



INDUSTRIAL RELATIONS
RESEARCH CENTRE

Annual Report 2019

IRRC Annual Report 2019

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Industrial Relations Research Centre Annual Report 2019

Director's Overview

The Industrial Relations Research Centre (IRRC), founded in 1980, brings together research associates from inside and outside UNSW. We collaborate in conducting and diffusing research that contributes to policy and practice in fields such as the regulation of labour standards, workplace health and safety, workforce development, labour markets and in/equality and labour market policy implications of climate change.

I was on SSP Leave during Term 2, 2019, but continued to fulfil my role as Director on behalf of the IRRC during that period. As IRRC Director, apart from routine administration—including documentation and negotiations for renewal of visitor/honorary positions for IRRC associates, the main areas of my focus (and time) during 2019 were the following:

1. Preparing and writing the submissions to the ABDC for re-ranking *The Economic and Labour Relations Review (ELRR)* (see below);
2. Preparing and writing the research funding IRRC submission to Muswellbrook Shire Council (see below);
3. Organising and editing the *festschrift* for Michael Quinlan (published 2020 with 2021 date). The book has a number of chapters authored by IRRC associates and carries formal recognition of the IRRC in its publication details;
4. Co-writing and editing the IRRC-based submission from Prof. Piotr Żuk (University of Wrocław, Poland) for an EU-funded program: *Marie Skłodowska-Curie Actions Individual Fellowships* (see below).

Support from the UNSW Business School and School of Management

The UNSW Business School, Sydney (the Faculty) hosts the IRRC, provides it with office accommodation (Quadrangle 1039) and with its office and CIT infrastructure and advice and support on governance. It also helps fund publication of *ELRR*. We are very grateful for all this support, particularly to a succession of Associate Deans, Research and their Business School Research Office colleagues. The School of Management (the School) also provides assistance and support, including through managing our financial accounts and our hiring of casual employees. We particularly thank the School's Manager, Ms Penny Mahoney, for all her assistance and support. The IRRC also continued to benefit from support from the School of Business, UNSW Canberra. We warmly thank its (now former) Head, Professor Michael O'Donnell—our Deputy Director.

During 2019, the Faculty contributed \$10,000, part of an incentive scheme to centres to submit their annual reports ahead of deadline. As well, it re-introduced its scheme of financially supporting the efforts of its faculty-based research centre directors. This scheme, administered through each centre's 'host school', bought out the hours equivalent to teaching one course—or one-third of a full teaching load. This was very welcome, assisting Directors with extra time available to do more than just administer their centres.

In my case, this Faculty funding arrived too late for me to reduce my teaching load (which was focused on Term 1). Consequently, the School made related funding for this scheme (\$10,000) available to the IRRC. Late in 2019, the School also provided an additional \$4,300 to support the IRRC's research needs. The IRRC has put all this funding, from the Faculty and the School, towards hiring more research assistance for our major projects, including production of *ELRR*. I would like to thank the Faculty and the School for all their funding and infrastructure support. It has enabled the *ELRR* to greatly expand its reach through social media—raising our impact—as well as increasing and speeding up the journal's throughput of manuscripts. This in turn, brought the IRRC more contacts and attention.

IRRC Performance Highlights, 2019

The IRRC functions to fulfil the Objectives it has adopted to fulfil its Mission (below) and the Key Performance Indicators (KPIs) set for it through periodic, formal reviews (normally triennial). The Business School conducted the most recent review, during November 2017. For that review, the Director developed a three-year strategic business case, subsequently ratified by the IRRC Steering Committee at its 13 November 2017 meeting. It included additional IRRC Objectives together with revised, expanded and more ambitious KPIs that reflected an expectation of continuing Faculty financial support for teaching relief for the Director.

During 2019, the IRRC once again met almost all of its KPIs adopted for 2018–20. The only area of under-achievement was KPI 5 (publishing book/s). Falling short on this reflects that many KPIs relate to ‘lumpy’ activities or outputs. The IRRC met all its other KPIs—in some cases, very abundantly. The same is true of non-KPI activity that nevertheless addresses IRRC Objectives.

For KPI 2 (industry-funded research projects), the main achievement was Hon. Associate Professor Anne Junor’s second stage of her major gender pay-equity project for the Public Service Association of NSW and Professional Officers’ Association of NSW (PSA/POA). Anne has donated all the funding received for this—\$36,300—to the IRRC. This amount is what remained after UNSW’s Unisearch Expert Opinion Services took **35% tax** for having done little more than send out and then check a standard contract between the parties, and then receive the payment. Any reduction of that tax rate would have gone to the IRRC, as Anne intended. This tax take by Unisearch is particularly exorbitant given that:

1. Anne is not an employee of the university but holds an honorary position; largely works from home—she only has a desk, not office at IRRC—and works using computers and printer paid for by the IRRC;
2. Anne is not taking any income from the grant but is donating it to the IRRC (and hence UNSW, anyway).

To avoid this sort of exorbitant internal taxation, a number of IRRC associates have, in recent years, contracted privately for research consultancies, rather than putting those projects through the IRRC (and hence UNSW) where they would count to our mutual benefit. This is a policy area that needs urgent review or we as IRRC and UNSW risk missing out on valuable—in all senses—industry-funded research.

At the IRRC, we particularly focus on seeking industry-funded research, whether through contract consultancies or ARC Linkage Grants, and not just because these are our main sources of both operational and research-related funding. Well-chosen and high-quality industry-funded contract research projects allow IRRC researchers to influence major policy debates, including at the highest levels, in ways that directly meet our mission and KPIs.

Thus, while the IRRC is a non-party political organisation, we were pleased to note that the Australian Labor Party went to the May 2019 federal election with at least two policies clearly based, in part, on IRRC research reports, and with their spokespeople having explicitly referenced our reports:

1. Aviation industry maintenance skills and training (Junor and Hampson)
2. Just Transition for coal power communities (Sheldon, Junankar and Pontello di Rosa)

In terms of the IRRC’s formal mission and values (see below), the most important and meaningful achievement during 2019 came from **Anne Junor**’s expert witness work on behalf of the PSA/POA. This was crucial in determining that the outcome become a milestone (gender) pay equity case before the Industrial Relations Commission of NSW (more detail under KPI 9). The PSA/POA represented their members working as school-based administrative and support staff for the NSW Department of Education. Anne’s enormously detailed and thorough work was

pivotal in the unfolding and outcome of the case. Anne's submission was highly influential in the Department of Education's decision to settle the case by agreement with the PSA/POA. Signed on 13 September 2019, *the agreement applies to 17,500 staff, 94% of whom are women*. Of the overall phased-in pay increase of up to 19%, the first 11%, backdated to 1 July 2019, was a pay-equity increase.

Anne's work here and the result obtained profoundly and powerfully express, in practical terms, the core of the IRRC's mission, and also the UNSW's focus on in/equality under its 2025 Strategy and as one of its Grand Challenges.

An increasingly international journal, the *ELRR* includes and bridges economic, social and labour market policy research. In 2019, *ELRR* was in its 30th year. Sage Publishing Ltd published the journal on behalf of, and with funding support from, the UNSW Business School. Over the last few years, the journal's editorial team, led by Anne Junor, has made substantial progress in elevating its quality, status, reach and impacts. Indeed, the recently-released CiteScore for 2019 was 2.09 and appears to be rising. They deserve warm congratulations. We provide more detail below under KPI 4.

Forthcoming UNSW Review of Centres and Institutes, 2020

The Business School will review our centre during 2020 as part of the new UNSW-wide program of 3-yearly reviews. Due to the COVID-19 crisis, the review process will take place in Q4. In the meantime, as per Ms Toni Hodge from the Business School Research Office, 'The faculty's recommendation that IRRC be **reviewed with a view to renewal** has been endorsed by the Division of Research.'

Personnel

At the end of 2018, Professor Daryll Hull (Macquarie University) stepped down from the IRRC Steering Committee after more than 15 years of providing strong, active support for the Centre and its mission. The IRRC is much indebted to Daryll for his very practical support, particularly when he helped ensure the Centre's survival during difficult times more than a decade ago. We look forward to collaborating with him and our sibling centre at Macquarie University where he is a director.

In early 2019, we welcomed Professor Andrew Pendleton, the new HOS, School of Management, to replace Professor Karin Sanders on the Steering Committee. We thanked Karin for all her work for the IRRC and, in particular, her very energetic and generous support for a series of highly productive joint initiatives between the School and the IRRC.

We thank Professor Richard Dunford for chairing our Steering Committee meetings during 2019, first as Acting Associate Dean, Research, and then standing in for the new ADR, Professor Frederik Anseel, whom we look forward to welcoming to our Steering Committee meetings.

In early 2019, we were saddened to hear of the death of one of the IRRC's founders, Dr Bill Ford. Bill was a much loved and very influential figure in industrial relations, organisational behaviour and labour market policy as a researcher, teacher, consultant, policy maker, consultant and practitioner.

In September, our field lost another of its giants, Emeritus Professor Joseph Ezra Isaac AO (1922–2019). Joe was not only an eminent labour economics and industrial relations academic, he also served for some years as Deputy President of the Australian Conciliation and Arbitration Commission as well on a number of international bodies and missions. He continued to work (including publishing!), inspire and to share his gifts to his final days, including as the *ELRR*'s patron. The *ELRR* carried a substantial obituary for him in its March 2020 number.

I thank all those whose work and support have helped the IRRC during 2019,

Peter Sheldon

Our mission

The aim of the IRRC is to promote research on work, labour markets and industrial relations that will contribute to productive, satisfying and fair work arrangements.

Our values

We are committed to:

- Sponsoring rigorous, independent, evidence-based research that is creative and original;
- Acting in the public interest, through ethical research, open communication and accountability.

