

# A UNIFIED VOICE

Driving **effective workforce outcomes**  
for the resource industry experts





**AMMA** (the Australian Mines and Metals Association) is Australia's national resource industry employer group, a unified voice driving effective workforce outcomes.

Having actively served resource employers for more than 90 years, AMMA's vast membership covers employers in every allied sector of this diverse and rapidly evolving industry.

Our members directly and indirectly employ more than half a million working Australians in mining, oil and gas, maritime, exploration, energy, transport, construction, smelting, and refining as well as suppliers to these industries.

With a national presence and the most specialised resource industry knowledge in Australia, AMMA members can be assured their views on industry and workplace policy issues are heard.

#### **MEMBERSHIP CATEGORIES**

AMMA offers a range of membership categories for employers in the resource industry, including suppliers and allied sectors.

Members in every category receive the benefits of AMMA's experience in influencing policy, our specialist workforce consultants, lawyers and trainers as well as the networking and marketing opportunities to other members.

Categories include:

- AMMA Membership
- Early Explorers & Producers
- Associate Membership
- Industry Alliance

Further details on AMMA membership and examples of our work are available at: [www.amma.org.au](http://www.amma.org.au)

# BENEFITS

of AMMA Membership

## 1. POLICY DEVELOPMENT AND LOBBYING

### Building a better policy and legislative environment

Throughout its history dating back to 1917, AMMA has forged a strong reputation for our strategic lobbying efforts on workplace relations legislation and policy matters.

AMMA's policy development and lobbying delivers effective workplace relations outcomes for its members and the entire resource industry.

This is achieved through the cohesive, bipartisan delivery of our members' interests to government, media and other stakeholders.

#### AMMA'S UNIFIED INDUSTRY VOICE PROVIDES:

**Strength in numbers** – AMMA members achieve greater government influence than they can individually;

**Influence where it matters** – AMMA is recognised by all levels of government as an integral and formidable association of industry stakeholders;

**Credibility** – Recognised for our industry expertise and specialist team members, AMMA's policy positions directly assist resource employers and speak with authority to government and other stakeholders;

**Independence:** AMMA's united industry voice allows individual member companies to remain publicly distanced from delicate or sensitive issues.

**Objectivity** – Collective industry representation means AMMA members do not appear to be pursuing an agenda based on self-interest;

**A whole of industry perspective** – AMMA pursues the collective and long-term interests of the entire resource industry, based on the direct feedback of our members;

**Government relationships** – Members of AMMA have direct access to key contacts within all levels of government;

**Effective communication** – AMMA adopts strategic lobbying and communication techniques to affect maximum influence and industry pressure.

AMMA's active influence on changes within the workplace policy space has resulted in great benefits and extensive cost savings for our members and the wider resource industry.

Our policy development and lobbying activities are constantly evolving in line with the shifting political and legislative environments, to the point where AMMA is viewed as one of the most proactive and dynamic industry employer groups in Australia.

AMMA lobbies on behalf of its members on a range of policy issues including;

- Superannuation
- Workplace taxation issues
- Safety
- Skilled Migration
- Training
- Labour sourcing
- Skills
- Workforce participation

AMMA also works with resource employers and government to address significant industry issues.



## AMMA IN ACTION

### Policy development and lobbying

#### IR POLICY SUBMISSIONS:

AMMA was the driving force behind a significant revision to the 457 Visa program in late 2011, with our consistent industry submissions and lobbying efforts meaning businesses were granted more efficiencies around the sponsored skilled migration scheme including faster processing times.

AMMA has also played an integral role in the development of the National Mining Regulations under the new nationally-harmonised work health and safety legislation. Our industry submissions, consultations and lobbying efforts enabled AMMA and its members to influence the policymakers on all aspects of the process.

With our longitudinal study into the impacts of the Fair Work Act demonstrating an adverse IR legislative environment, AMMA continues to be a vocal critic of the Act's provisions that are affecting our industry's economic performance and productivity. These studies, coupled with our 'Top Ten IR Reforms' lobbying campaign, has been the key voice for legislative change to the Fair Work Act.

The Australian Building & Construction Commission also incorporated key recommendations from AMMA's submission in its final report on sham contracting, demonstrating a sound approach to the issues and effective industry consultation.

#### AWRA:

AMMA has partnered with industry and government to establish AWRA; the Australian Women in Resource Alliance to increase female participation in the sector to 25% by 2020.



