



Building Strong Workplace Relations

Discover how good faith and open communication create thriving workplaces.



Our Commitment to Employees

Good Faith

Dealing with all employees honestly and constructively at all times.

Open Relations

Building productive partnerships with employees and their representatives.

Long-Term Growth

Promoting sustainable development benefiting all stakeholders.



Freedom of Association

Right to Join

Employees may form or join unions of their choice freely.

Collective Bargaining

Unions can engage in negotiations with employers on behalf of members.



Management Responsibilities

01

Chief Executive

Overall responsibility for industrial and employee relations state.

02

Operational Managers

Accountable for maintaining positive relations with employees and representatives.

03

Human Resources

Primary source of information, advice and expertise for all managers.

Open Communication Culture

Regular Contact

Frequent communication maintained with union members and non-members alike.

Ask Questions

Employees encouraged to approach managers about any company matters freely.



Union Relations Framework

1

Legal Compliance

Relations governed by Employment Relations Act and collective agreements.

2

Information Sharing

Providing knowledge about organisational goals and activities to union members.

3

Best Interests

Maintaining relationships benefiting both organisation and employees.

Resolving Employment Issues

Every employment agreement includes plain language explanation of resolution services available.

Get Support

Contact **HR Unlocked** for expert guidance

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