

PART B: A Fair Go at Work

7. Communication

- a. Commitment: The ILC is committed to communicating effectively with the ILC and stakeholders. In recognition of this commitment, the ILC in consultation with employees has implemented the ILC Communication Framework.

8. Consultation

- a. Management Commitment: The ILC is committed to effective and meaningful consultations with employees and their representatives in making decisions that affect employees through:
 - i. Providing employees and where they choose, their representatives with relevant information at the earliest opportunity, including in writing if requested;
 - ii. Providing opportunities to consider employees' views, including sufficient time to express a view, to usefully influence the decision and negotiate alternative options;
 - iii. Establishing formal consultation mechanisms through committees or forums. Employees should limit their involvement to one or two formal roles to allow a wider range of employee participation and a better balanced representation;
 - IV. Management informing employees how decisions were made, including how their views were considered.
- b. For the purpose of this Agreement 'consultation' means:
 - i. Providing relevant information to employees and, where they choose, their representatives about impending changes, decisions, reviews or other issue that impact on them so that they are able to meaningfully participate in debate: and, for this to be effective, the participation must contribute to the decision making process not only in appearance, but in fact;
 - ii. In making decisions, taking account of the views expressed by employees and, where they choose, their representatives; and
 - iii. Explaining decisions that have been made, including how the views of employees and where they choose, their representatives were taken into account.

Source: Taken from - "A Fair Go at Work", Part B, Indigenous Land Corporation Enterprise Agreement 2011-2014.