



UNSW
AUSTRALIA

Industrial Relations Research Centre Annual Report 2011

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1. INDUSTRIAL RELATIONS RESEARCH CENTRE KEY FACTS

1.1 PRESIDING FACULTY: Australian School of Business

2. SUMMARY OF THE CENTRE'S PERFORMANCE IN RELATION TO ITS IDENTIFIED OBJECTIVES

The Industrial Relations Research Centre (IRRC) is a grouping of scholars, associates and visiting researchers from inside and outside UNSW,

2.2 Collaboration among researchers and with industry

- In 2011 the distinctiveness of the IRRC continued to be demonstrated through close collaboration across disciplines, not only with colleagues from the School of Management and the Korean Research Institute, but also with the School of Business, UNSW Canberra, and with economists, including members of the Society of Heterodox Economists, and social scientists and social policy researchers at UNSW. The strong support and mentorship of Emeritus Professor G.C. Harcourt and Emeritus Professor John Nevile were particularly valued.
- The IRRC maintained collaborative links with a range of other research centres - for example the Workplace Research Centre at Sydney University, which referred a job evaluation project to the IRRC; the Centre for Workplace Futures at Macquarie University; the University of Ballarat,
- The IRRC has involved Early Career Researchers (ECRs) in its grant applications or engaged them as research officers with a view to mentoring towards future grant-funded collaboration – examples include mentorship of ECR Dr T. Wilcox in applying for an ASB research grant in order to work with Professor Michael O'Donnell and Deputy Director Anne Junor on CEO communication; work with Dr Doug Fraser to publish the outstanding model of Growth Skills from his PhD
- The IRRC hosted International Visitors under four types of arrangement:
 - Short-term visits, for the purpose of giving seminar papers or collaboration on research grants or publications
 - Sabbatical visits for a duration of three to nine months
 - Accommodation and support for visiting research students
 - Extended visiting arrangements for the purposes of ongoing research collaboration. This arrangement recognizes the increasingly virtual nature of collaboration and meetings, and extends web-based facilities to research partners when they are not on-site.
- Research collaborations included those with academic researchers in:
 -

- *Deregulation or Lawlessness in Workplace Health and Safety*
Professor Andrew Watterson, University of Stirling 7 July 2011.

Media work 2011

- **Michael Quinlan**, 15 March Managing TeleWorkers: Coming to Grips with Remote Control statement in Knowledge@ASB
- **Michael Quinlan** 10 July Workplace bullying, ABC Radio National
- **Michael Quinlan**, 16 August. Death at Work: From Red Tape to Real People report on research in Knowledge@ASB
- **Michael Quinlan**, 12 December, Employee Safety: New Rules on the Risks of Working from Home, statement in Knowledge@ASB
- **Anne Junor** , A Good Look at Invisible Skills, *Boss Magazine*, AFR, 11 March
- **Anne Junor** Briefing of Paul Bibby, SMH, Casualisation , 28 March
- **Anne Junor** Briefing of journalist on flexibility issues resulted in articles on Curtin FM 16 Oct, by Helen Davidson news.com.au October 17, 2011, Herald Sun October 18, and *The Sunday Territorian* October 18.
- **Anne Junor** Briefing of Sue White, Women and Technological Change in the Workplace, *My Career*

3. EXPLICIT LIST OF THE CENTRE'S OBJECTIVES FOR THE COMING YEAR, 2012.

The goals can be summarised under the headings of:

- a) Consolidation, Focus and Distinctiveness;
- b) Collaboration and Inclusion
- c) Social Impact

CONSOLIDATION

The IRRC moved in 2012 to consolidate and clearly define its research strengths and interests. Strong progress has been made in implementation, and this will continue in 2012 as follows:

- Continue to improve the quality and impact of the *Economic and Labour Relations Review*, with the transition to on-line submission and commercial publication.
- Increase the number of *ELRR* issues per year from three in 2011 to four in 2012
- Increase *ELRR* subscriber numbers and subscription prices
- Work towards inclusion of the *ELRR* in Thompson Reuters' Social Sciences Research Index and Current Contents
- Continue to improve the content and visibility of the Centre's website and use it as an avenue for disseminating research outputs
- Further build the relationship with the ASB Media Unit, through designated IRRC media spokespeople for key issues
- Develop the collaboration with Socie
- Furth

4. STATEMENT OF FINANCIAL PERFORMANCE CERTIFIED BY THE PRESIDING FACULTY FINANCE MANAGER.

Industrial Relations Research Centre - IRRC			
Statement of Financial Performance			
for the Year Ended 31 December 2011			
		Notes	[Reporting year]
			[Previous year]
			\$
Funds			\$
	Research Revenue		127,490.00
	Subscriptions		7,080.77
Total Funds			134,570.77
			112,207.34
Costs			
	People Costs		102,920.23
	Contract & Consulting Services		21,161.33
	Repairs and Maintenance		1,762.36
	Consumables		11,111.31
	Travel		4,827.67
	Marketing (ELRR)		3,024.06
	Equipment		2,922.82
	Contract Research Ohead		4,615.38
Total Costs			152,345.16
			128,808.16
Operating result		(1)	-17,774.39
			-16,600.82
Opening Balance		(2)	41,864.97
			58,465.79
Closing Balance			24,090.58
			41,864.97

5. STATEMENT OF IN-KIND CONTRIBUTIONS INCLUDING ACADEMIC AND OTHER SALARIES, INFRASTRUCTURE AND OTHER RESOURCES PROVIDED TO THE CENTRE

Academic and Other Salaries:

Table 2 Imputed In-Kind and Grant-Funded Staffing Contributions to and by IRRC 2011, known