Objectives for 2019 and beyond

The IRRC Steering Committee, at its 13 November 2017 meeting, re-confirmed its existing Objectives—numbered 1 to 7 (below)—from the 2013–2016 triennium. At that meeting, the Steering Committee also adopted another three objectives for 2018–2020—numbered 8 to 10 (below):

- *Objective 1:* To promote better understanding of labour markets and industrial relations
- *Objective 2:* To promote safe, engaged, productive and fair workplaces
- *Objective 3:* To encourage the recognition, development and utilisation of skills
- *Objective 4:* To continue to build the impact of *The Economic and Labour Relations Review*
- *Objective 5:* To engage with industry, community and government in the production and dissemination of research
- *Objective 6:* To build our working relationships and international outreach
- *Objective 7:* To help develop emerging scholars
- *Objective 8:* To further UNSW Strategy 2025, particularly the pillars of Engagement and Impact
- *Objective 9:* To address UNSW Grand Challenges, particularly Inequality and Climate Change
- *Objective 10:* To collaborate with and bring together, in shared projects, colleagues and academic units across the UNSW in pursuit of the other objectives, reflecting the UNSW 2025 Strategy's emphasis on *interdisciplinary research and collaborations*.

During 2019, the IRRC pursued these objectives (including new ones, 8–10) through:

- Seeking and carrying out individual and team research projects, whether funded by competitive grants or industry contracts
- Publication of the findings of this research in scientific journals and books
- Dissemination of research results to the wider community through media releases/social media, seminars/conferences, keynote addresses, industry forums, consultancies and reports
- Provision of human resource practitioner materials such as job analysis data
- Provision of the infrastructure and staffing for publishing *The Economic and Labour Relations Review (ELRR)*, which continues as the IRRC's single largest project.

IRRC Governance in 2019

Presiding faculty: UNSW Business School

Patron: Professor Emeritus John Niland AC

Acting Chair: Professor Richard Dunford, Associate Dean, UNSW Business School

Director: Professor Peter Sheldon, School of Management, UNSW

Deputy Director: Professor Michael O'Donnell, Head of School of Business, UNSW Canberra

Steering committee

Chair, Director and Deputy Director, plus:

Professor Andrew Pendleton, as Head of School of Management, UNSW

Professor Emeritus Michael Quinlan, School of Management, UNSW

(Honorary) Associate Professor Anne Junor, IRRC

Associate Professor Peter Kriesler, School of Economics, UNSW

Associate Professor Sharron O'Neill, School of Business, UNSW Canberra

Dr Sue Williamson, School of Business, UNSW Canberra

IRRC Associates 2019

IRRC Associates are suitably qualified academic researchers who research in areas relevant to the Centre's objectives and who, on the basis of their past publications and current interests, can contribute to the IRRC's mission and objectives.

- Associates may join the IRRC by invitation or application, following endorsement of the Steering Committee, normally for a three-year period
- Associates may be appointed to the IRRC in an honorary capacity from inside UNSW or in a Visiting capacity from another Australian University
- Associates who are retired academics may be appointed in an Honorary capacity
- Overseas associates may be appointed in a Visiting capacity
- All appointments from outside UNSW are approved by the Dean, UNSW Business School, and appointments at Level D and E require additional approval of the Director, Human Resources, UNSW.

Honorary and Visiting Associates located in the IRRC office

Dr Neil Hart (Honorary Senior Lecturer, appointment renewed for three years: January 2020 to 31 December 2022)

Dr Burçin Hatipoğlu, a visiting scholar at UNSW Canberra, on leave from Boğaziçi University, Istanbul, Turkey (joined during 2019. Term: 14 March 2019 to 1 March 2021)

Honorary Professor P.N. (Raja) Junankar (renewed 30/6/2018 until 20 May 2021 via UNSW Canberra); Emeritus Professor, Western Sydney University, Research Fellow, IZA

Honorary Associate Professor Anne Junor (renewed May 2018 to 31 December 2020).

Associates located in UNSW Business School, UNSW

Professor Peter Sheldon, School of Management, Director

Professor Emeritus Michael Quinlan, School of Management

Professor Nick Wailes, Deputy Dean, Director AGSM

Associate Professor Hugh Bainbridge, School of Management

Associate Professor Peter Kriesler, School of Economics

Dr Louise Fitzgerald, Management/Education Development Unit

Dr Sarah Gregson, School of Management

Dr Janis Wardrop, School of Management

Dr Tracy Wilcox, School of Management/Academic Director, Postgraduate Programs

Associates located in School of Business, UNSW Canberra

Professor Michael O'Donnell, Head, School of Business, UNSW Canberra

Associate Professor Sharron O'Neill, School of Business, UNSW Canberra

Dr Sue Williamson, School of Business, UNSW Canberra

Located in the Faculty of Arts and Social Sciences

Professor Antony Zwi, School of Social Sciences

External Associates during 2019

Dr Maria Agalotis University of Tasmania (Sydney); formerly Faculty of Medicine, UNSW
(Honorary) Professor Ian Hampson, Macquarie University; formerly School of Management, UNSW

Associate Professor Sunghoon Kim, University of Sydney; until April 2019, School of Management, UNSW

Professor Elisabetta Magnani, Head, Department of Economics, Macquarie University
(Honorary) Professor Jocelyn Pixley, Macquarie University

Professor David Walters, Cardiff University, Wales

Professor In Jun, Head, School of Management, Yeungnam University, Republic of Korea

Dr Elsa Underhill, Deakin University, Australia

Research Assistants (casually employed)

Dr Tanya Carney

Ms Natasha Heenan

Ms Anna Sturman

Professional and Technical Staff

Mr Jason Antony, (casual) Administrative Assistant and ELRR Editorial Administration

Dr Michael Peters, (casual) ELRR Editorial Administration

IRRC KPIs for the 2018–2020 triennium

- KPI 1: Apply for/secure one major competitive research grant *each year* (eg ARC Linkage) relevant to IRRC research goals/expertise. KPI fully met (see below)
- KPI 2: Apply for/secure one industry-funded research project *each year* (including from eg NGOs, unions, employer associations) relevant to IRRC research goals/expertise. KPI fully met
- KPI 3: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project relevant to IRRC research goals/expertise. KPI fully met
- KPI 4: Publish four issues of the journal, *Economic and Labour Relations Review*, per year (12 over the planning cycle). KPI fully met
- KPI 5: Publish three (by-lined) books (research monographs) with a reputable international publisher (one in next 12 months). KPI not met for 2019
- KPI 6: Publish 15 (by-lined) articles in scientific journals, ranked A and above (5 in next 12 months). KPI fully met
- KPI 7: Deliver at least 18 (by-lined) presentations at conferences/public forums (5 in next 12 months). KPI fully met
- KPI 8: Run at least one event/conference *per year* relevant to IRRC research goals/expertise. KPI fully met
- KPI 9: Provide submissions to or serve on at least two government advisory bodies relevant to IRRC. KPI fully met
- KPI 10: Network with overseas researchers in terms of collaborative projects, arranging at least two presentations/visits at the centre (1 in next 12 months). KPI fully met
- KPI 11: Maintain an active presence through expert comment and discussion in media Outlets. KPI fully met

The IRRC's 2019 performance relative to KPIs (and Objectives) for 2018–2020

KPI 1: Apply for/secure one major competitive research grant each year (eg ARC Linkage) relevant to IRRC research goals/expertise.

On behalf of the IRRC, Peter Sheldon contributed to the application from **Prof. Piotr Żuk** (University of Wrocław, Poland), a leading sociologist and public policy figure in Poland and substantial contributor to *ELRR*. The target was an EU-funded program: *Marie Skłodowska-Curie Actions Individual Fellowships*.

Piotr's proposed project was: 'Global responsibility and national particularism: comparative analysis of right-wing populisms in the context of socio-economic challenges in Poland, Australia and Denmark.' This sits within the IRRC's remit. In early 2020, we received notice that the application was unsuccessful.

Gaining the grant would have brought Prof. Żuk to the IRRC premises full-time for two years, for which he would have applied for visitor status. It would have also brought substantial additional funding directly to the IRRC for those two years. The IRRC would have been a Partner Organisation to the Fund and Peter Sheldon, the official Supervisor.

2020–2022 ARC Linkage Grant Conviction Politics: The convict roots of Australian democracy, with Professor Tony Moore, Professor Hamish Maxwell-Stewart, **Emeritus Professor Michael Quinlan** et al., \$757,205.

KPI 1: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR).

KPI 2: Apply for/secure one industry-funded research project each year (including from eg NGOs, unions, employer associations) relevant to IRRC research goals/ expertise

*** Anne Junor: Matter 262: PSA/POA Pay Equity case: Crown Employees (School Administrative and Support Staff) Award—Application for an award variation**

The direct client was McNally Jones Staff (legal firm) and Unisearch Expert Opinion Services managed it on behalf of UNSW. Account PS37352.

For this project, Anne had been originally contracted in late 2017 by law firm McNally Jones Staff on behalf of the PSA/POA. Her then brief had been to develop a methodology for a new application of (her and Ian Hampson's) Spotlight Skills Recognition Tool in order to systematically document the under-recognition and under-valuation of the skills, effort and responsibility of NSW public school Administrative and Support Staff (School Administrative Managers and Officers, Aboriginal Education Officers, and Learning Support Officers)—categories represented by the PSA/POA.

The *initial* research project, finalised in September 2018, had resulted in a substantial Expert Witness report lodged in the Industrial Relations Commission of NSW in September 2018. This report also forms the basis of a new suite of theoretical publications.

In 2019, McNally Jones Staff re-engaged Anne to prepare a further Expert Witness statement, responding to the statements of 41 Department of Education and PSA/POA witnesses, and also to advise on the wording of new duty statements and classification descriptors. The resulting report and its impact is discussed under KPI 9 below.

Total fees to IRRC \$36,300. Expert Evidence (33 days).

We are deeply indebted to Anne for contributing to help sustain the IRRC's financial stability.

