



MANAGING ONSITE INDUSTRIAL RELATIONS



“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 MANAGING ONSITE INDUSTRIAL RELATIONS PROGRAM

Recent events within the Victorian building sector have highlighted the different personalities, issues, and agendas common on commercial building sites. Industry experts equip our participants with the fundamental IR knowledge and skills to empower them to make decisions in difficult and often volatile environments. From understanding legal frameworks to knowing where to access support and advice, we provide the tools to help effectively negotiate and manage conflict in accordance with best practice for your organisation.

Managing Onsite Industrial Relations equips you with the knowledge and confidence to identify potential and actual impacts to productivity, techniques to minimise conflict and drive better, more efficient outcomes on building projects whilst maintaining key working relationships.

Participants will:

- ▶ Understand how to apply the law and its interpretation to control access to and ensure safe and legal entry onto a commercial construction site;
- ▶ Gain strategies that will help minimise the occurrence and severity of potential disputes and disruptions to productivity;
- ▶ Developing a greater understanding of IR legal framework and how it applies on typical commercial construction sites;
- ▶ Learn methods to effectively deal with employees, subcontractors, and other key stakeholders; 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, feedback workshops and allows 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 IR legal framework.

WHO WILL BENEFIT

This program is designed for supervisors, forepersons, site managers and frontline site representatives working on commercial construction sites.

COURSE DETAILS:

DURATION:

16 hours over 2 days

DATE:

16 - 17 Aug 2021 16 – 17 Sept 2021 21 - 22 Oct 2021
23 - 24 Nov 2021 14 - 15 Dec 2021 20 – 21 Jan 2022

COST (INC. GST):

\$ 1,010 Master Builders Member & Incolink Contributor
\$ 1,485 Master Builders Member
\$ 1,245 Incolink Contributor
\$ 1,665 Non-Member



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

THE UNIQUE BUILDING LEADERSHIP SIMULATION CENTRE PROCESS

Session 1 – Dealing with Site Issues

Focusing on identifying potential site issues. This simulation session presents participants the opportunity to assist site personnel with EBA related queries whilst also dealing with how misconceptions and motivations permeate on construction sites.

Session 2 – Issue Resolution

Focusing on procedural adherence. This simulation session presents participants with the opportunity to actively promote and educate site personnel with relation to right of entry procedures, worker's right, freedom of association and unlawful coercion.

Session 3 – Minimising Industrial Relations Conflict

Focusing on maintaining controlled when challenged. This simulation session presents participants with the opportunity to manage right of entry procedures, deal with potentially confronting and inflammatory behaviours and manage external stakeholder expectations.



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



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DAY 1

Time	Session Title
8:00 – 8:15	Course Introduction
8:15 – 10:30	The Fair Work Act 2009 Building and Construction Industry (Improvement Productivity) Act 2016 National Code of Practice and Guidelines Freedom of Association
10:30 – 10:45	Morning Tea
10:45 – 12:30	Right of Entry (Permits and Notice of Entry) Unfair Dismissal General Protections Industrial Action
12:30 – 1:15	Lunch
1:15 – 1:35	Simulation Familiarisation
1:35 – 3:30	Group Briefing Simulation Session 1 Scenario themes include EBA familiarisation, freedom of association and dealing with potential industrial relation issues. Facilitator Led Reflection and Feedback
3:30 – 3:45	Applying Legislation
3:45 – 4:00	Day 1 Reflection

DAY 2

Time	Session Title
8:00 – 9:45	Industrial Relations Update – Where are we now? Conflict and Dispute Resolution
9:45 – 10:00	Morning Tea
10:00 – 11:45	Group Briefing Simulation Session 2 Scenario themes include freedom of association, workers' rights, right of entry, privacy concerns. Facilitator Led Reflection and Feedback
11:45 – 12:45	Communication and Intimidation Tactics
12:45 – 1:15	Lunch
1:15 – 1:45	View Yourself – Control Room
1:45 – 3:15	Group Briefing Simulation Session 3 Scenario themes include right of entry, intimidation, unlawful (industrial) action, managing stakeholders and procedural adherence. Facilitator Led Reflection and Feedback
3:15 – 3:45	Open Session
3:45 – 4:00	Course Evaluation

- Simulation session
- Classroom session
- Break