#### TRIBUNAL AND COURT CHALLENGES:

AMMA's ongoing involvement in significant court and tribunal cases has ensured that Fair Work Australia (FWA) is consistently challenged on decisions that are detrimental to our members and also the public interest.

In the ADJ contracting case, AMMA intervened to support the appeal of a decision in which FWA endorsed controversial agreement content related to right of entry, contractor usage and employer encouragement of union membership.

AMMA represented its member Technip Oceania in an appeal against a FWA decision that allowed a union official to represent an unrelated group of workers as an 'individual' bargaining representative.

The high-profile JJ Richards case saw AMMA file an application to the Federal Court to challenge a FWA interpretation that allowed a minority of employees to take protected industrial action, later dubbed the 'strike first – ask questions later' ruling.

The lobbying and media efforts around these cases brought the adverse ruling to the national public's attention and further promoted the interest of AMMA members.

*"The clarity of AMMA's leadership in making the case for labour market reform that works for its members and their workplaces is an asset, not just to the mining and resource industry but to the economy as a whole."*

*Peter Anderson, Chief Executive, Australian Chamber of Commerce and Industry*

# BENEFITS

## of AMMA Membership

## 2. WORKFORCE CONSULTANCY SERVICES

A national network of resource industry experts

Membership of AMMA provides access to specialised workforce consultancy professionals in every facet of Australia's prosperous resource industry.

We provide seamless consultancy services on workplace relations, human resources, employment law, training and development, migration and communications and public affairs.

AMMA's workforce consultancy services are offered on a competitive fee-for-service basis, calculated on either a project or hourly/daily rate. AMMA members receive further significant savings, representing exceptional value in comparison to traditional law or consultancy firms.

### WORKPLACE RELATIONS, HUMAN RESOURCES AND EMPLOYMENT LAW

AMMA's team of consultants is highly knowledgeable and specialised in the most pertinent resource industry issues, with the experience to deliver innovative workforce solutions at any level.

Services include the development of strategic workplace relations management plans, advice on terms and conditions of employment, representation in Fair Work Australia and other tribunals, advice on union right of entry, unfair dismissal, discrimination and more.

### TRAINING AND DEVELOPMENT

AMMA is an Australian Registered Training Organisation (RTO) and delivers both Nationally Accredited Training programs, as well as our specially-designed suite of industry-specific training and development courses.

The customised programs are delivered by resource experts in capital cities, regional centres and onsite for AMMA members, covering a wide range of workforce development content.

Popular courses include AMMA's Resource Industry Leadership Program, discrimination compliance and nationally recognised qualifications including certificates in HR management and training and assessment.

AMMA also conducts a calendar of skills training in leadership development and employee relations.

### MIGRATION

As sourcing skilled labour from overseas proves an integral strategy to fulfilling current and forecasted skills shortages, AMMA Migration Services is proactively assisting members in all their migration needs, ensuring compliance with the Migration Act.

Our services include 457 and other visa applications, employer-sponsored migration matters, labour agreements, resource industry Enterprise Migration Agreements and more.

AMMA Migration Agents Registration Number (MARN) – 1066493.

### COMMUNICATIONS AND PUBLIC AFFAIRS

AMMA provides access to media and public affairs strategists with extensive experience in communications and workforce issues. We can develop and assist with the implementation of targeted communications and public affairs plans for resource industry employers.

Services include key stakeholder engagement strategies, linking communications and media plans to workplace bargaining strategies and the development of campaigns from creative to production.

## AMMA IN ACTION

### Workforce Consultancy Services

#### GORGON PROJECT:

AMMA's expertise is integral to the workplace relations planning, IR consultancy and contractor management on the Gorgon Project, operated by our members Chevron, ExxonMobil and Shell.

Gorgon is one of the world's largest single natural gas projects, generating \$43 billion in capital value and 10,000 new jobs for Western Australia.

Following the successful pre-planning and execution phases, AMMA is continuing to provide specialist IR advice to both the Gorgon Upstream Joint Venture (GUJV) and Kellogg Joint Venture Gorgon (KJV - downstream).

*"AMMA works closely with its contractor members to ensure a proactive and effective outcome for all parties involved, with any obstacles identified and resolved."*

*David Lansbury – Senior Industrial Relations Advisor, GUJV*

*"AMMA's knowledge and experience within the offshore maritime industry is second to none. They have been invaluable in providing advice and assistance on the Gorgon Project."*

*Michael Creedy – Employee Relations Manager, KJV*

#### SHUTDOWN PROJECTS:

AMMA has forged a reputation as the industrial relations service provider of choice for resource companies undertaking major and often lengthy shutdown maintenance work.