Sharron O'Neill WHS Measurement—Developing a Short Form Guide for Industry, NSW Government \$26,900

Peter Sheldon (LCI) et al./IRRC: Identifying measures of success for a global best-practice thermal coal mine and thermal coal-fired power station closure

In response to an invitation to tender from Muswellbrook Shire Council (Hunter Valley), the IRRC forwarded a fully-developed, multidisciplinary application/proposal (2 December 2019), for a research consultancy related to Just Transition for Muswellbrook Shire Council. The context regarded AGL's planned closure of the Liddell power station in 2023.

CIs: (LCI) developed the proposal/application. Other CIs: **Raja Junankar, Hugh Bainbridge, Peter Sheldon**, and Prof. Gavin Schwarz (School of Management). All but Gavin are also IRRC associates. Funding requested: \$38,700.

We were shortlisted and interviewed by phone—with representatives from the Shire Council, federal government and AGL on the selection committee. Although complimented on our application, it was unsuccessful.

KPI 2: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars).

KPI 3: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project

Anne Junor

* **SP16-5285 (\$277,000)**, Office of Learning and Teaching Strategic Priority Commissioned Grant: 'Scholarly teaching fellows as a new category of employment in Australian universities: impacts and prospects for teaching and learning' (Based at UTS).

During 2019, **Anne Junor (CI)** was engaged in finalising this two-year, UTS-based research project. Anne is a co-author of the project's report: Goodman et al., 2019, *Scholarly Teaching Fellows as a new category of employment in Australian Universities*, Australian Governments (DET), March.

Anne contributed to the conducting of over 80 interviews with university managers and scholarly teaching fellows, as well as to numerical data analysis, and to writing both the resultant report and related publications.

Lead institution: UTS. Partner institutions: Griffith University, **UNSW**, and the University of Canberra.

Project Leader: James Goodman. Other team members: Keiko Yasukawa, **Anne Junor**, Dr Kaye Broadbent, Glenda Strachan, Tony Brown and Nour Dados.

Anne Junor also completed her two-stage PSA/POA project this year (see KPI 2 above and KPI9 below).

KPI 3: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars).

KPI 4: Publish four issues of the journal *The Economic and Labour Relations Review (ELRR)* per year

During 2019, *ELRR* continued to be published quarterly (and in a timely way) by Sage Publishing Ltd. (UK).

ELRR brings together research in economics and labour relations through a multi-disciplinary approach to policy questions. It publishes research that critically assesses dominant policy orthodoxies, as well as alternative models, thereby facilitating informed debate. The journal particularly encourages articles that take a critical approach to neoliberalism, that adopt a post-Keynesian (heterodox) approach to economics, or that explore rights-, equality- or justice-based approaches to labour relations and social policy.

In 2019, the IRRC continued to carry administrative responsibility for the journal. The IRRC also provided academic leadership and administrative support via the honorary appointments of editor-in-chief, **Anne Junor**, executive editor, **Raja Junankar**, and book review editor, **Neil Hart**. *ELRR* is also the journal of the Australian Society of Heterodox Economists, whose Director is IRRC Associate and Steering Committee member, **Peter Kriesler**.

The School of Business UNSW Canberra also contributed academic leadership and administrative support via the honorary appointments of co-editor in chief Anne Holmes and executive editor Anis Chowdhury.

As *ELRR* Executive Editors or members of its Editorial Committee, other IRRC Associates—P Sheldon, M Quinlan, P Kriesler, E Magnani, M O'Donnell and I Hampson—collaborated with colleagues from several UNSW schools, faculties and centres: M Johnson and M Peters (FASS); P Saunders, B Bradbury and Y Naidoo (Social Policy Research Centre), GC Harcourt, J Nevile and T Harcourt (Economics); M. O'Donnell, S. O'Neill and S. Williamson (School of Business, UNSW Canberra).

The journal had (and has) a growing pipeline of articles published ahead of print on the Sage Online First website. In addition, Sage published (on-line) past articles, grouped under topical themes, as 'Editor's Choice' collections.

The following new members were welcomed to the *ELRR* Advisory Board during 2019: Paul Finkelman, President, Gratz College, USA; Zuzana Brixiova, Technical University, Ostrava, Czech Republic/Capetown University; Anthony Morven Gould, Laval University, Montreal.

The following new members were added to the *ELRR* Editorial Board: Al Rainnie, UniSA; George Lafferty, WSU; Scott Fitzgerald, Curtin; Astghik Mavisakalyan, Curtin; Kristin van

Barneveld, UTS; Diana Kelly, Wollongong; Yiqiong Li, School of Business, UQ; Sharron O'Neill, School of Business, UNSW Canberra.

The following sub-committees continued to operate to support the Editorial Committee:

- Methodology screening (Bruce Bradbury and Raja Junankar, UNSW; Dr Antonio Rodriguez Andres, Technical University of Ostrava, Czech Republic; Dr Astghik Mavisakalyan, Curtin Business School)
- Finance and operations (Peter Sheldon)
- Publicity and social media (Michael Johnson, Michael Peters)
- Special Issues (GC Harcourt, Raja Junankar, Michael Quinlan, UNSW)
- Book reviews and obituaries (GC Harcourt, N Hart, UNSW; N Ebert, Macquarie)

Challenges accepted by the journal included compliance with Sage's espoused policy of inclusiveness and our own social justice goals mean not rejecting a deserving MS just on language grounds. This nevertheless entails a heavy editorial workload. The breadth of submissions generated not only considerable editorial work in supporting emerging scholars, for example from Eastern Europe and the Global South, but at a risk of limiting citations.

ELRR publication highlights of 2019

The four issues for 2019 included the following:

Volume 30(1) March—Symposia: Post-Crisis Rebuilding: Job Quality, Job Security and the Law

- Can progressive macroeconomic policy address growth and employment while reducing inequality in South Africa?—Vishnu Padayachee
- (Re)making labour markets and economic crises: The case of Ireland—Enda Murphy, Julien Mercille
- Work conditions and financial difficulties in post-crisis Europe: Utility versus quality of working life—Helena Lopes, Sérgio Lagoa, Ana C Santos
- Do emigrants' remittances cause Dutch disease? A developing countries case study—Burçak Polat, Antonio Rodríguez Andrés
- The changing role of the nation-state and regulation: Workplace bullying legislation in The Netherlands—Premilla D'Cruz, Roelie Mulder, Ernesto Noronha, Niels Beerepoot, Slawek Magala
- China's Employment Contract Law: Does it deliver employment security?—Fuxi Wang, Bernard Gan, Yanyuan Cheng, Lin Peng, Jiaojiao Feng, Liquian Yang, Yiheng Xi
- Application of job security laws, workers' bargaining power and employment outcomes in India—Anamitra Roychowdhury
- Short-term contracts and their effect on wages in Indian regular wage employment—Rahul Menon

Volume 30(2) June—Symposia: Australian Regulatory Failure: Labour Markets and Banking Practice Youth Precarity

- A turning point for labour market policy in Australia—Jim Stanford
- The Hayne Royal Commission and financial sector misbehaviour: Lasting change or temporary fix?—Kevin Davis
- Adjusting to new employment landscapes: Consequences of precarious employment for young Australians—Jenny Chesters, Hernan Cuervo
- Autonomous precarity or precarious autonomy? Dilemmas of young workers in Hong Kong—Victor Wong, Tat Chor Au-Yeung

- Returns to compensation in trucking: Does safety pay?—Michael R Faulkner, Michael H Belzer
- Is growth improving employment quality in India? Evidence of widening subnational inequality—Anamika Moktan
- Labour migration of doctors and nurses and the impact on the quality of health care in Eastern European countries: The case of Poland—Piotr Żuk, Paweł Żuk, Justyna Lisiewicz-Jakubaszko

Volume 30(3) September—Labour Standards: New International Cases of Erosion and Defence

- Enhancing the effectiveness of minimum employment standards in New Zealand—Gordon Anderson, Lucy Kenner
- Explaining workers' role in illegitimate wage underreporting practice: Evidence from the European Union—Josip Franić
- Precarious labour in waiting: Internships in the Chinese Internet industries—Bingqing Xia
- Analysing wages and labour institutions in China: An unfinished transition—Muriel Périssé, Clément Séhier
- How independent is India's labour law framework from the state's changing economic policies?—Santanu Sarkar

Volume 30(4) December—Brexit, Wellbeing Economics and Workplace Safety

- Firm innovation and capitalist dialectics: The economics of Nina Shapiro—Radhika Balakrishnan, William Milberg
- Wellbeing economics in public policy: A distinctive Australasian contribution?—Paul Dalziel
- Brexit: 'Revolt' against the 'elites' or Trojan horse for more deregulation?—Arantza Gomez Arana, Jay Rowe, Alex de Ruyter, Rebecca Semmens-Wheeler, Kimberley Hill
- Voice and resistance: Coalminers' struggles to represent their health and safety interests in Australia and New Zealand 1871–1925—David Walters, Michael Quinlan
- Safe rates and unpaid labour: Non-driving pay and truck driver work hours—Takahiko Kudo, Michael H Belzer
- Organisational support and safety management: A study of shipboard safety supervision—Conghua Xue, Lijun Tan

During 2019, the *ELRR*'s performance continued to improve strongly on all indicators, quantitative, qualitative and in terms of the published work's relevance to academia, policy makers and practitioners. There is also increasing interest among researchers to publish in the journal.

