, 68, 74
  - flexible work arrangement, right to request, 57–60
- flexibility within, 54–60
- jury service leave, 50
- maximum working hours, 55–56, 70
- minimum wages, omission from, 45–46
- minimum terms and conditions of employment, 92
- notice of termination, 49
- parental leave, 47–48
- personal/carer's leave, 47
- public holidays, 56–57, 72
- redundancy pay, 49
- rights under, 199–200
- national system *see also* federal regulation
  - employees, 42
  - employees covered by, 23
  - employer, definition of, 33
  - employers covered by and excluded from, 23, 26–27
  - Fair Work Bill, under, 15, 32–39, 235
  - long service leave, 63–66
  - occupational health and safety regulation, 35
  - State instruments, 21, 29–30
  - State resistance to, 15, 29–32
  - virtues and vices of, 37–39
  - Work Choices, creation under and effect of, 15, 19–20, 23–29, 39, 235
- National Tertiary Education Union, 6
- NES *see* National Employment Standards
- New South Wales (NSW)
  - child labour, 31
  - dispute resolution, 34, 197, 198
    - State Commission, 30
  - good faith bargaining framework, 135
  - local council workers, protection of, 30
  - public sector workers, protection of, 30
  - response to Work Choices, 30
  - Williams Report, 32–34
  - workers' compensation, 31
- New South Wales Industrial Relations Commission, 29, 30, 36
- New Zealand (NZ)
  - alternative dispute resolution processes, 206, 234

- New Zealand (*cont*)
  - Australian Council of Trade Unions study mission, 234
  - good faith bargaining, 134, 135, 137, 138, 139
  - Partnership Resource Centre, 230
  - workplace legislation, 3
- no-disadvantage test, 9
  - see also* better off overall test (BOOT) *and* fairness test
  - better off overall test, replacement by, 117–119
  - enforcement, compensation relating to test, 82
  - Individual Transitional Employment Agreements must meet, 105
  - Policy Guide, 115–118
  - reinstatement under Labor, 8, 9, 62, 103, 114–117
  - removal under Work Choices, 4, 42, 62, 99, 111–112
  - Work Choices, prior to, 62, 101
- Northern Territory
  - Commonwealth agencies operating within, 23
  - constitutional corporations, 12
  - federal workplace legislation, coverage in, 26
  - Workplace Advocate, 31
- not-for-profit corporations, 26 *see also* constitutional corporations
  - activities test, 27
  - incorporated associations, 26
  - local councils, 27
  - State regulation, 36
- notional agreements preserving State awards (NAPSAs), 9, 13, 30, 65, 115
  - Federal Magistrates Court cases, 196–197
- November 2007 election, 15, 20, 40
- occupational health and safety (OHS), 28, 29, 35
  - maximum working hours, 55
- Office of the Employment Advocate (OEA), 100, 103, 175, 233
  - see also* Workplace Authority
  - agreements lodged with, 101–102
  - conflict of interest, 81
- Office of Workplace Services (OWS), 80, 100
  - see also* federal enforcement agency *and* Workplace Ombudsman
  - Policy Guide, 79, 86
  - failures, 85
- operational reasons defence, 4, 210, 212, 214–217, 221–222
- outworkers, 28, 31
- OWS *see* Office of Workplace Services
- parental leave, 10, 44, 46
  - nationally applicable standards on, 22
- partnership, 26
- penalty rates, 41, 46 *see also* awards, wages
  - Australian Workplace Agreement, effect on, 54

## INDEX

- personal leave, 44, 46–47
- pre-emptive regulation, by States in response to Work Choices, 29–30
- pre-reform agreements, 13
- Productivity Commission, 10, 37
  - parental leave, 48–49
- public holidays, 21, 28, 41, 44, 49, 54, 57, 82
  - Australian Workplace Agreement, effect on, 54
  - comparison of standards, 72
  - National Employment Standards, 56–57
  - Work Choices, under, 56
- public sector workers
  - federal, regulation of, 20–21, 23, 33
  - industrial strife, 36
  - State, regulation of, 12, 30, 32, 36
- Queensland
  - dispute resolution, 34, 197
    - State Commission, 30
  - enforcement, 79
  - federal system, coverage, 27
  - good faith bargaining framework, 135
  - local council workers, protection of, 30
  - response to Work Choices, 29–30
  - Workplace Rights Ombudsman, 31
- redundancy
  - dismissals, 214–217, 221–222
  - pay, 10, 41, 44, 49, 73
- regulatory enforcement, 76–77
  - Fair Work Bill, under, 92–98
  - Work Choices
    - prior to, 77–79
    - under, 81–91
- Reith, Peter, 23
- religious organisations *see* not-for-profit organisations
- research *see* labour law research
- right of entry
  - Australian Building and Construction Commission, role in, 174
  - Australian Industrial Relations Commission, role in, 171–173
  - authorised officers, 170
  - award modernisation, effect on, 182
  - continuity since 1996, 16
  - enforcement of laws, 174
  - Fair Work Bill, under, 182–183, 237
  - Howard government's 1996 reforms, under, 165, 170–171
  - permits
    - eligibility, 171–172
    - holder, access to records, 182

