



Interest-based bargaining: A better way to bargain

Enterprise bargaining in Australia typically involves a transactional process where a union issues an employer with a log of claims and the employer returning serve with its response, which is followed by adversarial, concessional bargaining until an end point is reached.

In many cases, this transactional process creates collateral damage and a deterioration in relationships which can take years to overcome.

However, unlike most business transactions where the value is in the transaction, in the workplace the real value is derived from the quality of the ongoing relationship, and the shared commitment to success

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- more than \$15 billion in coal chain infrastructure and other works completed ahead of schedule, and under budget, with no lost time due to industrial disputes and an exemplary safety record;
 - significant productivity gains in the power Industry, including a reduction in industrial disputation;
 - transformation of a local Council to an 'Employer of Choice'; and
 - Innovative solutions to difficult issues.

So much so, the "Hunter Model" has been taken up by the FWC as the foundation of its "New Directions" initiative.

Recent success

Interest Based processes have been used with great success in recent times across a range of industries both in the private sector and public sector, including in:

- Construction;
- Local Government,
- Electricity; and
- Banking and Finance.