

Bending without breaking

Recent decisions by the Industrial Relations Commission (IRC) clear the way for organisations to confidently negotiate employment conditions directly with their employees using enterprise flexibility agreements (EFAs). To date less than 60 EFAs have been finalised under the new Federal IR laws, probably because many small employers feared they would have to deal with unions. But now with the IRC's ruling that unions cannot take part unless they have members, a huge increase in EFAs is likely.

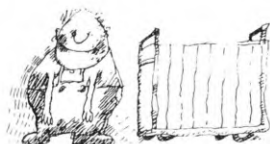
ALIA was among the first Australian organisations to finalise an EFA, which was also the first to be approved by the IRC without alteration. IRC Vice President, Iain Ross, head of the Commission's new bargaining division, warmly

praised ALIA's application as an exemplary model for other employers on how to meet statutory requirements for the new agreements.

Phil Teece, the personnel and industrial services manager at ALIA has now produced the first step by step guide to securing an EFA which includes sample applications and exhibits. *Bending without breaking* (RRP \$27.50, Member price \$22.50 incl postage) can be obtained from National Office, PO Box E441, Queen Victoria Terrace ACT 2600, phone (06) 285 1877.



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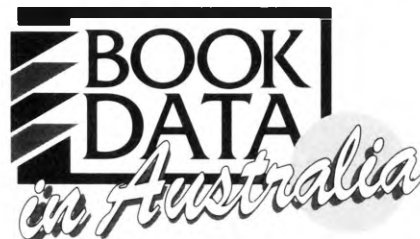
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