Application to ABDC to upgrade *ELRR* to 'A' ranking—within FOR 1402 Economics

The Director produced the original application for upgrading in May 2019. It had three main elements:

1. Two sets of quantitative citation metrics which (we felt) clearly established that *ELRR* had:
 - a. made very substantial improvements since moving to commercial production (2012) and our first ISI IF listing (in 2013); and
 - b. in those very few years, arrived to sit comfortably among comparator 'A' journals, both FOR 1402 and those in cognate fields.
2. A set of qualitative explanations—with evidence of impact—explaining the particular mission and character of *ELRR* and why and how these, notably:

- a. are important to the development of business research in and on Australia (as well as internationally);
 - b. provide substantial contributions to policy debate and practice relating to e.g. social-economic inequality and labour rights;
 - c. encourage interdisciplinary and multi-disciplinary research (even at the expense of citations).
3. Various telling 'esteem factors':
- a. members of *ELRR*'s Executive (Editorial) Board and International Advisory Board;
 - b. Nobel Laureates (in economics) and other internationally eminent scholars who have contributed articles;
 - c. statements in support from among the most eminent scholars in *ELRR*'s fields, particularly economics;
 - d. a list of academics (with contact details) who had written to us to indicating their active support of *ELRR*'s application for upgrading to 'A' status. Many of them are internationally eminent in the fields the journal covers, most notably economics.

The Draft ABDC 2019 List, released in September 2019, inexplicably did not upgrade our journal, despite clear citation metric evidence—supported by social impact evidence—showing that *ELRR* had been achieving stronger metrics than a number of comparable FOR1402 journals that retained their 'A' rankings.

The Director then wrote and submitted the journal's official response to that List on 15 October 2019, pointing out those anomalies. In between the May and October submissions, we had also received even more good news re. improvements in our metrics. These became part of the new response.

Unfortunately, the ABDC portal limited responses to 600 words and would not accept PDFs—so there was no way of submitting tables. The Director also drew up a longer brief which we sent to *ELRR* supporters in case they wished to use some of that material to lodge their own responses. Some did. We were very grateful that the Business School also wrote to support our October appeal.

The material below reprises aspects of our original application and our October response.

On the 2013 ABDC journal list (as amended in 2016), 52 A-ranked journals had a lower SJR (2017) score than *ELRR*. We compared *ELRR*'s impact metrics with seven FOR 1402 (Economics) journals that the ABDC ranked as 'A' in both the 2013 list and the September 2019 draft list. We chose comparator journals sharing relevant characteristics with *ELRR*, e.g. more applied, more policy-focused, multi- or interdisciplinary, focused on Australia or on industry-level phenomena. See Table 1, organized hierarchically by their 2018 SciMago Rankings.

Table 1: Comparing ELRR to ABDC A-ranked FOR 1402 (Economics) comparators, 2013 and 23 Sept 2019 Lists

Journal name	SciMago Quartiles & ranking 2018	SJR 2016	SJR 2017	SJR 2018	SNIP 2017	SNIP 2018	JCR 2-year IF 2016	JCR 2-year IF 2017	JCR 2-year IF 2018
Southern Economic Journal	Q2 217/621	0.651	0.544	0.713	0.837	0.864	0.584	0.798	0.828
Review of Industrial Organization	Q2 235/621	0.797	0.547	0.634	0.804	0.755	0.650	0.767	0.726
Economic and Labour Relations Review	Q2 262/621	0.389	0.393	0.518 (3rd/8)	0.667	0.850 (2nd/8)	0.456	0.887	1.254 (1st/8)
Applied Economics	Q2 272/621	0.47	0.445	0.499	0.673	0.781	0.648	0.750	0.968
Journal of the Japanese and International Economies	Q2 302/621	0.337	0.472	0.443	0.76	0.603	0.542	0.885	0.741
Economics of Transition and Institutional Change	Q3 340/621	0.414	0.499	0.352	0.805	0.653	0.479	0.679	0.735
Economic Record	Q3 344/621	0.326	0.278	0.348	0.767	0.553	0.712	0.875	0.75
Scottish Journal of Political Economy	Q3 412/621	0.318	0.275	0.252	0.76	0.599	0.648	0.904	0.449

Data comparison— with other journals

Table 1 shows:

- **ELRR's SciMago 2018 Ranking (262/621) was better than five of the seven comparators**, and substantially better than three of them. These latter journals fell into the Q3 quartile; *ELRR* and the other four are all in Q2;
- Thus, while *ELRR's* 2017 SJR score sat at 6/8 within this group, **its 2018 SJR score brought it very comfortably into third place (out of 8) (Figure 1)**.
- **ELRR's SNIP** score went from second lowest (2017) to **second highest (2018): 0.85 (Figure 2)**.
- While *ELRR's* **2016 JCR 2-year Impact Factor** was lowest, its **2017 score was second highest (0.887)**, and its **2018 IF (1.254) was easily the highest in the group (Figure 3)**. This despite *ELRR* being B-ranked and the others all A-ranked.
- Overall, Table 1 shows substantial variation across the other seven journals depending on metrics used. However, two empirical points are clear:
 1. For these three important 2018 metrics—SJR, SNIP and 2-year IF—**ELRR sits comfortably in the top three (of 8) in that group: 3rd, 2nd and 1st respectively;**

2. **Only one other journal in the list— *Southern Economic Journal*— can show a similar outcome.** The rest of the journals listed have consistently weaker scores across these three metrics.

Figure 1: Rise in *ELRR*'s SJR to 3rd place in group, 2016–2018

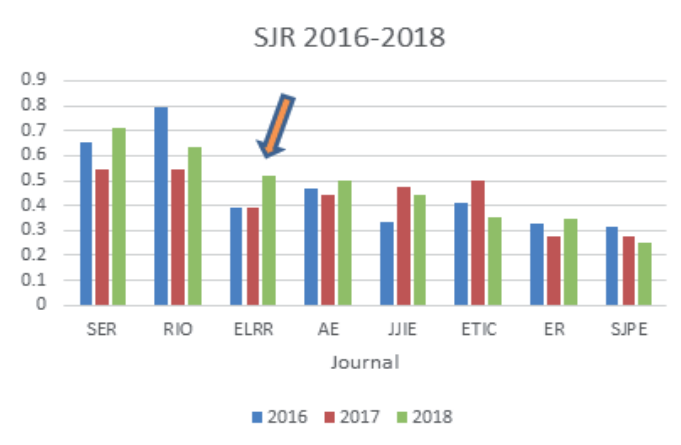


Figure 2: Rise in *ELRR* SNIP score to 2nd place in group, 2017–2018

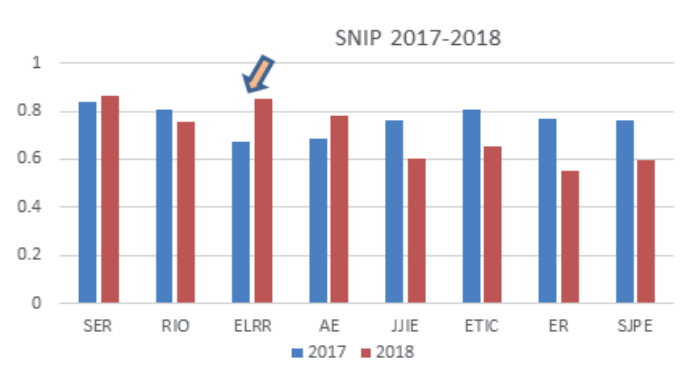
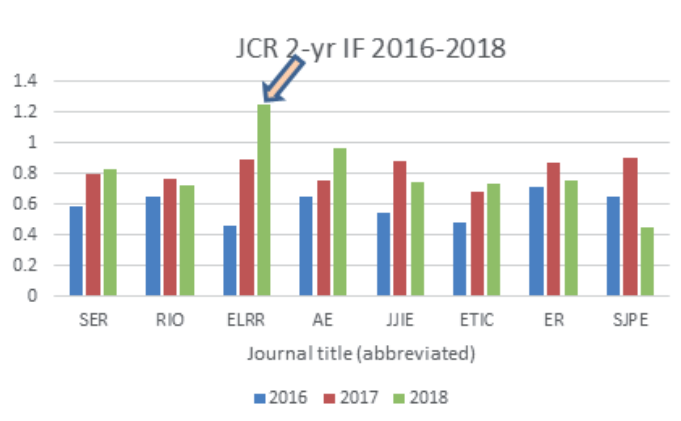


Figure 3: Rise in *ELRR*'s JCR 2-year IF to highest place in group, 2016–2018



Data comparison— *ELRR* over the longer period

ELRR's metrics achievements over the last couple of years continue its patterns of improvement since our shift to commercial publication (via Sage) from March 2013. Indeed, they indicate

accelerating improvement. (See Table 2 and Figure 4, below). Our JCR 2-year and 5-year IFs are now both above 1.0, substantial improvements compared to even 2016.

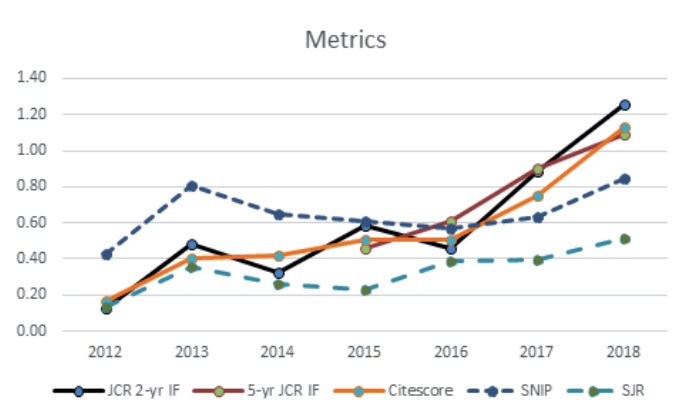
We include additional metric series here—e.g. 5-year IF and Citescore—for which there would have been no room in Table 1 and hence Figures 1–3 above.

