



INDUSTRIAL RELATIONS REFRESHER



“GREAT SUMMARY ON HOW TO COMMUNICATE IN DIFFERENT SITUATIONS. REALLY INTERACTIVE AND A NEW WAY OF LEARNING. STRONG KNOWLEDGE OF ALL THINGS IR FROM OUR INSTRUCTOR.”

INDUSTRY PROFESSIONAL, COMMERCIAL CONSTRUCTION



▶ ENROL TODAY TO ARM YOURSELF WITH THE KNOWLEDGE REQUIRED TO LEAD A SAFE AND PRODUCTIVE WORKFORCE!





TESTIMONIALS

"GREAT SUMMARY ON WHO TO COMMUNICATE IN DIFFERENT SITUATIONS. REALLY INTERACTIVE AND A NEW WAY OF LEARNING. STRONG KNOWLEDGE OF ALL THINGS IR FROM OUR INSTRUCTOR."

INDUSTRY PROFESSIONAL

"GREAT COURSE, WOULD RECOMMEND TO ANY SITE MANAGER AS THE COURSE AND ITS SIMULATIONS ARE VERY VALUABLE."

INDUSTRY PROFESSIONAL

"SIMULATIONS WERE EXCELLENT!!!!!!"

INDUSTRY PROFESSIONAL

RESULTS

2.4-4.2
★★★★☆

2.4 – 4.2 Stars in Product Review Ratings

METRICON HOMES PTY LTD



92% client satisfaction for training programs

MASTER BUILDERS OF VICTORIA



91% of participants reported that the learned skills will improve performance

MONASH UNIVERSITY

WELCOME TO THE INDUSTRIAL RELATIONS REFRESHER PROGRAM

Having an understanding and basic knowledge of the legislative framework and its interpretations can lead to more effective and harmonious work environments. The Industrial Relations Refresher course is designed for supervisors, forepersons, leading hands and frontline site representatives wishing to improve their knowledge and understanding of the Industrial Relations framework.

This course aims to increase the basic knowledge and awareness of workplace laws which regulate the rights of organizations, employees and elected officers.

Participants will:

- ▶ Develop a greater understanding of IR legal framework and how it applies within commercial construction sites;
- ▶ Understand how the correct interpretation of the law can ensure safe and legal entry onto a commercial construction site;
- ▶ Gain an understanding of what are common causes of potential disputes and disruptions to productivity;
- ▶ Be able to interpret and reference relevant industry resources to identify and check the validity of entry permits and any conditions that may be imposed on them; and
- ▶ Find out where to go for support and further IR advice.

DELIVERY

This course is delivered utilising our unique combination of classroom style learning and feedback workshops and can be adapted to allow participants to practice in a fully immersive simulated building site. Participants are given the opportunity to practice and apply newly learnt skills and knowledge when confronted with everyday challenges and personalities experienced on site.

Learning is reinforced and enhanced in our simulation sessions with a team of highly trained specialist actors. Participants are given the opportunity to negotiate, problem solve, communicate and provide advice to site personnel, management and subcontractors.

In our safe learning environment, participants will be challenged to demonstrate the importance of effective IR management, negotiation skills and their understanding of key legislative procedures.

WHO WILL BENEFIT

This program is designed for supervisors, forepersons, leading hands and frontline site representatives that work on commercial construction sites.

COURSE DETAILS:

DURATION:	4 hours over ½ day
DATE:	30 July 2021 (8am-12pm) 8 October 2021 (8am-12pm)
COST (INC. GST):	\$ 495 Master Builders Member & Incolink Contributor \$ 735 Master Builders Member \$ 650 Incolink Contributor \$ 870 Non Member



OUR CLIENTS

CONSTRUCTION

- John Holland
- Grocon
- Hickory Group
- Australand
- Lendlease
- Probuild
- Becon Construction
- Leighton Holdings
- Thiess
- Brookfield Multiplex
- AMCA
- Acciona
- VOS
- Cockram
- WATPAC
- Boulderstone
- Schiavello
- Qanstruct

GOVERNMENT

- Metro Trains
- WorkSafe Victoria
- Australian Government
- Whittlesea Council
- Level Crossing Removal Authority

EDUCATION

- RMIT University
- Monash University
- Swinburne TAFE
- Chisholm
- Deakin University

SALES & RETAIL

- Higgins Coatings
- Metricon Homes
- Bunnings Group
- Winslow Group
- Boutique Homes
- Bowens Timber and Hardware

THE UNIQUE BUILDING LEADERSHIP SIMULATION CENTRE PROCESS

Key Topic 1 – Legislative Framework

Focusing on the Fair Work Act 2009 and the Building and Construction Industry Improving Productivity Act 2016 (BCIIP 2016). What do these Acts really mean and how are currently implemented and interpreted on commercial construction sites.

Key Topic 2 – Dispute Resolution

Focusing on what the five most common causes of disputes are and what procedures and clauses are available to help resolve these as efficiently as possible.

Key Topic 3 – Freedom of Association

Focusing on the right of all persons (employees and subcontractors) to group together voluntarily for a common goal and to form and join or not join an association or union.

Key Topic 4 – Industrial Action

Focusing on what is considered Industrial Action, the implications for both employers and employees and the important role management has in the event of Industrial Action.

Key Topic 5 – Right of Entry

Focusing on the workplace laws which regulate the rights of organisation employees and elected officers to safely and legally enter premises, without causing any undue inconvenience to productivity.



The BLSC's unique learning process combines elite training material, the latest in learning techniques and processes, state of the art technology and fully immersive simulation exercises with professionally trained actors and observers.

The Training Intervention Process:

1. Awareness
2. Desire
3. Skill
4. Practice
5. Feedback
6. Measurement
7. Maintenance



INDUSTRIAL RELATIONS REFRESHER PROGRAM

OUR CLIENTS

CONSTRUCTION

- John Holland
- Hickory Group
- Lendlease
- Becon Construction
- Thiess
- AMCA
- VOS
- WATPAC
- Schiavello
- Grocon
- Australand
- Probuild
- Leighton Holdings
- Brookfield Multiplex
- Acciona
- Cockram
- Boulderstone
- Qanstruct

GOVERNMENT

- Metro Trains
- Australian Government
- Level Crossing Removal Authority
- WorkSafe Victoria
- Whittlesea Council

EDUCATION

- RMIT University
- Swinburne TAFE
- Deakin University
- Monash University
- Chisholm

SALES & RETAIL

- Higgins Coatings
- Bunnings Group
- Boutique Homes
- Metricon Homes
- Winslow Group
- Bowens Timber and Hardware

Time	Session Title
8:00 – 8:30	Course Introduction
8:30 – 9:00	Legislative Framework Fair Work Act 2019 and Building and Construction Industry Improving Productivity Act 2016 (BCIIP 2016).
9:00 – 9:45	Dispute Resolution Industrial Disputes Safety Disputes OHS Issue Resolution Flowchart
9:45 – 10:00	Morning Tea
10:00 – 10:30	Freedom of Association Freedom of Association Practices Industrial Instruments Compliance Checking
10:30 – 11:00	Industrial Action Protected Industrial Action Safety and/or Employer Authorised Stoppages Role of Management
11:00 – 11:15	Break
11:15 – 12:00	Right of Entry Federal Permits Notice of Entry OHS Permits Notice of Suspected Contravention Including footage review
12:00	Course Evaluation

- Classroom session
- Break