

**The Senate Education, Employment and Workplace Relations Legislation
Committee
Parliament House
Canberra**

Dear Senators,

I lodge this submission to the Senate's inquiry re the proposed Australian Workforce and Productivity Agency.

The following email correspondence, especially **the attachment (1), should be read as part of this submission.** The correspondence reflects the beginning of my dialogue with DEEWR, through the departmental Secretary and other DEEWR senior officers, to the current discussions with DEEWR officers and the Minister.

The proposal is for a workplace communications program with workshop, that contributes to the establishment of stimulating, harmonious and productive workplaces.

I and my colleagues are prepared to demonstrate the workshop processes to Senate Committee members or their delegates.

The two page attachment provides a brief summary of the workings of the workplace communications program, titled Workplace Harmony.

The concept combines a number of established and new disciplines eg utilisation of a range of dispute resolution techniques to enhance each employee's people skills, languaging, OHS, listening skills (including profiles), mapping solutions, career development, bullying prevention and EEO issues. The aim is to achieve excellent and harmonious workplaces.

In summary, all intellectual capital within an organisation is fully utilised; thereby encouraging stimulating, satisfying and harmonious workplaces.

The program is specifically designed to encourage a team approach within the organisation including the CEO and all other staff classifications.

As the program is initiated by way of an induction workshop, a positive culture is captured from the very beginning of each employee's tenure of employment with the organisation. The recorded program ensures that refreshment of

training occurs throughout the working lifetime of the individual.

Through this submission, I also express interest in seeking membership on the Agency panel. I will provide my resume upon request. In summary, my working life is highlighted by achievements in promoting harmonious workplaces. I am a qualified mediator, a qualified accountant (FCPA) and a highly experienced executive administrator.

Details included in this submission to the Senate Committee address issues raised in the Explanatory Memorandum to the "Skills Australia Amendment (Australian Workforce and Productivity Agency) Bill 2012". The issues raised in the Memorandum are "to improve long-term workforce planning and development to address skill and labour shortages" and to "specifically address improvements in Australian workforce productivity".

The program identifies what makes an "excellent" Australian workplace and sets out the processes required to train up all members of the staff team whilst at the same time the program also encourages team leaders to ensure that safe, inclusive and harmonious workplaces foster "excellence", thus leading to increased productivity, as a natural by product of the working environment.

I look forward to the opportunity of providing further details to the Senate Committee, or its delegates, in support of this submission.

Yours sincerely

Gerry Hayes
Managing Director
Grantley Resources Pty Limited

Mr Bill Shorten MP
Parliament House
Canberra

Dear Mr Shorten,

I have been communicating with Ms Lisa Paul, and a number of other DEEWR officers, regarding a proposal that addresses a vital need in Australia's workforce relationships.

The proposal is for a workplace communications program. The program, as described in the following email (with attachment) to Lisa Paul, contributes to the establishment of a positive culture within workplaces.

We are currently dealing with

We have been given to understand that you retain your strong interest in the workplace culture aspect of the soon to be formed National Workforce and Productivity Agency and it was suggested that it would be appropriate therefore, to bring our proposal to your attention.

We would appreciate the opportunity of meeting with you so that we can expand on the benefits that our proposal brings to both the promotion of harmonious workplace relations and the strengthening of workplace compliance issues.

legal counsel for the preparation and maintenance of the program, has been working closely with me on this project.

It might be appropriate to mention at this early stage of our discussions that this successful program has been received enthusiastically by both management and staff.

Prior to our program discussions being transferred to _____, as the result of rearranged DEEWR responsibilities, _____ and I met with _____. It was at this productive meeting that we learned of the soon to be established National Workforce and Productivity Agency.

Fortunately our experience, in communicating with DEEWR officers during the past year, has enabled us to clarify our aims, as follows:

- We are encouraged by the disclosure that a National Workforce and Productivity Agency is projected to be established this year and, we believe, invitations will soon be extended to appropriate persons to become members of a forum that will advise the Agency. Our aim is to provide at least one member on that forum.
- Our other, and prime, aim is to introduce, to as many decision makers as possible, the actual workplace communications program, titled Workplace Harmony, and its related Workplace Harmony workshops. The workshops have proven to be excellent induction training sessions in establishing a positive workplace culture - one of the main aims, we understand, of the Agency. To this end, we are prepared to facilitate a one day workshop to government nominated stakeholders.

A fully documented Workplace Harmony program is available for perusal at a meeting.

In conclusion, I refer you to the following email addressed to Lisa Paul and, in particular, the attachment that briefly summarises the program aims and its processes.

I look forward to meeting with yourself or your delegate to progress this exciting program - a program that truly promotes innovative, stimulating and harmonious workplace relations.

Yours sincerely

Gerry Hayes
Managing Director
Grantley Resources Pty Limited

Ms Lisa Paul
Secretary
The Department of Education, Employment and Workplace Relations

Dear Ms Paul

The purpose of this email is to follow up a conversation, held at the AiGroup annual dinner forum last year, between
and yourself regarding an existing workplace communications program that contributes to the establishment of a positive culture within workplaces. was adviser during the period that we created the program.

I would like to discuss the matter further with an appropriate person from your department and would appreciate your assistance in providing me with contact details of the relevant staff member.

Following and attached is a brief summary of the program and the reason for my interest in your department.

I wish to propose, in conjunction with government departments, unions and business groups, a program that is already successfully operating in Australia. The program is specifically designed to achieve harmonious, stimulating and productive workplaces. Key to the program is attainment of quality working relationships between all stakeholders within an organisation. The program aim is to cultivate harmonious workplace cultures. We understand that, since the introduction of the Fair Work Act, the government has expressed an interest in the promotion of positive cultures within Australian workplaces.

I believe DEEWR is the government department that may be interested in proliferating the program because of statements made late in 2009 by Minister Julia Gillard and recent comments made by Bill Shorten MP. Ms Gillard's comments have been well publicised and refer to her desire to achieve **positive workplace cultures** in Australia. Mr Shorten's comment related to bullying in workplaces and he specifically stated that "**Bullying is an absence of kindness and empathy** towards one's fellow human beings". Our program addresses, in detail, the concerns of both Ms Gillard and Mr Shorten. I believe our program to be the way forward in achieving healthy and harmonious workplaces throughout Australia. The program is innovative and topical.

I look forward to the opportunity of discussing the program at a meeting with

your delegate.

as advising solicitor, has played a leading role in the success of the program and has indicated his willingness to also attend any meeting that we are able to arrange. has worked closely with myself over the past 14 years and during the latter half of this period I, as an independent consultant, fully and successfully implemented and managed the program *with a significant Australian Company*.

I await your reply. My best contact numbers are:

Yours sincerely

Gerry Hayes
Managing Director
Grantley Resources Pty Limited