



# Smart Workplaces Program

## *Project worksheet*

<b>Project name</b>	Smart Workplaces Program		
<b>Project location</b>	Brisbane, Queensland		
<b>Client</b>	Department of Employment and Industrial Relations, Queensland Government		
<b>State date</b>	2007	<b>Completion date</b>	2008

**Senior staff involved** Professor Adrian Wilkinson, Chief Investigator (Griffith University)  
Professor Greg Bamber, Chief Investigator (Griffith University)  
Dr Cameron Allan, Chief Investigator (Griffith University)  
Associate Professor Ian Glendon, Chief Investigator (Griffith University)

**Project description** This project sought to actively foster cooperative productive labour relations in Queensland workplaces between employers, employees and unions. The team selected two enterprises in which the current management strategies and enterprise outcomes were investigated and evaluated with reference to the academic literature and the Government–client’s brief.

In both cases, managers aimed to involve and engage employees through a range of mechanisms such as two-way consultations, representation and problem solving; surveys; social media platforms; and project teams. Human resources strategies in both workplaces also included ways to engage with employees and enlist their cooperation.

**Services provided**

- A report was prepared and presented to the collaboration partner.

**Project relevance** This project has led to the award of a competitive, nationally funded Australian Research Council (ARC) Linkage grant (plus in-kind and partner contributions from Department of Justice and Attorney–General, Queensland Government) which concluded in 2012 and included a three-year Postdoctoral Research Fellowship.

The project addressed the internal dynamics of collaborative union and non-union relationships with managers in Australian workplaces, and specifically researched the processes and outcomes (e.g. equity, efficiency and voice) from the relationships with all stakeholders.