New Approaches: co-operative and productive workplaces

Workplace Education Series
Deputy President Anna Booth 22 May 2017
Amendment to the Fair Work Act in 2013

• s.576(2)(aa) - a new function for the Fair Work Commission

• “Promoting cooperative and productive workplace relations and preventing disputes”
New role for the Commission

- **Enterprise bargaining**
  - Joint *training* for bargaining
  - *Facilitation* of whole bargaining process
  - *Facilitation* of implementation projects

- **Dispute prevention and resolution**
  - *Advice* and *facilitation* in dispute system design
  - Joint *training* for dispute prevention and resolution

- **Workplace change**
  - *Advice* and *coaching* in communication and consultation
  - *Training* and *facilitation* of collaborative problem solving
New Approaches: cooperative and productive workplaces

New Approaches foundations

- Encourages an interest-based approach
- Based on a pluralist perspective
- Promotes information sharing
- Urges joint problem-solving about opportunities and adversity
- Supports collaborative co-design
- Fosters trust between managers, workers and their unions
Trust has economic value

• Beliefs, assumptions and expectations about each another. How reliable and predictable are the others’ actions?

• Economic value is created by an organisation’s response to opportunity and adversity. E.g:
  • Enterprise bargaining
  • Information sharing
  • Consultation
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Moving to the co-operative and productive workplace

- Consultation channel
- Superficial consultation
- Adversarial positional bargaining (value carving)
- Conflict management
- Increasing the value of the engagement
- Rich consultation using collaborative problem solving
- Interest-based bargaining (value creating)
- High value interaction

Source: CoSolve