

## Employee Relations Charter

Subject to maintaining appropriate minimum conditions of work and protections for individuals, employers and employees should be able to choose to operate in an environment of internal regulation as opposed to external regulation. This choice is a decision for them and should be subject only to the employer being able to demonstrate, with the free and informed support of its employees, the necessary commitment to a set of core principles.

These core principles are summarised as follows:

- i. The right of all employees to:
  - work in an environment where effective standards of health and safety are in place;
  - join or not join a union with appropriate representational rights;
  - be free from workplace harassment and unlawful discrimination; and
  - have access to appropriate means for internal review of individual concerns or complaints without fear of recrimination.
- ii. Remuneration and conditions of employment that are fair, have regard for community and industry standards and allow scope for recognition and reward of individual, team or organisational performance.
- iii. Establishing a clear understanding of the requirements of an employee's role and providing accurate and timely information to the employees about how they are performing in that role.
- iv. Encouraging a shared understanding of business direction and performance through open communication between the employer and employees.
- v. The obligation of all employees to:
  - work safely;
  - act with integrity and honesty;
  - perform their duties effectively; and
  - act in accordance with the lawful and reasonable directions of the employer.

Legislation must enable genuine choice to employers and employees as to what form of employment regulation is used at the workplace.

The legislative framework should provide for a full range of options for employers and employees including awards and statutorily recognised collective and individual agreements and must not favour one form of arrangement over another. The process of negotiation of an agreement and an agreement once entered into by the employer and employees, should not be subject to outside interference which is unwanted by the direct parties.