New Approaches
Building collaborative workplaces

The big picture
The object of the Fair Work Act is to create ‘a balanced framework for cooperative and productive workplace relations’. The Commission aims to promote this objective and help prevent disputes.

Workplaces and work arrangements that are rewarding, productive and sustainable are good for the economy and society. Research shows that strong, respectful and trusting relationships at work make for great workplaces. The Commission seeks to encourage and support workplaces like this.

Putting it all together
Interest-based bargaining, interest-based consultation and interest-based problem solving can help build and maintain great workplaces.

It makes sense for workplaces to align the approach to bargaining, consultation and dispute resolution. Interest-based approaches focus on maximising shared interests while accepting that some conflicting interests also exist. Parties within a workplace can build a ‘mutual gains enterprise’ by applying interest-based approaches.

The path to the collaborative workplace
Building partnerships based on shared interests can open up new opportunities and give workplaces a competitive edge.

Parties can use interest-based approaches to develop new, more productive relationships at work. Workplaces who learn interest-based techniques for bargaining may apply the approaches to consultation.

Where to start?
There are lots of ways to start building more collaborative workplaces. First, leaders need to agree to explore interest-based methods. The Commission is here to help parties find a way to start. We also have 3 guides you can read to learn more about the approaches.

How can the Commission help?
The Commission can assist with its training and facilitation services, customised to the needs of each set of parties. For further information email newapproaches@fwc.gov.au.
Apply for our help by lodging a Form F79.