



Chairman's Address to the AMMA Annual General Meeting

**Delivered by Mr R Brewer, Chairman & Vice President of the AMMA Board of Directors,
at the AMMA Annual General Meeting held on 4 May 2001.**

It is with deep regret that the AMMA Board notes that Terry Palmer, Chief Executive of Comalco, passed away on 22 February 2001 after a short illness.

Terry had a long and successful career with Rio Tinto and the mining industry.

In 1993 Terry joined the AMMA Board as a Director. In 1995 Terry became Vice President and in 1997 took up the reins as AMMA's President.

During his AMMA tenure, Terry made an outstanding contribution towards improving the profile and professionalism of the Association.

Terry's keynote addresses were exceptional at AMMA's 1999 and 2000 national conferences. Strong leadership, performance enhancement process and engagement of individual capability themes were a feature of Terry's presentations.

When representing AMMA before CEOs, politicians and senior and junior industry representatives, Terry was at ease with one and all.

Terry was widely respected and will be sadly missed.

For the year 2000 I am pleased to report a continued growth in AMMA's membership base and services. This has occurred notwithstanding a continuation of difficult market conditions in parts of the resources sector.

The focus of AMMA services continues to be that of assisting members achieve improved labour productivity through engagement of individual capacity and enterprise focussed employee relations. These services include providing practical advice and training to resources sector managers and staff.

Through recruiting and retaining competent professional staff, AMMA has seen strong demand for its services. In addition to traditional employee relations services AMMA has provided human resource management solutions, management and workplace training.

The reporting year has also seen a continued increase in the use of individual (employer-employee) employment arrangements particularly through the use of federal and State legislation which facilitates such arrangements. The potential for the reversal of the legislative reforms which have facilitated individual employment arrangements remains a concern for AMMA and its members.

The year ahead will bring further uncertainty about the future of workplace relations legislative reform at State and federal level. With six general elections during 2001 at State, Territory and Commonwealth level there is significant potential for many of the workplace relations legislative reforms of the last decade to be reversed. There is no doubt that a reversal of such reforms has the potential to make the task of maintaining globally competitive industries more difficult.

The next period will be marked by the Association's resources being dedicated to making strong representations to all political stakeholders regarding these concerns.