- right of entry (*cont*)
  - powers, scope of, 172–173
  - prior to 1973, 169
  - Rudd government, 181–183
    - removal of arbitrary restrictions, 12
    - retention of Work Choices framework, 12, 126, 236–237
  - sanctions against abuse, 173–174
  - union officials, restriction of, 172
  - Work Choices, under, 171–174
- rights disputes
  - agreements, interpretation and application, 188, 190
  - alternative dispute resolution, 202–204
  - Australian Industrial Relations Commission, role in, 194–195
  - determination of, 191
  - public reporting of decisions, 206
  - resolution of, effective, 202–205
- Rudd, Kevin, 2, 7
- Rudd government, 2, 7, 8, 31, 45 *see also* Forward with Fairness, Fair Work legislation
  - consultation process, plaudits for, 11
  - cooperation in workplace, reform objective, 230
  - fairness and flexibility, balance, 17, 230, 234–235, 236–237
  - modernisation of awards, 9–10, 11, 50–53, 60–62, 182
  - national system of workplace regulation, 20, 32–39
  - occupational health and safety laws, national, 35
- Safe Work Australia, 35
- safety net
  - awards, 50–53
  - bargaining, 53–54
  - legislated standards, 43–50
- same sex relations, 48, 71
- scope orders, 130, 131–132
- shift work loading, 54, 72
- shift worker, 72
- serious breach declarations, 134
- single-enterprise agreements, 129, 134
- single interest employer authorisation, 105, 129
- Small Business Fair Dismissal Code, 12, 222, 224, 228, 230, 234
  - comparison with UK Code of Practice, 227, 234
- small businesses
  - Fair Dismissal Code, compliance with, 12, 228
  - non-union, effect of new bargaining laws on, 237
  - redundancy pay, exemption from obligations, 49
  - small business employer, Fair Work Bill definition of, 220
  - Small Business Fair Dismissal Code *see* Small Business Fair Dismissal Code

## INDEX

- unfair dismissal, exclusion from, 213, 220, 225–226
- unincorporated, State regulation of, 36
- small claims proceedings, 79, 96–97, 200–201
- sole trader, 26
- South Australia (SA)
  - dispute resolution, 30, 34, 197
  - enterprise agreements, 28
  - federal system, coverage, 27
  - enforcement, 79
  - good faith bargaining framework, 135
  - industrial disputes, 28
  - unfair dismissal, 28, 208
  - individual right model, 38
- stakeholder consultation, 8, 11
- standing to bring prosecution proceedings, 83, 96–97
- State arbitration systems, 21, 39
- State Industrial Relations Commissions, 30, 197
- State industrial tribunals, 17, 197–198
- State or Territory industrial law, 24
  - corporate employers, regulation of, 28
  - coverage, 26
  - definition, 24
  - equal opportunity laws, 28
  - exemptions, 28
  - Fair Work Bill, under, 35
  - federal awards, interaction with, 28
  - federal workplace agreements, interaction with, 28
  - non-excluded matters, 28–29, 31, 35
  - occupational health and safety laws, 35
  - Work Choices, effect on, 26–29
- States and Territories
  - Commonwealth, referral of powers to, 20, 21–22, 32–37
  - Fair Work Bill, under, 35–39
  - federal override of laws, 23–24, 26, 28–29, 35, 39, 235
  - High Court challenge to Work Choices, 24–25
  - industrial law, definition, 24 *see also* State or Territory industrial law
  - Labor proposals, 32–39
  - NAPSAs *see* notional agreements preserving State awards
  - non-excluded matters, 28–29, 35
  - public sector, 36
  - Work Choices, response to, 29–32
  - workers compensation systems, 35
- superannuation, 28, 74
  - arrears, 79