Table 2: Trajectory of *ELRR* Impact measures since initial JCR listing (2012)

Metric	2012	2013	2014	2015	2016	2017	2018*	% Increase 2016–18
JCR 2-year Impact Factor	0.130	0.481	0.328	0.582	0.456	0.887	1.254	175
5-year JCR IF				0.458	0.612	0.899	1.094	79
Citescore	0.17	0.4	0.42	0.51	0.51	0.75	1.13	122
Citation count	10	24	36	50	56	79	111	98
Scholarly output	59	60	85	99	110	105	98	(-) 11
SNIP	0.427	0.803	0.646	0.606	0.571	0.631	0.850	49
SJR	0.135	0.356	0.263	0.227	0.389	0.393	0.518	33

* <https://journals.sagepub.com/home/ELR> and <https://www.scopus.com/sourceid/12300154710>

Figure 4: Chart of *ELRR*'s own metrics improvements since 2012 (based on Table 2)



Conclusion and application request

1. *ELRR*'s citation metrics clearly indicate very favourable levels of achievement compared to comparable, currently listed ABDC A-ranked journals.
2. This is the result of ongoing, rapid improvement processes in *ELRR* over recent years. These appear to be gathering further pace.
3. The supporting qualitative evidence strongly reinforces these conclusions.
4. This provides strong evidence that **the decision to not upgrade *ELRR* to A ranking appears anomalous.**
5. We therefore requested the ABDC Economics Panel to upgrade *ELRR* to an A ranking.

The 6 December 2019 final list did NOT upgrade the journal to A.

We find this astounding and inexplicable given the ABDC's avowed commitment to using quantitative metrics for their decision making.

ELRR Trends in brief

Table 3: Comparative trends — ELRR submissions and decisions by year

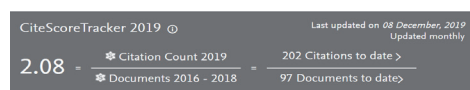
	2013	2014	2015	2016	2017	2018	2019
Original submissions	89	76	134	103	109	116	165
Finally accepted	32	23	32	20	28	25	(19)
Rejected – desk- and final	36	42	60	80	81	91	(*)
Acceptance rate	49%	35%	35%	20%	25%	22%	(*)

NB Not all final decisions occur in the year of original submission. Some 2019 revisions are still in train

Source: Publisher’s Report, May 2019 and ScholarOne.

Monthly Scopus Citescore metric

By December 2019 this metric was:



In April 2020, it was 2.29.

Circulation and impact

Total hard-copy circulation in 2019 was 9,962 (7,819 in 2018). The journal achieved this growth despite not having ongoing support from a discipline-based scholarly or professional society.

Downloads are one metric indicating knowledge diffusion and impact; another is Altmetric scores.

- To May 2020 there have been 7,821 full-text downloads of *ELRR* articles published in 2019.
- *ELRR* is promoted on the SAGE Management Twitter channel which has 9005 followers and has a further 762 followers on a local Twitter channel.

Engagement as measured by high Altmetric scores

Altmetric scores track outreach and engagement by reader type (eg) member of public, policy-maker, science communicator and by country. Altmetric scores measure online mentions of an individual academic journal article across social media, news outlets, blog sites and reference sites. The score is derived from an automated algorithm, and represents a weighted count of research outputs reflecting the relative reach of each type of source.

The highest Altmetric scores for *ELRR* articles published in 2019 were 17 for an article on young Australian’s job precarity and 13 for an article on Brexit. By contrast, two articles published in 2020 have already gained Altmetric scores of 53 (an article on COVID-19) and 67 (on migrant labour), and previous high scores were 153 (a 2017 article on the gig economy) and 88 (a 2018 article on wage theft).

Engagement through other scholarly contribution

ELRR is privileged to have the guidance of senior scholars in both economics and labour relations.

In recent years Emeritus Professor GC Harcourt has recruited contributions from eminent scholars including Lord Robert Skidelsky, Lord Nicholas Stern and Nobel Laureates Professor Amartya Sen and Joseph Stiglitz.

- Book reviews continued to play an important role for the *ELRR*, overseen by Neil Hart and Norbert Ebert. George Lafferty's 2019 review of the book by Andrew Stewart et al on the Australian wage crisis was highly-read, with an Altmetric score of 14.
- *ELRR* serves as a journal of record, with Professor Harcourt overseeing the publication of obituaries. An example of an obituary also containing a valuable overview of a scholar's life-work was the 2019 tribute to Nina Shapiro by Radhika Balakrishnan and William Milberg.

KPI 4: fully met.

This activity substantially contributed to all IRRC Objectives.

KPI 5: Publish three (by-lined) books (research monographs) with a reputable international publisher (one in next 12 months)

KPI 5: not met for 2019.

This activity contributes to IRRC Objectives 1 and 2.

KPI 6: Publish 15 (by-lined) articles in scientific journals, ranked A and above (5 in next 12 months)

We list all refereed journal articles published indicating those ranked A or above (ABDC) as ~. Many of the journals in the fields of health and society/medicine listed here are also highly ranked.

1. ~Blackman D, Burgmann M, Hall P, Hayes F, **Junor A**, Smith M (2019) 'Archiving the Records of the National Pay Equity Coalition (NPEC), 1988-2011'. *Labour History* 203-208.
2. Botfield J, **Zwi A**, Lenette C, Newman C (2019) 'Ethical considerations of using walking interviews to engage migrant and refugee young people in health service research'. *SAGE Research Methods Cases*. <https://dx.doi.org/10.4135/9781526473073>
3. Dodd M, Ivers R, **Zwi AB**, Rahman A, Jagnoor J (2019) 'Investigating the process of evidence-informed health policymaking in Bangladesh: A systematic review'. *Health Policy and Planning* **34**(6):469-478.
4. Fujita N, Matsuoka S, Koto-Shimada K, Ikarashi M, Hazarika I, **Zwi A** (2019) 'Regulation of nursing professionals in Cambodia and Vietnam: A review of the evolution and key influences'. *Human Resources for Health* 03 Jul. DOI: <https://doi.org/10.1186/s12960-019-0388-y>
5. Gupta M, Rahman A, UI Baset K, Ivers R, **Zwi AB**, Hossain S, Rahman F, Jagnoor J (2019) 'Complexity in implementing community drowning reduction programs in southern Bangladesh: A process evaluation protocol'. *International Journal of Environmental Research and Public Health* **16**(6). DOI: <https://doi.org/10.3390/ijerph16060968>
6. Harrison R, Meyer L, Chauhan A, **Agaliotis M** (2019) 'What qualities are required for globally-relevant health service managers? An exploratory analysis of health systems internationally'. *Globalization and Health* **15**(1). DOI: <https://doi.org/10.1186/s12992-019-0452-3>.
7. Matthews LR, **Quinlan MG**, Bohle P (2019) 'Posttraumatic stress disorder, depression, and prolonged grief disorder in families bereaved by a traumatic workplace death: The need for satisfactory information and support'. *Frontiers in Psychiatry* **10**. DOI: <https://doi.org/10.3389/fpsy.2019.00609>
8. ~Matthews LR, Johnstone R, **Quinlan M**, Rawlings-Way O, Bohle P (2019) 'Work fatalities, bereaved families and the enforcement of OHS legislation'. *Journal of Industrial Relations* **61**(5):637-656.

9. ~Milner S, Pochic S, Scheele A, **Williamson S** (2019) 'Challenging Gender Pay Gaps: Organizational and regulatory strategies'. *Gender, Work and Organization* **26**(5):593-598.
10. Moran A, **Agaliotis M**, Seale H (2019) 'The views of key stakeholders around mandatory influenza vaccination of hospital and aged care staff: Examining the current climate in Australia'. *Vaccine* **37**(5):705-710.
11. Ngo M, Matthews L, **Quinlan M**, Bohle P (2019): Information needs of bereaved families following fatal work incidents. *Death Studies*, DOI: 10.1080/07481187.2019.1586792
12. **O'Donnell M**, **Williamson S**, Adikaram A, Foley M (2019) 'Human Resource Managers as Liaisons Between Firms and Labour'. *Employee Relations* **41**. DOI: <https://doi.org/10.1108/ER-11-2017-0281>.
13. ~**Sheldon P**, della Torre E; Nacamulli R (2019) 'When Territory Matters: Employer associations and changing collective goods strategies'. *Human Resource Management Journal*, 29 (1), 17-35. DOI: 10.1111/1748-8583.12201
14. Spangaro J, Herring S, Koziol-McLain J, Rutherford A, **Zwi AB** (2019) "'Yarn about it": Aboriginal Australian women's perceptions of the impact of routine enquiry for intimate partner violence'. *Culture, Health and Sexuality* **21**(7):789-806.
15. Spangaro J, Koziol-McLain J, Rutherford A, **Zwi AB** (2019) "'Made me feel connected": a qualitative comparative analysis of intimate partner violence routine screening pathways to impact'. *Violence Against Women*. <https://journals.sagepub.com/loi/vawa>
16. Spitzer D, **Zwi A**, Torres S, Khalema EN, Palaganas E (2019) 'Towards inclusive migrant health care'. *British Medical Journal*. 366 doi: <https://doi.org/10.1136/bmj.l4256> (Published 16 September 2019)
17. ~Thornthwaite L, **O'Neill S** (2019) 'Mobilising evidence in public policy: The contribution of the evidence provider'. *Australian Journal of Public Administration* **78**(2):137-154
18. ~Thornthwaite L; **Sheldon P** (2019) 'Employer and Employer Association Matters in Australia in 2018', *Journal of Industrial Relations*, 61 (3), (<https://doi.org/10.1177/0022185619834323>).
19. Turner M, Jang HY, Kwon SH, **O'Donnell M** (2019) 'Does history repeat itself? Economic development and policy convergence in Vietnam and South Korea'. *Asian-Pacific Economic Literature* **33**(2):27-43.
20. Verstappen SMM, Lacaille D, et al. (including **Agaliotis M**) (2019) 'Considerations for evaluating and recommending worker productivity outcome measures: An update from the OMERACT worker productivity group'. *Journal of Rheumatology* **46**(10):1401-1405.
21. **Walters D**, **Quinlan M** (2019) 'Voice and resistance: Coalminers' struggles to represent their health and safety interests in Australia and New Zealand 1871–1925'. *The Economic and Labour Relations Review* **30**(4):513-531.
22. ~**Walters D**, **Quinlan M** (2019) 'Representing workers on occupational safety and health: some lessons from a largely ignored history'. *Industrial Relations Journal* **50**(4):399-414.
23. ~**Walters D**, **Quinlan M**, Johnstone R, Wadsworth E (2019) 'Representing miners in arrangements for health and safety in coalmines: A study of current practice'. *Economic and Industrial Democracy* 40(4): 976-996. DOI: 10.1177/0143831X16679891
24. ~**Williamson S**, Colley L, Foley M (2019) 'Human resource devolution, decoupling and incoherence: how line managers manage gender equality reforms'. *Public Management Review* 1-1. DOI: <https://doi.org/10.1080/14719037.2019.1642951>
25. ~**Williamson S**, Foley M, Cartwright N (2019) 'Women, work and industrial relations in Australia in 2018'. *Journal of Industrial Relations* **61**(3):1-15.

