

# Two Rivers



Industrial  
Relations

## What's New?

Welcome to the **October/ November Edition** of the **Two Rivers** newsletter for 2018 from our NSW Industrial Relations Aboriginal Community Engagement Unit.

Our NSW IR Aboriginal Community Engagement Unit helps the Indigenous Business Community with information and advice about workplace entitlements, rights and obligations.

Our Aboriginal Community Engagement Unit conducts workshops for Aboriginal and Torres Strait Islander people on employment issues, Federal and NSW employment laws, minimum standards of employment and best employment practices.

<http://www.industrialrelations.nsw.gov.au/oirwww/Workshops/Events.page?>

Our service is provided in the Sydney metropolitan area and regional centres throughout NSW.

If you would like us to visit you, call us on **(02) 9228 5985**

[ACEU@industrialrelations.nsw.gov.au](mailto:ACEU@industrialrelations.nsw.gov.au)



Aaron



Pam



Matt

**ACE  
TEAM**

Recently the Fair Work Commission handed down a decision allowing for workers to access the taking of up to 5 days of unpaid family and domestic violence leave.

This form of leave has introduced into its definition for family member 'a person related to the employee according to Aboriginal or Torres Strait Islander kinship rules.' As an employer this could be important to consider if absences due to domestic violence do arise.

This new provision will apply to all private sector workers covered by an industry or occupation award. For more information visit the Fair Work Ombudsman's website at the following link.

<https://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/new-unpaid-family-and-domestic-violence-leave-entitlement-in-awards>



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## WHAT WE HAVE BEEN UP TO

Our Ace unit has run their first external workshops on Understanding your Workplace for Aboriginal Employers and The Social Community Sector for Aboriginal Employers in Dubbo, as well as our first Webinar in August.

The sessions were a success with our presenter Aaron leaving the Webinar and Workshops with some good feedback and greater confidence to run this workshop over the upcoming months.

These sessions are targeted at Aboriginal Employers and intend to provide the employers with information around running a business to meet legislative requirements as well as best practice methods for applying these legislative requirements to Aboriginal Employees. The Social Community Sector workshop is industry Specific, if you work within this industry and would like our team to come visit you contact us and we can arrange an onsite workshop for your staff.

## October Long Weekend

As we have seen the October Long Weekend has passed, if you were open for business on the Monday Labour Day Public Holiday October 1; make sure that you have read your relevant award as per the payment rates to pay your employees for working on a public holiday. If any issues please call Fair Work on 13 13 94 or visit [www.fairwork.gov.au](http://www.fairwork.gov.au) .

On that note the ACE Unit would like to congratulate the Newcastle Allblacks on an outstanding Koori Knockout win and the Newcastle Yowies women's team for taking out the women's trophy. Great to see a wonderful turnout in Dubbo for the Knockout with some amazing football played by the men women and children throughout the four days.

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## Our unit can come to your workplace

It may be of interest for your business to have one of our advisors to come to your workplace and run a session that can be tailored to meet the needs of your organisation, these workshops can be award specific or even go into topics such as Bullying and Harassment.

## Proactive compliance Workshops

Our ACE unit also helps and supports the NSW Industrial Relations Proactive Compliance Unit which provides workshops for all employers across NSW. These workshops will be great for any employer to get a better understanding of workplace Laws and best practice for running your business.

## November Webinar

**This month's topic is Boxing Day 2018 - Retail Trading Act**

NSW Industrial Relations is offering a Webinar focusing on Retail Trading on Boxing Day in NSW. This session will give retailers information relating to trading on Boxing Day and what their obligations are in terms of asking employees to work on that day.

Please note we have reverted to last year's times for this month's webinars. They are:

|                       |          |
|-----------------------|----------|
| Tuesday 20 November   | 10.00 am |
| Wednesday 21 November | 12.00 pm |
| Thursday 22 November  | 2.00 pm  |

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## Upcoming Workshops

### November

| Date       | Event   | Location   |
|------------|---|--|
| 13/11/2018 | Best Practice in NSW - Employer's Responsibilities      | Liverpool Mercure  |
| 13/11/2018 | Best Practice in NSW - Understanding Long Service Leave | Liverpool Mercure  |
| 14/11/2018 | Best Practice in NSW - Employer's Responsibilities      | Wollongong Sage Hotel                                    |
| 14/11/2018 | Best Practice in NSW - Recruitment and Engagement       | Wollongong Sage Hotel                                    |
| 19/11/2018 | <a href="#">Boxing Day 2018 – Retail Trading Act</a>    | Kings Point Retreat (formerly Ulladulla Holiday Village) |
| 20/11/2018 | <a href="#">Boxing Day 2018 – Retail Trading Act</a>    | West Diggers Club Tamworth                               |
| 20/11/2018 | <a href="#">Boxing Day 2018 - Retail Trading Act</a>    | Live Webinar   |
| 21/11/2018 | <a href="#">Boxing Day 2018 - Retail Trading Act</a>    | Live Webinar   |
| 22/11/2018 | <a href="#">Boxing Day 2018 - Retail Trading Act</a>    | Live Webinar   |
| 23/11/2018 | <a href="#">Boxing Day 2018 – Retail Trading Act</a>    | Charlestown - Apollo International Hotel Newcastle       |
| 26/11/2018 | <a href="#">Boxing Day 2018 – Retail Trading Act</a>    | Sydney CBD - (Y)   |
| 26/11/2018 | <a href="#">Boxing Day 2018 – Retail Trading Act</a>    | Gosford Golf Club  |

### December

|            |   |                                     |
|------------|---|-------------------------------------|
| 03/12/2018 | Best Practice in NSW - Workplace Policies               | Sydney CBD - (B)                    |
| 05/12/2018 | Best Practice in NSW - Employer's Responsibilities      | Club Dubbo                          |
| 05/12/2018 | Best Practice in NSW - Paying Employees                 | Young Services Club                 |
| 05/12/2018 | Best Practice in NSW - Workplace Policies               | Club Dubbo                          |
| 05/12/2018 | Best Practice in NSW - Understanding Long Service Leave | Young Services Club                 |
| 05/12/2018 | Best Practice in NSW - Performance Management           | Sydney CBD - (Y)                    |
| 06/12/2018 | Best Practice in NSW - Employer's Responsibilities      | Bathurst Golf Club                  |
| 06/12/2018 | Best Practice in NSW - Performance Management           | Bathurst Golf Club                  |
| 07/12/2018 | Best Practice in NSW - Employer's Responsibilities      | Concord RSL                         |
| 07/12/2018 | Best Practice in NSW - Understanding Long Service Leave | Concord RSL                         |
| 11/12/2018 | Best Practice in NSW - Workplace Policies               | Cardiff RSL                         |
| 11/12/2018 | Best Practice in NSW - Employer's Responsibilities      | Penrith RSL Club                    |
| 11/12/2018 | Best Practice in NSW - Understanding Long Service Leave | Penrith RSL Club                    |
| 11/12/2018 | Best Practice in NSW - Understanding Long Service Leave | Cardiff RSL                         |
| 12/12/2018 | Best Practice in NSW - Paying Employees                 | Western Suburbs League Club Leumeah |
| 12/12/2018 | Best Practice in NSW - Performance Management           | Western Suburbs League Club Leumeah |