- Tasmania
  - dispute resolution, 198
  - federal system, coverage, 27
  - enforcement, 79
  - response to Work Choices, 29–30
- taxation power, 22
- termination of employment, 24 *see also* dismissal, redundancy, unfair dismissal
  - comparison of standards, 73
  - notice of, 44, 208
  - unlawful, 49, 208
- Territories *see* Australian Capital Territory, Northern Territory
  - power in Constitution, 20
- trade and commerce power, 23
- trade unions *see* unions
- trading, financial and foreign corporations, 22 *see also* constitutional corporations
  - and* corporations
  - activities test, 26–27
  - corporations power *see* Australian Constitution
  - definition, 23, 26
  - employment conditions, 25
  - industrial action, 25
  - local councils, 27
  - not-for-profit, 26
  - workplace agreements, 25
- unfair dismissal
  - Australian Industrial Relations Commission, role of, 209–213
  - coverage under Work Choices, 211–213
  - development of rights, 208–209
  - employers with 100 employees or less, 213–214
  - exclusions, 11–12, 213–218
    - Fair Work Australia, role of, 222–224
  - Fair Work Bill, under, 220–224
    - analysis of, 224–228
  - fast-track claims procedure, 12
  - forced resignations, 219–220
  - Forward with Fairness, 16
  - genuine operational reason, 214–217, 221
  - genuine redundancy, 221
  - individual right model, 38
  - nationally applicable standards on, 22, 220
  - operational reasons *see* operational reasons defence
  - probation period, 217–218
  - public sector workers, 30
  - qualifying period, 217–218
  - redundancy, 214–217, 221–222

## INDEX

- restoration of rights, 8, 224
- restriction of access, 4, 42, 211–213
- small business exclusion *see* small businesses
- Small Business Fair Dismissal Code *see* Small Business Fair Dismissal Code
- State commissions dealing with, 28
- termination *see* termination of employment
- Work Choices, under, 209–220
- unfair labour practices, in good faith bargaining context, 136
- unions
  - agreements, 104, 124, 128, 144
  - agreements without involvement of, 22, 124, 127, 128, 132, 144
  - Australian Council of Trade Unions *see* Australian Council of Trade Unions (ACTU)
  - award flexibility clause, draft, 60
  - bargaining fees, 109
  - bargaining representatives, as, 130–131, 132, 133–134
  - building and construction industry, 177
  - collective agreements, 104, 124, 128
  - collective bargaining, 104, 124, 126–127, 139–140, 144, 237
  - Community and Public Sector Union, 123–124
  - enterprise agreements, 104, 124, 128, 144, 173
  - entitlement to enter premises *see* right of entry
  - exclusion, 172
  - Fair Work Bill, effect on, 16, 181–185, 237
  - family leave, award clause claims, 41
  - federal awards, application for, 21
  - freedom of association *see* freedom of association
  - greenfields agreements, 104
  - Howard government opposition to, 5, 165, 172
  - industrial action *see* industrial action
  - interstate disputes, 20–21
  - maximum working hours, 56
  - organisational rights, 122
  - regulation of (in Registration and Accountability of Organisations Schedule), 11
  - right of entry *see* right of entry
  - sanctions against, 173–174
  - security *see* union security
  - US labour law, employer tactics under, 132–133
  - Work Choices reforms, effect on, 5–6, 23, 165–166, 171–181
- union security
  - Fair Work Bill, under, 181–185
  - prior to Workplace Relations Act, 164–165, 167, 169
  - Workplace Relations Act, under, 170–180

- United Kingdom (UK)
  - Advisory, Conciliation and Arbitration Service (ACAS), 230, 234
  - alternative dispute resolution processes, 206, 234
  - Australian Council of Trade Unions study mission, 234
  - Code of Practice, dismissal, 227, 234
  - flexible work, right to request, 59, 68
  - Low Pay Commission, 233
  - New Labour governments, labour law reforms, 236
  - Thatcher era, 236
  - union recognition systems, 132
- United States of America (USA)
  - Australian Council of Trade Unions study mission, 234
  - dispute resolution, 193–194, 203–204
  - good faith bargaining, 134, 135–137
  - union recognition system, 132
- universities
  - funding cuts, threat of, 5–6
  - unions, removal of role, 6
- Victoria
  - employers, 23
  - federal legislation covering, 4, 26
  - non-excluded matters, 31, 35
  - public sector workers, protection of, 30
  - reference of powers to Commonwealth, 21–22, 34
  - unfair dismissal regime for public sector, 30
  - workplace legislation, 3, 38
  - Workplace Rights Advocate, 31
- Voltaire, 19
- voluntary dispute resolution, 4
- wages
  - see also* awards
  - award flexibility provision, exclusion from, 61
  - equal, 24
  - Federal Minimum Wage, 45
  - minimum, 42, 46
  - Minimum Wage Panel of Fair Work Australia, 45
  - National Employment Standards, omission from, 45–46
  - nationally applicable standards on, 22, 233
  - overtime, 41, 62
  - payment of, 28, 31
- Western Australia (WA)
  - Commonwealth, referral of powers to, 33
  - dispute resolution, 34, 197
    - State Commission, 30
  - enforcement, 79

