



Employment Policy Framework

Industrial Relations Policy



EMPLOYMENT POLICY FRAMEWORK: Industrial Relations Policy

1. SCOPE

- 1.1 The Industrial Relations Policy (**Policy**) is part of the Employment Policy Framework issued by the Department Chief Executive Officer pursuant to section 26 of the *Health Services Act 2016*.
- 1.2 This Policy applies to Health Service Providers established under the *Health Services Act 2016* which at the time of publication includes:
- Child and Adolescent Health Service
 - East Metropolitan Health Service
 - Health Support Services
 - North Metropolitan Health Service
 - South Metropolitan Health Service
 - WA Country Health Service
 - Quadriplegic Centre.
- 1.3 This Policy also applies to the Department Chief Executive Officer as the System Manager.

2. POLICY

- 2.1 The System Manager is responsible for WA health system-wide industrial relations. The Chief Executives of the Health Service Providers are responsible for industrial relations for the Health Service Provider.
- 2.2 This policy sets out the service delivery responsibilities of the System Manager and the Chief Executives of Health Service Providers in relation to industrial relations.

3. COMPLIANCE

- 3.1 The System Manager and the Chief Executives of the Health Service Providers are responsible for ensuring compliance with this Policy.

4. SERVICE DELIVERY

System Manager

- 4.1 The System Manager is responsible for WA health system -wide industrial relations which encompasses:
- negotiation and registration of health specific industrial agreements and subsidiary agreements
 - modernisation and maintenance of health specific industrial awards

- monitoring and evaluating the application of WA health system specific industrial agreements and awards
- monitoring and evaluating the WA health system industrial relations environment.

Health Service Providers

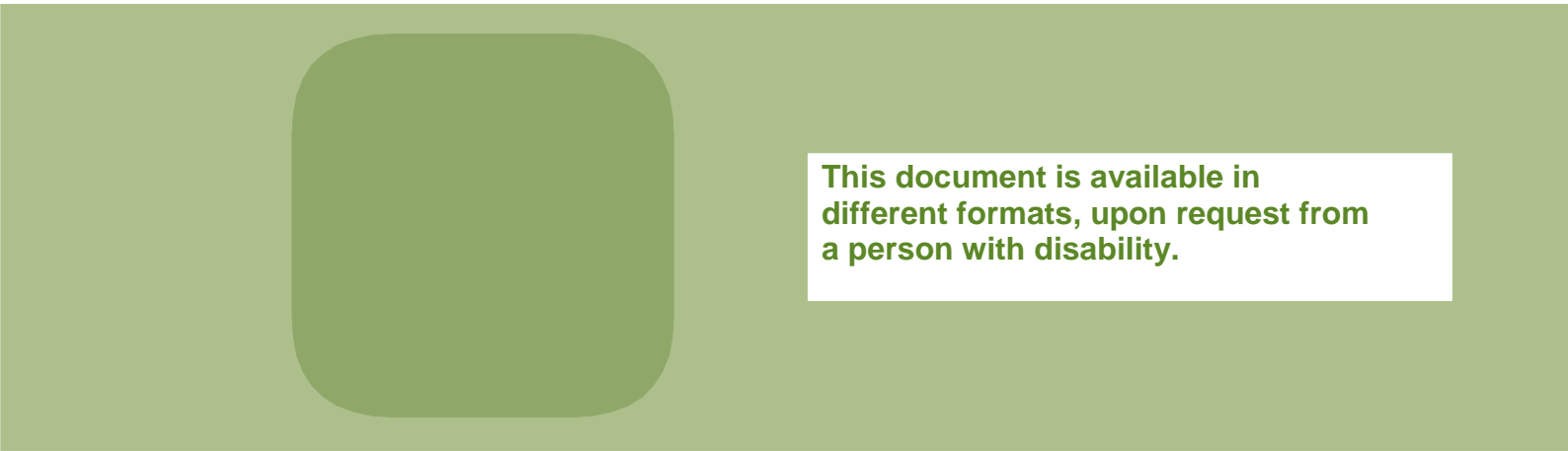
4.2 Chief Executives of the Health Service Providers are responsible for industrial relations matters falling outside the responsibility of the System Manager, including but not limited to, maintaining organisational capability to ensure:

- the interpretation and application of industrial agreements and awards
- the interpretation and application of the WA Public Sector legislative and regulatory frameworks regulating employment and industrial relations
- the management of misconduct matters
- appropriate representation and advocacy in matters before the WA Industrial Relations Commission, Public Service Arbitrator, Public Service Appeal Board and Industrial Magistrates Court
- the engagement with unions and other external stakeholders in relation to the management and resolution of industrial disputes
- compliance with the Employment Policy Framework.

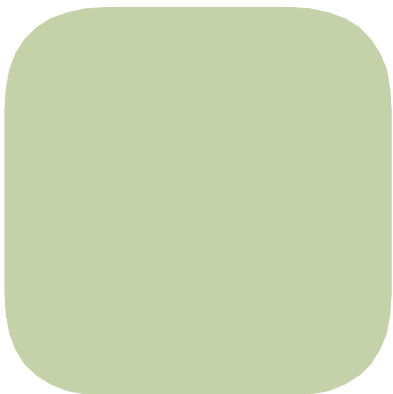
5. RELEVANT LEGISLATION

- *Health Services Act 2016*
- *Industrial Relations Act 1979*
- *Public Sector Management Act 1994*

Copies of the current versions of the above (and other) legislation can be obtained online from the State Law Publisher: www.slp.wa.gov.au.



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