Source	Contributed to IRRC	Contributed by IRRC Grant \$\$ and value of voluntary work attracted
Australian School of Business	\$29,497 (2011-March 2012)	
School of Management UNSW	\$64,999 (2011-March 2012)	
Other ASB Schools	\$21,598 (2011 - March 2012)	
Other UNSW Schools	\$1,478	
External – Transport & Logistics Centre	\$66,000	
External - EDFO		\$180,949
External – ARC and Linkage Partners		\$66,000
External – other contracts		\$144,750
Donated time – Unpaid Adjuncts		\$254,909
Publications in Respubs from external Associates		\$5000pa
ELRR Subscriptions		\$7000pa
Total	\$118,192	\$617,341

Notes:

- (1) Refers only to portions of projects carried out in Centre (three projects are shared with Schools)
- (2) Not all allocations yet included for 2012 and beyond.
- (3) Does not include non-staffing elements of research grants and contracts

6. INFRASTRUCTURE AND OTHER RESOURCES PROVIDED TO THE CENTRE

6.1 Independent Facilities

The IRRC occupies 3 rooms in the Quadrangle Building (Quad 1017A-C). These are shared by the Deputy Director, the Editorial Co-ordinator, the Admin Officer, Consultants, Research Assistants, an Adjunct Emeritus Professor and Visiting Scholars. The IRRC has a compactus housing a library of donated books in the shared open space. The co-location with the Korean Research Institute (KRI) is valuable.

6.2 Shared Facilities

Kitchen, meeting room, and printer/photocopier (jointly rented) are shared with KRI. A further meeting room with smartboard and electronic whiteboard are shared with KRI and IT@ASB. Most Associates from inside and outside UNSW, provide their own office space on or off campus.

7. DETAILS OF ANY PUBLICATIONS, RESEARCH PROJECTS, CONSULTANCIES AND OTHER SCHOLARLY ACHIEVEMENTS ASSOCIATED WITH THE CENTRE DURING 2011

C.

- B. United Firefighters Union Victoria – Cost/Benefit Analysis of Adoption of Country Fire Authority Classification Structure by Metropolitan Fire Board**
- A. Junor, Di Fruin May-June 2011
 - Referral from Workplace Research Centre - IRRC reputation for job analysis. Accepted for reputational reasons; partly sub-contracted to job analysis/job evaluation expert Di Fruin; completed.
- C. Australian Services Union – Analysis of Social and Community Service Jobs**
- Followed on from Expert Witness statement - in ASU application to Fair Work

7.3 Other Scholarly Achievements

Books and reports by IRRC members/associates

IRRC (2011a) (Junor, A. and Fruin, D. Authors) Proposed Transition to CFA Classification Structure: MFESB Administrative and Operational Support Staff Agreement, Report to United Firefighters Union, Victoria (23 pages).

The Transport and Logistics Centre, The Industrial Relations Research Centre, University of New South Wales, Australia

Date Posted: March 19, 2011

Working Paper Series

42 downloads

A Targeted National Maritime Training Strategy

UNSW Australian School of Business Research Paper No. 2011-IRRC-03

Daryll Hull

The Transport and Logistics Centre, The Industrial Relations Research Centre, University of New South Wales, Australia

Date Posted: March 19, 2011

Working Paper Series

14 downloads

Workforce Development Needs in the Australian Transport Industry: An Overview of the Evidence

UNSW Australian School of Business Research Paper No. 2011-IRRC-04

Doug Fraser

School of Business, Australian Defence Force Academy

Date Posted: March 28, 2011

Working Paper Series

10 downloads

Recognising the Skills of Experience in Segmented Labour Markets: Prospects for Personal Carers and Road Transport Drivers?

UNSW Australian School of Business Research Paper No. 2011 IRRC 05

Anne Junor , Ian Hampson , Mary Gatta and Lucy Taksa

Industrial Relations Research Centre, University of New South Wales , University of New

Safety (Consequential Amendments and Related Provisions) Bill 2011, 27
December.

***Junor, A.** (2011) Fair Work Australia,

In September 2011, Ms Rosslyn O'Grady was appointed on the basis of a competitive advertisement to a fixed term position, initially at a fraction of 0.4, out of funding from the Building Professional Skills Project. This funding was part of the research grant from EDFO, and was designed to release A/prof Junor from administrative work in order to focus on this and other research projects.

Mr Jason Antony continued to work as a RA for 5 hours a week for the IRRRC and 25 hours a week for TALC, funded by a research grant from the latter.

In 2011, Margaret Wallace was employed on a casual basis, mainly to implement a publication and marketing strategy for ELRR, including the development of a ScholarOne journal article submission and review tracking site.

Dr Doug Fraser was engaged through the IRRRC on a short term basis as a RA, working on a study of skills and productivity for TALC and on the Aircraft maintenance Linkage project.

9. LIST OF TEACHING AND RESEARCH SUPERVISION CARRIED OUT BY THE CENTRE ON BEHALF OF ACADEMIC UNITS

Thesis supervision by IRRRC Associates with no other UNSW Affiliation

9.1.

February 17 2011. Present : Professor Michael Quinlan (Chair), Professor Roger Simnett (Associate Dean Research), Peter Kriesler, Julie Cogin, Anne Junor

August 23 2011. Present: Professor Roger Simnett (Associate Dean Research; Chair), Daryll Hull, Peter Sheldon, Anne Junor

10.2 Advisory Committee:

March 8 2011. Present: Professor Lucy Taksa (Chair), Professor Michael Quinlan, Professor Daryll Hull, His Honour Justice Lance Wright, Philippa Hall, Anne Junor.

November 29 2011. Present: Professor Lucy Taksa (Chair), Professor Michael Quinlan, His Honour Justice Lance Wright, Professor Daryll Hull, Professor Geoffrey Harcourt, Tim Harcourt, Brett Reed, Philippa Hall.