

Two Rivers



Industrial
Relations

Welcome to the January/ February Edition of the **Two Rivers** newsletter for 2019 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.

<https://www.industrialrelations.nsw.gov.au/resources/events>

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



Aaron



Pam

What's New?

Welcome to 2019 from the ACE team, some changes have happened in the world of IR that may be of importance to your business.

From 21 December 2018 responsibility for administering the provisions of the *Retail Trading Act 2008* and *Entertainment Industry Act 2013* (including compliance functions) transferred to Fair Trading NSW.

If you require further information or assistance in relation to these Acts including lodging applications to trade on restricted trading days or to make a complaint about alleged breaches, please call 13 32 20 or visit:

<https://www.fairtrading.nsw.gov.au/trades-and-businesses/business-essentials/information-for-specific-industries>



Two Rivers



WHAT WE HAVE BEEN UP TO

We would like to congratulate our Education officer Aaron on the birth of his first child Arthur Graham Gow. Born November 21 at a healthy 7 pounds.



Aaron has had the opportunity to spend a large proportion of his time at home with his partner and Arthur. Aaron only recently returned to fulltime work to take on the task of rolling out and running our new and improved workshop program for the year.

Farewell to our colleague Matt, Matt has moved on from the organisation and will be missed by our team, we wish him all the best in his future endeavours.

New Workshop Program

Aboriginal employers of NSW get excited, we are rolling out a new program of workshops for 2019. We are bringing our new and improved workshop ACE Workshop for Aboriginal Employers to Penrith, Blacktown, Dubbo and Campbelltown to begin the year.

Working through the various layers of employment legislation can be confusing for employers. This workshop helps Aboriginal employers better understand their responsibilities and the rights of their employees and as well being aware of their obligations relating to leave entitlements and workplace arrangements.

Two Rivers



Another important update since our last publication is the announcement of this year's theme for NAIDOC week; *Voice. Treaty. Truth. Let's work together for a shared future* **Voice. Treaty. Truth.** were three key elements to the reforms set out in the Uluru Statement from the Heart. These reforms represent the unified position of First Nations Australians. The ACE team will be providing updates through the year as to where and when significant events will be happening regarding this year's NAIDOC week.

We at Industrial Relations would like to recognise the significance of The National Apology Day.

The 13th of February is National Apology Day, the anniversary of then Prime Minister, Kevin Rudd, delivering the National Apology to Australia's Indigenous Peoples, especially the Stolen Generations, on the 13th of February 2008. The Apology is now considered a defining moment in Australian history.



Good Luck to the NRL Indigenous All-stars playing the New Zealand Maori All-stars in Melbourne on February 15

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.

Two Rivers



February Webinar

This month's topic is Being IR Fit in 2019

Being an employer can have its challenges and 2019 will be no different. Being provided with the right tools, some of these challenges can be easily resolved so you can move forward with confidence. Showing that you are an IR fit 4 business is an essential part of your obligations to your workplace and employee's. This knowledge forum will help you decipher what's new in Industrial legislation and dispel many myths business may have about workplace laws. Join our webinar to help you prepare your workplace in readiness for success. The dates and times for this Webinar are:

Tuesday 26 February	10.00 am
Wednesday 27 February	12.00 pm
Thursday 28 February	2.00 pm

Upcoming Industrial Relations Workshops

Date	Workshop	Location	Time
18/02/2019	Best Practice in NSW - Paying Employees	52 Martin Place Sydney	9:30AM
21/02/2019	Best Practice in NSW - Understanding Long Service Leave	Ex Services Club Coffs Harbour	9:30AM
21/02/2019	Industrial Relations for Local Government	Ex Services Club Coffs Harbour	1:30PM
22/02/2019	Best Practice in NSW - Paying Employees	Cronulla Event House	9:30AM
5/03/2019	Best Practice in NSW - Paying Employees	Quest Griffith	9:30AM
5/03/2019	Best Practice in NSW - Understanding Long Service Leave	Quest Griffith	1:00PM
5/03/2019	Best Practice in NSW - Understanding Long Service Leave	Hornsby RSL Club	9:30AM
5/03/2019	Industrial Relations for Local Government	Hornsby RSL Club	1:30PM
6/03/2019	Best Practice in NSW - Understanding Long Service Leave	Wagga Wagga Mercure	9:30AM
6/03/2019	Industrial Relations for Local Government	Wagga Wagga Mercure	1:00PM
7/03/2019	Industrial Relations for Local Government	Charlestown -Apollo International Hotel Newcastle	9:30AM
12/03/2019	Best Practice in NSW - Understanding Long Service Leave	Penrith RSL	9:30AM

Two Rivers



12/03/2019	ACE Workshop for Aboriginal Employers	Max Webber Library Blacktown	9:30AM
13/03/2019	Best Practice in NSW - Paying Employees	Moree Services Club	9:30AM
13/03/2019	Best Practice in NSW - Performance Management	Moree Services Club	1:30PM
14/03/2019	Best Practice in NSW - Paying Employees	Wolli Creek, Rowers on Cooks River	9:30AM
15/03/2019	ACE Workshop for Aboriginal Employers	Campbelltown Arts Centre	9:30AM
14/03/2019	ACE Workshop for Aboriginal Employers	Penrith City Library	9:30AM
19/03/2019	ACE Workshop for Aboriginal Employers	Dubbo Neighbourhood Centre	9:30AM
19/03/2019	Best Practice in NSW - Understanding Long Service Leave	The Shellharbour Club	9:30AM
19/03/2019	Best Practice in NSW - Performance Management	The Shellharbour Club	1:00PM
19/03/2019	Best Practice in NSW - Performance Management	Charlestown -Apollo International Hotel Newcastle	9:30AM
20/03/2019	Best Practice in NSW - Employer's Responsibilities	52 Martin Place, Sydney	9:30AM
2/04/2019	Best Practice in NSW - Understanding Long Service Leave	Goulburn Mercure	9:30AM
2/04/2019	Best Practice in NSW - Employer's Responsibilities	Goulburn Mercure	1:00PM
2/04/2019	Best Practice in NSW - Understanding Long Service Leave	Dee Why Bowling and Recreation Club	9:30AM
3/04/2019	Best Practice in NSW - Understanding Long Service Leave	Tradies Gynea	9:30AM
4/04/2019	Best Practice in NSW - Understanding Long Service Leave	West Tamworth Leagues Club	9:30AM
4/04/2019	Industrial Relations for Local Government	West Tamworth Leagues Club	1:00PM
4/04/2019	Best Practice in NSW - Employer's Responsibilities	Western Suburbs Leagues Club Leumeah	9:30AM
9/04/2019	Best Practice in NSW - Understanding Long Service Leave	Castle Hill RSL	9:30AM

Two Rivers



9/04/2019	Best Practice in NSW - Workplace Policies	Castle Hill RSL	1:00PM
9/04/2019	Best Practice in NSW - Understanding Long Service Leave	Bowral Links House Hotel	9:30AM
9/04/2019	Best Practice in NSW - Performance Management	Bowral Links House Hotel	1:00PM
10/04/2019	Best Practice in NSW - Understanding Long Service Leave	Lakeside Golf Club Camden	9:30AM
12/04/2019	Industrial Relations for Local Government	Gosford Department of Finance, Services and Innovation	9:30AM

To register for any of these workshops please visit:

<https://www.industrialrelations.nsw.gov.au/resources/events>