KPI 6: fully met. *This activity contributed to all IRRC Objectives.*

KPI 7: Deliver at least 18 (by-lined) presentations at conferences/public forums (5 in next 12 months)

1. **Bainbridge** HTJ, Judd-Lam S. (2019) Combining paid work and eldercare: A review of findings from the 2018 Carers NSW survey. Paper presented at the Australian Social Policy Conference, Sydney, Australia, Sep.
2. **Bainbridge** HTJ, Palm E (2019) Non-work caregiving responsibilities and changes in the job scope of female employees. Paper presented at the meeting of the Academy of Management, Boston, USA, Aug.
3. Dallas M; **Sheldon P**; **Wilcox T** (2019) The role of awards as meso-level phenomena in social evaluation processes, 35th EGOS Colloquium, Edinburgh, 4-6 July.
4. Colley L, **Williamson S** (2019) Public Sector Reform and its Effects on the Coherence of Human Resource Management. 35th EGOS Colloquium, Edinburgh, 4-6 July.
5. Colley L, **Williamson S**, Foley M, Cooper R (2019) Gender Equality Policies: Gender fatigue and implementation failure? 33rd AIRAANZ Conference, Melbourne, 12-14 Feb.
6. Cortis N, Foley M, **Williamson S** (2019) Defending the status quo? An examination of how senior leaders frame workplace gender inequality. 33rd AIRAANZ Conference, Melbourne, 12-14 Feb.
7. Foley M, **Williamson S**, Cooper R, Colley L (2019) Gender-blind or gender-aware? Managers and the discourse of merit in the context of 'inclusion'. 33rd AIRAANZ Conference, Melbourne, 12-14 Feb.
8. Greene A-M, Kirton G, **Williamson S** (2019) Diversity consultants as change agents: Transcending theoretical, physical and spatial boundaries. 33rd AIRAANZ Conference, Melbourne, 12-14 Feb.
9. Greenwood M, Karam C, **Wilcox T**, Kauzlarich L, Contu A, O'Leary-Kelly A (2019) Intimate Partner Violence and the Inclusive Organization. Academy of Management Meeting, Boston, USA, 09-13 Aug.
10. **Gregson S** (2019) The West Gate Bridge Collapse: Lessons for Workplace Safety. National Health and Safety Conference; URL: <https://www.sia.org.au/events/sia-national-health-safety-conference-2019>
11. **Hampson I** The Fatigue Regulation Gap in Aircraft Maintenance, Presentation to the Annual Congress of the Air Engineers International (AEI) Berlin, Oct 8-11.
12. **Junankar PN (Raja)** (2019) Youth Labour Markets in Developing and Developed Countries: The Role of the Sectoral Composition of Production, Future of Employment: Challenges and Opportunities (FECO 2019), Symbiosis School of Economics, Pune, India, 19-21 Feb.
13. **Junor A**, Hall P (2019) Fighting for Equal Value: The National Pay Equity Coalition Australia, 1988-2011, international online workshop hosted by Western Sydney University, sponsored by G. Whitehouse and M Smith for *Journal of Industrial Relations*: 25 July (co-authors: Blackman D, Burgmann M, Hall P, Hayes F, Junor A and Smith M).
14. **O'Neill S** (2019) Invited Keynote Address, CAANZ – National Press Club, Canberra, June.
15. **O'Neill S** (2019) Invited Keynote Address, Audit and Risk Management Forum, ACT Government, Canberra, September.

16. **O'Neill S** (2019) Invited Keynote Address, Commonwealth Safety Management Forum, Canberra, December.
17. **O'Neill S** Building Intellectual Safety Capital, Executive Workshop x 2 - Executive Safety Exchange; URL: [not entered]
18. **O'Neill S** (2019) Informing Health and Safety Leadership. Health and Safety Month Conference, Work Safe Victoria, Melbourne Convention and Exhibition Centre, 1 Convention Centre Place, South Wharf, Melbourne, Victoria, 3006, Australia, 30 Oct.
19. **O'Neill S** (2019) Accountants - the hidden key to better health and safety performance. CAANZ Public Sector Forum, National Press Club, 16 Barton Circuit, Canberra, 24 May.
20. **O'Neill S** (2019) Measurement and reporting of WHS performance. ORCHSE Asia Pacific Health, Safety and Environment Forum, Sydney, 17-19 July.
21. **O'Neill S** (2019) Evaluating WHS Risk. ACT Government, Audit and Risk Management Committee Forum, CPA Australia, Canberra, 05 Sep.
22. **Quinlan M** (2019) Avoiding back to the Future: Learning from past failures to build healthier and more sustainable work organisation.
 - a. AIHS Victorian Safety Symposium. Victoria University City Convention Centre, 5 Sep;
 - b. Tasmanian Safety Symposium, Tasmanian Hockey Centre, New Town Centre, 26 Sep;
 - c. AIHS Perth Safety Symposium ECU Mount Lawley Campus. 4 Oct.
23. **Quinlan M** (2019) Address/discussion at Industrial Relations Society of NSW Patron's Lunch, Parliament House Sydney 8 Nov.
24. **Sheldon P** 2019 Employer association formation and early development: Going beyond materialist explanations?
 - a. Seminar presentation, School of Management, Economics and Quantitative Methods, University of Bergamo, Italy, 31 Oct. <https://dsaemq.unibg.it/it/eventi/employer-association-formation-and-early-development-going-beyond-materialist-explanations>
 - b. Seminar presentation to Work and Organisation Studies Discipline, University of Sydney, 6 Aug.
25. **Sheldon P** (2019) Employer Associations in Europe and Australia: Contemporary Developments, Presentation to Korea Labor Institute (Government research institute, Seoul, South Korea, 2 Oct. https://www.kli.re.kr/kli_eng/selectBbsNttView.do
26. **Sheldon P**; Li Y (2019) 'Does locality matter? Foreign-invested enterprises, HRM and the re-making of vocational education and training in China', presented at World Education Day Conference, Dalian, China, 27-29 Sep.
27. **Sheldon P** (2019) Invited presenter at community forum: *Preparing for Power Station Closure*, hosted by Hunter Community Environment Centre, Wangi District Workers' Club, 13 Feb. <https://www.eventbrite.com.au/e/forum-preparing-for-power-station-closure-tickets-52557518954>
28. **Wilcox T** (2019) Invited presentation on 'Ethical Leadership in an Accelerated World – doing well by doing good', public forum hosted by AGSM (260 attendees) June.
29. **Williamson S** (2019) AIRAANZ 2019 Presidential Address: Feminist Zeitgeist in the Workplace? On backlash, gender fatigue and organisational change. 33rd Annual AIRAANZ Conference, Melbourne, 12 Feb 2019-14 Feb 2019.

KPI 7: fully met. *This activity contributed to all IRRC Objectives except no. 4 (ELRR).*

KPI 8: Run at least one event/conference per year relevant to IRRC research goals/expertise

Dr. Joseph Halevi (Sydney University): ‘Europe’s political economy from just before WWII to the 2007/8 crisis’ (i.) 28 March and (ii.) 4 April 2019, Business School, UNSW. (c. 15 people attended each event).

Peter Kriesler organised these two presentations for the IRRC with co-sponsorship by the Society of Heterodox Economists and IRRC and with support from the Business School.

KPI 8: fully met *This activity contributed to all IRRC Objectives except no. 4 (ELRR)*

KPI 9: Provide submissions to or serve on at least one government advisory body relevant to the centre’s research expertise

Anne Junor

1. Employment New Zealand (2019) Spotlight Skills Identification Tool. <https://www.employment.govt.nz/hours-and-wages/pay/pay-equity/spotlight-skills-recognition-tool/> (Re-publication of 2009 report)
2. Goodman J et al (including **Junor A**), 2019, *Scholarly Teaching Fellows as a new category of employment in Australian Universities*, Australian Governments (DET), March
3. Before the NSW Industrial Relations Commission of New South Wales IRC92883 of 2017. Public Service Association of NSW and Professional Officers’ Association Amalgamated Union of New South Wales. *Supplementary Report of Honorary Associate Professor Anne Junor*, 13 June 2019. Filed by McNally Jones Staff (57pp.)

This was Anne’s expert witness work in: Matter 262: *PSA/POA Pay Equity case: Crown Employees (School Administrative and Support Staff) Award in the Industrial Relations Commission of New South Wales*.

Outcomes and significance

The PSA/POA case was settled—by agreement between the Department of Education and the PSA/POA – on 13 September 2019. It applies to 17,500 staff, 94% of whom are women.

Importantly, of the overall phased-in pay increase is of up to 19%, the first 11%, backdated to 1 July 2019, was a gender pay-equity increase. This increase reflected the Department’s acceptance of Anne Junor’s evidence of historical gender-based undervaluation and is profoundly significant as a re-affirmation of the Equal Remuneration Principle 2000.

