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Commerce Ballarat News Bulletin 2 – 8 July

Quote of the Week:

“It is not the employer who pays the wages. He only handles the money. It is the product that pays the wages.” Henry Ford

B.L.E.N.D

GMHBA & Quest

7-11 Dawson St Nth, Ballarat
Wednesday 28 July, 5.30pm – 7.30pm
Members Free
Non Members \$16.50

Are you 39 and under and looking for an opportunity to share ideas and impressions of today's business world? Drinks and savouries provided.

505 Club

WIN Television

Walker Street
Thursday 11 August, 5.30pm – 7.30pm
Members Free
Non Members \$16.50

An evening of networking and fostering relationships to grow your business. Drinks and savouries provided

New TenderWrite Series

August, October, November
More details soon

Ballarat BIGGEST Ever Bloke's BBQ

Mercure Ballarat Hotel & Convention Centre

Friday 16 September

Ballarat's BIGGEST Ever Bloke's BBQ will provide an entertaining approach to men's health. With all funds raised from the event going to the local national Prostate Cancer Foundation this is a great opportunity for your business.

We are looking for support from a number of local businesses, if you would like to support the event financially or through in-kind support please contact Jodie Gillett on Jodie@commerceballarat.com.au

Commerce Ballarat Ambrose Golf Day

Midlands Golf Course

Friday 11 November
\$300 (includes Golf, BBQ and drinks on course)
N.B Teams can only be hosted by Commerce members
Novelty holes and raffle to benefit
Limited numbers

Members News

ties

training opportunities in Ballarat during July, August
re that you take advantage of these valuable local
training opportunities. visit www.vecci.org.au

Last chance to nominate for Commerce Ballarat Business Achievement Award!

This year Commerce Ballarat is introducing a new annual award that will be nominated by our members and voted on by the Board. This award will be to recognise either an individual or a business who has contributed over many years to business and the whole of the Ballarat community. To nominate email Jodie@commerceballarat.com.au stating in 50 words or less why they believe the nominee should be considered. **Nominations close 5 pm today Friday 8th July.** The award will be presented at the CGU Commerce Ballarat Business Excellence Awards Gala Dinner on 25 August. [Click here for criteria](#)

Small business begrudgingly wishes the Fair Work Act a happy second birthday

1st July marked the Fair Work Act's second birthday but Victorian small business were singing 'happy birthday' through gritted teeth.

VECCI Manager – Workplace Relations Policy, Alexandra Marriott says the Fair Work reforms have caused consternation to business, to industry and to employers from the get-go. "What we have now is a very unwieldy industrial relations system in Australia," says Ms Marriott. "Many employers feel the clock has been turned back. And while not all businesses have been directly impacted by some of the more contentious aspects of the Act – all businesses are sensitive to the fact that the industrial game has changed.

"Decisions by Fair Work Australia on key aspects of the architecture of bargaining in the Fair Work system, ranging from industrial action to representation rights, demonstrate that the system is, indeed, precarious. "This precarity will only continue while unions continue to seek to test the parameters and intention of the Act. "In the workplace, the Act has proven to be proscriptive with modern awards continuing to trouble employers – in some cases, increasing costs (transitional provisions notwithstanding) and often causing confusion.

"Rather than a return to the politics surrounding the industrial relations debate, both the Federal Opposition and Government must begin to acknowledge the elephant in the room, or continue to watch our productivity, and indeed, international competitiveness, dwindle. "The Federal Government must make good on promises of a post-implementation review articulated in the Explanatory Memorandum," says Ms Marriott.

Today also marks a 'perfect storm' of headaches for business with employers becoming the Federal Government's pay clerk, administering its Paid Parental Leave scheme in addition to facing cost pressures caused by an increase to the minimum wage and modern award transitional arrangements.

Business Tips – becoming a leader at work

Leadership is an essential attribute among the most successful employers and employees, and can help you get ahead in your career. However you don't have to be a manager to become a leader at your workplace – these tips may help you fine tune the leader within you.

Responsibility

One of the ways towards becoming a workplace leader is to take on responsibility that goes beyond your direct role. Volunteering to take on an extra task, work on a special project, or joining a committee or sub-committee shows others your preparedness to get involved and lead by example, as well as increasing your visibility at the workplace. Be prepared to start small – you don't have to take on the world to be seen as a leader!

- **Learn from others**
Examine the most effective leaders at your workplace and what they do to stand out from the crowd. There's no better way to learn what it takes to become a good leader than to watch other leaders in the flesh. Feel free to imitate those attributes you feel work best, but don't slavishly copy, because...
- **Develop your own style**
Each individual is unique and the best leaders all have slightly different approaches based on what suits their personal style. Whether you're loud or quiet, a deep thinker or an impulsive doer, you can be a leader in your own effective way, either as a leader by words or a leader by example.
- **Communicate and be approachable**
After all, you can't be a leader if you have no followers. Be prepared to listen to others' points of view and make the time do so, and show that you have at least tried to take action on their behalf. Even if nothing is initially achieved, you'll be recognised for making a genuine effort.
- **Be prepared to change**
What you may think be the right way of doing things may not prove to be the case. Be prepared to change and adapt whenever necessary. Good leaders recognise there may be a better way of doing things, whether it's being more commanding or more consultative.

There's never one prescribed method for becoming a leader, but these tips may just guide you on the path of becoming an effective leader.

Australian Bureau of Statistics

6105.0 Australian Labour Market Statistics, July 2011
<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6105.0?OpenDocument>

6202.0 Labour Force, Australia, Jun 2011
<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0?OpenDocument>

Australian Chamber of Commerce and Industry

[Commonwealth Leadership on OHS Harmonisation, 6 July 2011](#)

[ACCI Survey Finds Business Conditions & Sentiment in Decline, 5 July 2011](#)

[ACCI Welcomes Export Market Development Grant Support, 4 July 2011](#)

Regional Industry Link

If you're not on it, how are you going to know about it?
Register on www.regionalindustrylink.com.au

Click [here](#) for current opportunities

Media

Publication: *The Courier* www.thecourier.com.au

Tuesday 5 July



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The **University of Ballarat** has been named a finalist in the 2011 TAFE Year Award. The Award is part of the 2011 TAFE Awards which recognise excellence among TAFE students and trainees.

Wednesday 6 July

Ballarat's most vulnerable babies received a boost yesterday, as retailer **Tanya Daniels** celebrated \$50,000 of donations to community organisations over the past five years. Through **the Good Guys** Local Giving Program, the Ballarat store has supported the expansion of the Base Hospital's Special Care Nursery.

Thursday 7 July

The University of Ballarat's Equine Centre at Mt Rowan is a hive of activity these school holidays, with big names of the horse community visiting for classes. Winner of the prestigious Garryowen equestrian Prize Linda Hayes visited yesterday for special showing classes at the new facility.

Local charity **Karden Disability Support Foundation** is training rain, hail, or shine, all in the name of a good cause. Nine of the non-profit organisations employees and supporters will participate in community fitness event Run Melbourne on July 17 to raise money for a new social club program.

Friday 8 July

Two of Australia's Paralympic greats visited Ballarat yesterday to celebrate **Karden Disability Support Foundation's** fifth birthday. Gold medallist Don Elgin and former Paralympic coach Chris Nunn spoke to the Foundation's anniversary dinner last night at St Patrick's College Pavillion.