BHP Billiton engaged AMMA to provide the workforce relations planning and onsite IR advice for a two-week major outage at its Kalgoorlie Nickel Smelter – an operation that involved more than 500 contractor employees.

Similarly, our consultants guided BP Refinery Kwinana in planning and executing its intense three-week shutdown period that saw in excess of 500 contractors engaged in maintenance operations.

Other large-scale shutdown projects that benefited from

AMMA's expertise include Minara Resources' Murrin-Murrin Operations Shutdown, managing more than 600 contractor employees.

*"AMMA's assistance to Minara with the IR planning and onsite support was a key factor in the successful execution of our triennial shutdown."*

*Peter Baughan, General Manager Human Resources - Minara Resources*

#### QUEENSLAND RESOURCES PROJECTS:

AMMA's industrial relations expertise has been heavily utilised on Queensland's three major coal seam gas (CSG) projects, being undertaken by QGC, Santos and its GLNG joint-venture partners and the APLNG alliance between Origin and ConocoPhillips.

With more than \$60 billion of total capital value and thousands of new jobs forecasted, AMMA's specialist workforce planning and IR consultancy is playing a vital role in the state's resources future.

AMMA is also continuing its IR project management for major contractors involved with BHP Billiton's Coal Hub project, which represents the most significant involvement of AMMA in coal construction projects in Queensland to date.



# BENEFITS

## of AMMA Membership

### 3. EVENTS AND INFORMATION SERVICES

Facilitating the sharing and enhancement of industry knowledge

AMMA events have a renowned reputation as great forums to share relevant and topical information, engage in training workshops and seminars, and learn from notable businesspeople and identities within the resource industry.

Held midway through the year, the AMMA National Conference is the marquee annual resource industry event and continues to innovate and improve each year.

The AMMA West and East Coast Conferences are held on either side of the national event, with each carefully tailored program similarly well-supported by AMMA members and wider resource organisations.

In 2011, AMMA also introduced its inaugural Skilled Migration Conference into an already comprehensive calendar of events – proving a big success.

Regular industry briefings and member forums are hosted by AMMA throughout the year. Held in various locations and covering all challenging workforce issues, these popular events offer solutions to these challenges and provide opportunities to interact with industry leaders.

AMMA members receive complimentary attendance to industry briefings, while receiving significant discounts to AMMA's large conferences and a range of specialist events throughout the year.

#### SPECIAL INTEREST GROUPS (SIGS)

The Special Interest Group (SIG) opportunities within AMMA are a highly popular and valuable membership benefit.

As member-only forums, AMMA's SIGs comprise a small number of member companies operating within a specialised and/or specific sub-sector of the Australian resource industry. These SIGs meet quarterly and provide a platform for members to discuss industry trends, voice issues, share knowledge in an intimate setting and shape AMMA's policy and lobbying efforts.

New Special Interest Groups are constantly being created by AMMA at the request and demand of our members, with current SIGs including:

- QLD Gas
- Offshore Construction
- Kalgoorlie Gold Fields
- Hydrocarbons
- Vessel Operators
- Coal
- Training and Development
- Health and Safety
- Construction
- Remotely Operated Vehicles
- Offshore Drilling
- Metalliferous Mining
- Refining
- Processing
- Onshore Driller



## AMMA IN ACTION

Industry news and events

#### AMMA 2011 NATIONAL CONFERENCE

Moving to the East Coast of Australia every second year, in 2011 the AMMA National Conference was held on the Gold Coast and involved delegates from mining, coal seam gas, construction, transport, ports, contract mining and allied services.

The event was an overwhelming success with large numbers of attendees, a record number of exhibitors, well-received keynote speakers and the inclusion of networking events, break-out sessions and workshops.

Keynote speakers and topics in 2011 included:

- Newcrest Mining CEO, Ian Smith: *Changes, challenges and opportunities for the resource industry*
- Bernard Salt, renowned demographer and social commentator: *Choices in Resources*
- Dave Oliver, AMWU National Secretary: *Productivity Bargaining in Australia*
- The Hon Joe Hockey MP, Shadow Treasurer who presented a political session
- Author of *The Boss*, Andrew O'Keeffe: *Successful leadership using human instincts*
- Helen Conway, Director, Equal Opportunity for Women in the Workplace Agency: *Mining the Gap – Women and Diversity in the Resource Industry*

The 2011 National Conference covered challenging workforce issues, addressed new trends and offered innovative human resources, communications and migration advice and solutions.

