



## 4.8 Guiding principles - Employee and industrial relations

### Scope

These guiding principles assist Special Purpose Vehicles (SPV) to develop employment and industrial relations (E&IR) practices. These principles support the E&IR planning template, which is provided in 4\_9\_T Employee and Industrial Relations Plan.

### Employment and industrial relations plans

An SPV should have E&IR practices that comply with all relevant legislation as well as codes of practice. This includes strategies that state the SPV's E&IR position and the risk management approach it will adopt as a consequence. The guiding principles for risk management are provided in 2\_1\_GP Risk Management.

An SPV's E&IR position may become part of the values that support its vision and mission. The guiding principles for vision and culture are provided in 1\_6\_GP Vision and Culture.

The SPV's E&IR practices should include, but are not limited to:

- providing equitable rights and responsibilities for all employees
- preventing and eliminating discrimination in employment
- providing for effective, responsive and accessible support for negotiations and resolution of industrial disputes.

### More information

For more information, please visit [www.dip.qld.gov.au](http://www.dip.qld.gov.au) or email [SPV@dip.qld.gov.au](mailto:SPV@dip.qld.gov.au).