Within industrial relations professional circles in NSW, this outcome is regarded as one of the most important achievements of the Commission in its more than century-old history.

Sharron O’Neill (and Louise Thornthwaite)

‘Staysafe Committee: Inquiry into heavy vehicle safety and the use of technology to improve road safety’

Contribution description: Invited to appear before the NSW Government’s joint standing committee on road safety (Staysafe Committee); Location/Jurisdiction: Staysafe Committee, NSW Government, Sydney, NSW, Australia; URL: <https://www.parliament.nsw.gov.au/committees/inquiries/Pages/inquiry-details.aspx?pk=2467#tab-reportsandgovernmentresponses>

Raja Junankar

Junankar, Raja 'Unemployment and the Newstart Allowance' submitted on his behalf by Australia Institute as an Appendix, September 2019 https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Community_Affairs/Newstartrelatedpayments/Submissions

Michael Quinlan

- NSW mine safety regulatory training materials began using Quinlan's Ten Pathways model https://resourcesandgeoscience.nsw.gov.au/__data/assets/pdf_file/0010/1143937/Program-1-Facilitator-Guide-LFD-for-Industry.pdf
- continued to serve as an expert member New Zealand Extractive Industries Advisory Group
- Director on the Board of the Transport Education Audit Compliance Health Organisation (TEACHO) since 2010
- Director, Mates in Construction, NSW Branch/Division since 2013.

KPI 9: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars)

KPI 10: Network with overseas researchers in terms of collaborative projects and arrange at least two presentations/visits at the Centre (one in the next 12 months)

Burçin Hatipoğlu organised, on behalf of the IRRC (and with School of Management support) a well-attended seminar by **Prof. Nancy Boken**, research coordinator in Sustainable Business Management and Practice at Lund University, Sweden on 11 December 2019 (in the Business School):

'CIRCULAR X – European Research Council funded project – on Experimenting with Circular Service Model'

This was the only such visit/presentation during 2019.

A number of IRRC Associates based at UNSW are involved in ongoing *international research networks*.

For example, **Peter Sheldon** works with colleagues in Italy (Profs Raoul Nacamulli and Edoardo Della Torre), South Korea (Prof. In Jun) and China (Dr Cuifen Weng).

Peter Sheldon, as IRRC Director, has written a number of supporting references for **Prof. Piotr Żuk's** (University of Wrocław, Poland) applications for grants in Europe as well as the USA, as well as helping him curate those applications. Prof. Żuk has also collaborated with **Raja Junankar**, and through *ELRR*, a great deal with **Anne Junor**.

Michael Quinlan held a Visiting Professorship at Middlesex University and has continued to work with networks of scholars in Europe and North America, including Michael Belzer (USA), **David Walters** (UK) and Katherine Lippel (Canada).

Raja Junankar is also a fellow of IZA, Germany.

KPI 10: fully met

This activity contributed to all IRRC Objectives except no. 10 (networking within UNSW)

KPI 11: Maintain an active presence through expert comment and discussion in media outlets

Sarah Gregson

- Podcast: The Bridge, Overland Journal, 2019. See at: <https://overland.org.au/2019/01/podcast-the-bridge/>

Raja Junankar

- 'Commentary: Unemployment and the Newstart Allowance' *Australia Institute*, 24 Aug https://d3n8a8pro7vhmx.cloudfront.net/theausinstitute/pages/3046/attachments/original/1566631364/Newstart_Allowance_and_Unemployment_Junankar_July2019.pdf?1566631364

Anne Junor

- 'Working from home whilst ill is becoming contagious', *BusinessThink*, 24 January 2019 (article based on interview with AJ) <https://www.business.unsw.edu.au/news-events/news/working-from-home-whilst-ill-is-becoming-contagious>
- 'How working from home has recast the role of a sick day' *Sydney Morning Herald*, 24 January 2019 (article based on interview with AJ) <https://www.smh.com.au/business/workplace/how-working-from-home-has-recast-the-role-of-a-sick-day-20190117-p50s0o.html>

Sharron O'Neill

- Podcast for Global Reporting Initiative, August. <https://www.globalreporting.org/information/news-and-press-center/Documents/pod20.aspx>
- Cited substantially in 'Can new metrics stop safewash', *Medium*, 25 April 2019. <https://medium.com/@GlobalReportingInitiative/can-new-metrics-stop-safe-wash-57f51632a769>
- Thornthwaite L, **O'Neill S** 'Better by Design', *Safeguard Magazine*, Issue 174, March/April 2019.

Michael Quinlan

- Interviewed by Philip Adams 'Late Night Live', ABC Radio National, with Professor Tony Moore on the ARC Project: Conviction Politics: On the convict roots of Australian Democracy, 12 September 2019. <https://www.abc.net.au/radionational/programs/latenightlive/politicised-convicts/11506760>

Other media mentions (public and professional):

- <https://safetyaustraliagroup.com.au/what-are-the-top-10-pattern-causes-of-death-and-serious-harm-at-work/>
- Workers in the grip of a bullying epidemic. *Sydney Morning Herald*, 22 Aug. (MQ's work cited in article by co-authors) <https://www.smh.com.au/business/workplace/workers-in-the-grip-of-a-bullying-epidemic-20190815-p52hel.html>
- Engineers Australia Submission, Work Health and Safety Regulations for Western Australia, 25 Nov. (MQ's work cited) [https://www.engineersaustralia.org.au/sites/default/files/2019-12/Work%20Health%20%26%20Safety%20Regulations%20\(WA%2C%20November%202019\).pdf](https://www.engineersaustralia.org.au/sites/default/files/2019-12/Work%20Health%20%26%20Safety%20Regulations%20(WA%2C%20November%202019).pdf)

Peter Sheldon

Following the 30 October 2018 launch of the report, Peter Sheldon, Raja Junankar and Anthony de Rosa Pontello 2018, *The Ruhr or Appalachia? Deciding the future of Australia's coal power workers and communities*, IRRC, during 2019, **Peter Sheldon** continued with related public debate and media work although at much less intense levels than in the three weeks after the report's release. During 2019, these included:

- Interviewed by Scott Levi, ABC Central Coast, 7.20 am 12 Feb.

- Interviewed by Nina Kopel (2SER 107.3 radio) re. Just Transition in her 'Life after Coal' Podcast, broadcast 14 April. <https://player.whooshkaa.com/episode?id=358930>
- 'How threatened coal-energy towns can have a future', *BusinessThink*, 17 April 2019. <https://www.businessthink.unsw.edu.au/articles/how-threatened-coal-energy-towns-can-have-a-future> (article based on interview with PS that he subsequently heavily re-wrote)
- 'A Green New Deal for Australia', interview with Vivien Langford for "Beyond Zero Emissions Show", Radio 3CR 855 AM Community Radio, 23 Sep. <https://www.3cr.org.au/beyondzero/episode-201909231700/green-new-deal-australia>

Overall during late 2018 to end 2019, more than 160 media mentions including large stories in *SMH*, *AFR*, *The Australian*, *Newcastle Herald* (front page plus editorial), *Guardian on-line*, *PM* (ABS Radio), regional Queensland radio and massive diffusion to local and regional newspapers via AAP syndication. For direct access to the report: <http://apo.org.au/node/199916>

Tracy Wilcox

Let's crush 'fake it 'til you make it' culture in 2019 Corporate fraud is having a moment in popular culture. Why is it so pervasive and what can be done about it? *Crikey Magazine*, 26 Feb.

Sue Williamson

- 'Backlash, Gender Fatigue and Organisational Change', *The Power to Persuade*, 25 November.
- 'Where are the Women? A Gender Analysis of the APS Review', *The Mandarin*, 16 Sep.
- Panel member on 'Clocking Off' with Anna Vidot, ABC Canberra, 30 Aug.
- Interview with Anna Vidot, ABC Canberra on 'Gender Equality in the Public Sector', 22 July.
- 'Time for a New Generation of APS Gender Equality Policies', *The Mandarin*, 19 July.
- 'Will the Coalition's Approach to Gender Equality Actually Improve Women's Lives?', *The Conversation*, May.
- 'Backlash and Gender Fatigue. Why Progress on Gender Equality has Slowed', *The Conversation*, 8 March. Republished by Women's Agenda: <https://womensagenda.com.au/latest/backlash-gender-fatigue-why-progress-on-gender-equality-has-slowed/>, 11 March.
- 'Maintaining the Public Service's Momentum for Gender Equality', *The Mandarin*, 6 March.

KPI 11: fully met

This activity contributed to IRRC Objectives 5, 8 and 9.

Contributions towards the new IRRC Objectives for 2018–2020 triennium, not otherwise listed (Objectives 1-3, 5-6, 8-9)

Chapters in edited books and research papers

1. **Junankar PN (Raja)** (2019) 'Monetary Policy, Growth and Employment in Developing Areas: A Review of the Literature', *IZA Discussion Paper No. 12197*, Bonn, Germany.
2. **Junankar PN (Raja)** (2019) 'Youth Labour Markets in Developing and Developed Countries: The Role of Sectoral Composition of Production', *IZA Discussion Paper No. 12256*, Bonn, Germany.
3. **Kriesler P, Nevile J** (2019) 'The Coming of Keynesianism to Australia'. In: Hegeman H and Dimand R (eds) *The Elgar Companion to John Maynard Keynes*. Cheltenham: Edward Elgar Publishing, pp. 626-632.