#### SKILLED MIGRATION CONFERENCE

The 2011 events calendar saw AMMA host its first one-day conference devoted exclusively to skilled migration issues and featuring high profile speakers including the Minister and representatives from the Department of Immigration & Citizenship. The July conference, *From Passports to Hardhats – Sourcing skilled workers from overseas for Australia's resource industry*, was held in Perth and achieved excellent attendance numbers.

This much-anticipated industry event covered:

- Government policies and plans in the skilled migration area

- The latest developments in temporary skilled migration visas
- Employer experiences with skilled migration
- Panel sessions on the needs and equal treatment of overseas skilled workers
- The implications for Australia of not having sufficient skilled labour
- The English language testing requirements: How difficult are they?

*“The annual AMMA Conference consistently assembles people in their field of expertise to share their knowledge and views on present and future trends.”*

**Mal Hallman, General Manager HR, Minerals and Metals Group**

#### AMMA BULLETIN

AMMA is focused on ensuring members are informed on the latest resource news and political developments.

Published fortnightly, the *AMMA Bulletin* is a comprehensive round-up of industry news, IR/WR issues and AMMA activities delivered to members in an accessible e-publication.

In the *AMMA Bulletin*, members can read:

- Exclusive commentary from AMMA's chief executive and department directors;
- In-depth feature articles on the most hard-hitting IR/WR issues;
- News stories and statistics relevant to the national industry;
- State roundups – pertinent news for members in each state and territory;
- Relevant Fair Work decisions and their implications for AMMA members; and
- The latest on AMMA events, training and membership.

# BENEFITS

## of AMMA Membership

### 4. INDUSTRY RESOURCES

Connecting companies and candidates



AMMA miningoilandgasjobs.com was created by the resource sector to address industry concerns about skills shortages and in response to National Resources Sector Employment Task Force (NRSET) recommendations.

Employers, candidates and recruiters now have one comprehensive industry-dedicated site where they can connect.

The first and only online recruitment and careers centre for the Australian resource industry, AMMA miningoilandgasjobs.com provides both an online jobs board and an extensive Careers and Industry Guide.

#### PROMOTING THE RESOURCE SECTOR

As AMMA is a not-for-profit entity, the revenue generated by miningoilandgasjobs.com flows straight back into the sector through AMMA's work to promote the industry and to encourage long-term careers with sector employers.

AMMA miningoilandgasjobs.com is showcasing the sector and transforming the way employers connect with and foster the development of their employees.



#### ONLINE JOBS BOARD

Powered by the world's leading software, the jobs board uses industry-specific categorisation unique to AMMA miningoilandgasjobs.com.



#### CAREERS AND INDUSTRY GUIDE

The site's Careers and Industry Guide is the most comprehensive resource available today for jobseekers from Australia and overseas looking to work within the sector.



@MiningOilGasJob



mining oil and gas jobs



Mining Oil and Gas Jobs Discussion Group



Read the Blog

## AMMA ASSOCIATE MEMBERSHIP

### AMMA ASSOCIATE MEMBERSHIP

The AMMA Associate Membership Program provides an unparalleled opportunity to promote your products and services to the resource sector. Through AMMA's national industry membership base, the AMMA Associate Membership Program offers a direct link to decision makers including Chief Executive Officers, General Managers, Human Resource Directors, Operations Managers, Training Managers, Recruitment Managers, OHS specialists, Industrial Relations Managers and more.

There are several levels of membership that range from general to specific in their nature depending on the objectives of the Associate Member.

**Platinum** – exclusivity for five members in their business of operations with high level of benefits and brand exposure.

**Silver Plus** – broad range of benefits to reach target audience and objectives.

**Silver Plus Services** – specific category for recruitment and training companies with specific benefits.

**Migration Partner** – bespoke commercial arrangement in relation to AMMA Migration service.

**Training and Development Partner** – bespoke commercial arrangement in relation to AMMA Training and Development.

### AMMA miningoilandgasjobs.com

**Alliance Partner** – sponsored partnership with AMMA's industry driven jobs board and careers and industry guide.



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