## INDEX

- Fair Employment Advocate, 31
- federal system, coverage, 27
- good faith bargaining framework, 135
- unfair dismissal, 38
- workers' compensation, 31
- workplace legislation, 21, 174
- Western Australian Chamber of Commerce and Industry, 37
- Western Australian Industrial Relations Commission (WAIRC), 27
- Williams Report, 32–34
- Work Choices, 1, 8, 19
  - academic consideration, 13–14, 15
  - agreement-making, 99–104, 106–114, 118
  - anti-union agenda, 5–6, 12, 165, 236
  - Coalition, effect on (loss of 2007 election), 7
  - collective bargaining, 122, 124–125
  - comparison of standards, 70–74
  - complexity of legislation, 6
  - constitutional challenge to legislation, 3, 24
  - constitutional corporations, coverage under *see* constitutional corporations
  - constitutional validity of, 25, 35
  - contract of employment, 42–43
  - deregulation, emphasis on, 63
  - employees, exploitation under, 231
  - Fair Work reforms, influence on, 235–237
  - Forward with Fairness, contrast, 2, 16, 38, 44–46, 199
  - impact, lasting, 17, 229, 235–237
  - industrial action, 16, 145–159
  - inquiries into, State, 31–32
  - introduction of, 2–3
  - maximum working hours, 55–56, 70
  - minimum employment conditions, 15, 25, 40
  - national system, 19
  - prosecution activity, 84–85
  - protected award conditions, 62
  - public holidays, 56–57
  - safety net, 40–42, 64, 68–69, 95
  - State industrial laws, effect on, 23–24, 26–29
  - State responses to, 29–32
  - unfair dismissal, 16–17, 209–220
  - union security after *see* union security
  - unpopularity of term, 7
  - vote against, 20
  - working hours, 41
- workers' compensation, 21, 28, 31, 35
- workforce training laws, taxation power and 22
- Workplace Advocate (NT), 31

- workplace agreements
  - see also* agreements, enterprise agreements
  - Australian Workplace Agreements *see* Australian Workplace Agreements
  - better off overall test *see* better off overall test (BOOT)
  - collective, 5, 22, 53–54, 105, 121–123, 125, 127
    - see also* bargaining *and* collective bargaining
  - constitutional corporations, validity of provisions relating to, 25
  - expired, termination of, 4
  - Fair Work, under, 16 *see also* enterprise agreements
  - fairness test, 6–7, 9, 80, 103, 113–114, 117
  - federal award coverage, connection with, 22
  - individual, 22, 105, 120
  - industrial dispute, connection with, 22
  - interaction with State laws, 28
  - no-disadvantage test, 4, 80, 103, 114–117
- Workplace Authority, 6, 100–104
  - Fair Work Australia, replacement by, 8, 92
  - Fairness Test Policy Guide, 117
  - no-disadvantage test administered by, 9, 114–117
    - Policy Guide, 116–117
  - Office of the Employment Advocate *see* Office of the Employment Advocate (OEA)
- Workplace Authority Director, 105, 114–115
- workplace inspectors
  - enforcement mechanisms, 94
  - Fair Work Bill, under, 93–95
  - Work Choices, under, 81–82
- Workplace Ombudsman, 6, 100 *see also* federal enforcement agency *and* Office of Workplace Services
  - enforcement, 76, 78, 80, 98, 180
    - Litigation Policy, 85–87
  - Fair Work Australia, replacement by, 8, 92
  - Fair Work Ombudsman (FWO), 92–93
- workplace regulation, 7, 24
  - national system, 15, 19, 20, 22, 32–39
  - state resistance to, 15, 22
  - State instruments, 21
- workplace relations, 7, 24 *see also* industrial relations
  - deregulation, 3, 63, 75
- Workplace Relations Fact Sheet, 6–7, 74
  - abolition of, 8
- Workplace Rights Advocate (Vic), 31
- Workplace Rights Ombudsman (Qld), 31
- Xenophon, Senator Nick, 12
- Your Rights at Work campaign, 40