

<b>POL</b>	<b>INDUSTRIAL RELATIONS</b>	<b>AES3</b>
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<b>POLICY CODE:</b>	AES3
<b>DIRECTORATE:</b>	Executive Support Department
<b>BUSINESS UNIT:</b>	Executive Support Department
<b>SERVICE UNIT:</b>	Executive Support Services
<b>RESPONSIBLE OFFICER:</b>	Chief Executive Officer
<b>FILE NO.:</b>	086/001
<b>DATE FIRST ADOPTED:</b>	15 April 1997
<b>DATE LAST REVIEWED:</b>	13 March 2014
<b>ATTACHMENTS:</b>	N/A
<b>DELEGATED AUTHORITY REF.:</b>	AES3
<b>VERSION NO.</b>	1

<b>Dates of Amendments / Reviews:</b>	
DAPPS Meeting:	31 January 2013 27 February 2014
OCM:	8 June 2006 14 February 2013

## **BACKGROUND:**

The City of Cockburn maintains its own Human Resource Service to manage its internal Human Resource and Industrial Relations functions. However, there are times when Council will require the services of an external Industrial Relations advisory service to assist the City of Cockburn in the management of those HR and/or IR functions that are outside the expertise of its own Human Resource Service.

Such services are offered by organisations such as the WA Local Government Association (W.A.L.G.A.) and the Chamber of Commerce and Industry (C.C.I.). Occasions do arise when more specialised legal assistance is required.

## **PURPOSE:**

To ensure that the City of Cockburn maintains good Industrial Relations policies and practices and that whenever such policies and practices are challenged by Unions, individuals or other outside agencies, that the City of Cockburn engages a competent professional to defend itself against such challenges.

## **POLICY:**

- (1) The Chief Executive Officer is authorised to appoint any of the following to represent the City in an industrial relations action or matter, if it is likely that action or matter will be heard in a Court or Tribunal of competent jurisdiction:

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1. the City's Human Resource Manager;
  2. the WA Local Government Association industrial relations advisory service;
  3. the Chamber of Commerce and Industry industrial relations advisory service;
  4. any law firm with specialist expertise in industrial relations law, not limited to law firms on the City's panel of law firms.
- (2) The Chief Executive Officer shall keep Elected Members informed regarding the status of industrial relations actions commenced against the City.
- (3) In this policy, any "industrial relations actions or matters" includes any action or matter pertaining to the relationship between the City and an employee or employees of the City.