

INDUSTRIAL DEMOCRACY

1. The AEU supports the implementation of industrial democracy in schools and other workplaces, and accepts the definition of industrial democracy as:
“significant involvement of staff in decision making through structures and processes which involve the sharing of responsibility in the workplace”.
2. The AEU believes however, that genuine industrial democracy must involve a transfer of power from management to employees as well as more participative management practices.
3. The AEU believes that industrial democracy in the ACT public sector must:
 - (a) have a statutory basis for structures set up.
 - (b) recognise the role that unions have in representing the interests of employees.
 - (c) have resources provided by the employer to be effective including training of employees, publishing newsletters and secretarial and support staff.
 - (d) provide for a time release for union representatives in the workplace and those on central structures. In addition, relief staffing should be provided if necessary.
 - (e) actively encourage union membership and participation.
 - (f) have structures and processes endorsed by unions involved in the area.
 - (g) enable unions to retain independence of action where consultative and participative processes fail.
 - (h) involve workplace structures which have agreed functions and powers and are binding on the principal/manager.
4. The AEU will:
 - liaise closely with other unions present in ACT education in the implementation of industrial democracy;
 - identify the training requirements with regard to participative decision making in all member workplaces;
 - incorporate the industrial democracy process, wherever possible, in all organising practices undertaken by the Union.