4. Maxwell-Stewart H, **Quinlan M** (2019) 'Voting with Their Feet Absconding and Labor Exploitation in Convict Australia'. In: Rediker M, Chakraborty T, van Rossum M (eds) *A Global History of Runaways Workers, Mobility, and Capitalism, 1600–1850*. University of California Press, 156-177
5. **Sheldon P**, Bamber GJ, Land-Kazlauskas C, Kochan TA (2019) 'Industrial Relations: Changing trends across theory, policy and practice'. In: Wilkinson A, Bacon N, Snell S, Lepak, D (eds) *The SAGE Handbook of Human Resource Management, Second Edition*. Los Angeles: SAGE Publications Limited, pp. 317-335.
6. **Junor A** 2019, 'Emotional Labour: Valuing skills in women's service sector ', as part of *Case Studies of Gender Innovation in the Social Science*. Gender Institute, ANU, 2019. <http://genderinstitute.anu.edu.au/gess/emotional-labour>
7. Wright CF, Bamber GJ, **Wailes N**, Lansbury RD 'An internationally comparative framework for analysing employment relations and the gig economy'. In: *Perspectives on Neoliberalism, Labour and Globalization in India: Essays In Honour of Lalit K. Deshpande*, 207-224.

All Objectives except 4 (ELRR)

Additional scholarly contributions from and recognition of IRRC honorary and visiting appointments

PN (Raja) Junankar

- Research Consultancy, 2019: 'Monetary Policy, Growth and Employment in Developing Economies: A Review of the Literature', International Monetary Fund, Washington DC.
- Elected Fellow, Global Labor Organization (2017) GLO is now online at <http://glabor.org>
- Research Fellow, Institut zur Zukunft der Arbeit (IZA), Bonn, Germany, 2002 (continuing)
- Visiting Scholar, Institute for Public Policy and Governance, University of Technology Sydney, (2018-2019)
- Executive Editor, *ELRR*.
- Member, Editorial Advisory Board, *International Review of Applied Economics*,
- Member, Editorial Board of *Australian Journal of Labour Economics*, and
- Member, Editorial Board of *International Journal of Development Issues*.
- Referee for a range of journals
- Second PhD Supervisor for David Saliba, Faculty of Arts, UNSW Sydney.
- Continually listed in the top 10% of Authors on SSRN by all-time downloads (eg 10th December 2018)

A Junor

Preparation of archival records of the National Pay Equity Coalition. Throughout 2019, the IRRC through **Anne Junor** and **Jason Antony**, contributed to the creation of a digital and paper archive of the work of the National Pay Equity Coalition, a significant group of Australian bureaucrats, academics and union activities who developed pay equity policies and strategies, leading to the NSW 1998 Pay Equity Inquiry and the NSW Equal Remuneration Principle. The records are of considerable historical and theoretical significance. They are being prepared for lodgement with the State Library of NSW, and 70 of the most significant submissions and leaflets are being prepared for online publication. The work involved considerable archival research, version comparison and contextual analysis. Its finalisation was interrupted by COVID-19, but it is already forming the basis of a stream of academic publications.

Statement of financial performance certified by the presiding faculty finance manager

Statement of Financial Performance For the Year Ended December 2019		2019		2018		Difference	
		\$'000	\$'000	\$'000	%		
REVENUE							
Research Revenue:	1	-	29	(29)	-100%		
Donations & Bequest - Draw downs		-	-	-	-		
UNSW Contributions		-	-	-	-		
Faculty Contributions	2	(5)	(3)	(2)	50%		
Other Restricted Revenue	3	-	-	-	-		
Commercial Activity - Fees for Service		-	-	-	-		
Sundry Other Revenue		5	5	0	3%		
Total Revenue		-	30	(30)	-100%		
EXPENSE							
Salaries, Oncosts and other staff costs		27	44	(17)	-39%		
Scholarship Stipends		-	-	-	-		
Contract & Consulting Services		-	-	-	-		
Repairs and Maintenance		-	-	-	-		
Consumables		0	0	0	48%		
Travel		-	1	(1)	-100%		
Equipment Non Capitalised		-	-	-	-		
Entertainment		-	-	-	-		
Marketing		-	-	-	-		
Miscellaneous Expenses		1	(36)	36	-101%		
Total Non-People Costs		1	(34)	35	-102%		
Total Expenses		28	10	18	172%		
TOTAL CONTRIBUTION - SURPLUS/(DEFICIT)		\$ (28)	\$ 20	(48)	-237%		
Depreciation		-	-	-	-		
SURPLUS / (DEFICIT) after Depreciation		\$ (28)	\$ 20	(48)	-237%		
Cashflow Funded Capital Expenditure (CAPEX)		-	-	-	-		

NOTES:

1 Revenue in Advance will be noted in Creditors & Other Liabilities.				
Research Revenue generated (cash basis).		-	\$ 29	(29)
Category 1 Research Revenue therein		-	-	-
2 UNSW Budget model includes other revenue items				
Teaching Revenue		-	-	-
Block Grants		-	-	-
Indirect Cost Recoveries		-	-	-
3 Other Research Revenue includes internal fund transfers.				
4 Restricted Funds - Cash at year end		\$ 8	\$ 36	(28)
5 Funds available in Division of Advancement				-

Industrial Relations Research Ctr


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Statement of Financial Position

As at December 2019

	Note	2019 \$000	2018 \$000
UNSW Australia Internal Cash	6	13	40
Accounts Receivable	7	-	-
Sundry Assets		-	-
Investments		-	-
Property Plant & Equipment	8	-	-
Creditors and Other Liabilities	1	(0)	(0)
NET ASSETS		\$ 13	\$ 40

NOTES:

- 6 Statements are prepared on UNSW Accounting principles - Operating & Strategic funds adjusted revenue
- 7 UNSW has central provisions in respect of payments made to employees and taxation.
Such provisions will not be reflected in this Centre's Statement of Financial Position.
- 8 Cash balance includes the GST centralised daily on Debtor and Creditor balances.
- 9 Accounts Receivable are gross value - inclusive of applicable GST.
- 10 Property Plant & Equipment is depreciated over the expected useful life of the asset.
- 11 UNSW Division of Advancement holds donated funds centrally. Draw down of funds to the Centre is reflected in the Statement of Financial Performance.

Funding sources

Business School Grants to <i>The Economic and Labour Relations Review</i>	2019	£ 8,000 pa in 2019-2023 as part of contract with SAGE.	Production, strategic planning and marketing <i>ELRR</i> .
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Statement of in-kind contributions

In-kind contributions—volunteer work by centre-based Associates and administrative staff

Staff Member	Time Donated	Value of Contribution
Emeritus Professor Raja Junankar	Full-time: Executive Editor, <i>ELRR</i> , labour economics expertise, Muswellbrook Shire Council tender	Retired
Dr Burçin Hatipoğlu	Part-time: <i>ELRR</i> , organising Prof Boker seminar	\$15,000
Dr Neil Hart	Part-time: Book review editor, <i>ELRR</i>	\$17,500
Associate Professor Anne Junor	Full-time: Editor-in-Chief <i>ELRR</i> , PSA/POA, Scholarly teaching fellows (through UTS); pay equity coalition archives; media work	Retired
Total in kind		\$32,500

Donation of Royalties

In 2019, P Sheldon continued to direct to the IRRC the royalties from: Sheldon, Kim, Li and Warner (eds) (2011), *China's Changing Workplace: Dynamism, Diversity and Disparity*, Routledge, London.

Infrastructure and other resources provided to the Centre

During 2019, the IRRC occupied office space and a meeting room in the Quadrangle Building (Quad 1039) it shared with CAER. It also shared with CAER: a printer/photocopier provided by the UNSW School of Business until late in 2019, when IRRC purchased its own printer/photocopier after the old one finally failed.

During 2019, the UNSW Business School ADR funded the replacement of one-third of the IRRC Director's teaching time through a payment to the School of Management.

Salaries—Imputed time spent on IRRC work by Associates located in Schools or at other Institutions, 2019

Staff Members	Work and Time Donated	Value of Contribution
<i>UNSW Business School</i>		
Professor Richard Dunford	Steering Committee and advisory work	\$17,000
Tim Harcourt	<i>ELRR</i> editorial work	
Faculty administrative support	Research advice, HR support, Accounting assistance	
<i>School of Management</i>		
Professor Andrew Pendleton	Steering Committee work	\$120,000
Professor Peter Sheldon, Centre Director	Centre steering committee and <i>ELRR</i> editorial committee work; application to ABDC re journal rankings, Muswellbrook Shire Council tender, Piotr Zuk funding application, media engagement, management of IRRC	
Associate Prof. Hugh Bainbridge	Muswellbrook Shire Council tender, discussions regarding organising conference on disability, carers and the workforce	
Associate Prof. Sunghoon Kim	<i>Reviewing for ELRR</i>	
Dr Sarah Gregson	Editorial work on Michael Quinlan book	
Dr Tracy Wilcox	Work on NGO project, <i>ELRR</i> Editorial Committee work	
<i>School of Economics</i>		
Associate Professor Peter Kriesler	IRRC Steering Committee, <i>ELRR</i> Executive Editor, organising 2x Joseph Halevi seminars	\$18,000
<i>School of Business UNSW Canberra</i>		
Professor Michael O'Donnell Dr Sharron O'Neill Dr Sue Williamson	Work related to Steering Committee, <i>ELRR</i> editorial work and administration of RG142653 and RG151974	\$17,000
Total in kind		\$172,000

Details of grants, consultancies, research projects, project outputs coming into IRRC

Consultancies

Contractor	Start Date	Amount	Comment
PSA/POA (stage 2)	2019	\$36,300 + GST	Finalised in 2019

IRRC Research/Administrative Assistant Jason Antony provided administrative support for these projects.

Dates of, and attendance at, meetings of the Centre's Steering Committee 2019

Date	Attendance	Apologies
14 June	Richard Dunford (Chair) Andrew Pendleton; Michael Quinlan; Peter Kriesler; Peter Sheldon (Director); Jason Antony (Minutes)	Anne Junor; John Niland; Sharron O'Neill; Sue Williamson
11 December	Richard Dunford (Chair) Andrew Pendleton, Sharron O'Neill Peter Kriesler, Anne Junor, Peter Sheldon Michael Quinlan Jason Antony (minutes)	Michael O'Donnell, John Niland.