

Curriculum Vitae

THE HON. DR NICHOLAS BLAIN

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I. QUALIFICATIONS

1964-1970

BEd (Hons) (The University of Western Australia).

MEc (The University of Western Australia).

Thesis titled Labour Relations in the Western Australian Coal Mining Industry, (pp. 154).

PhD (London School of Economics and Political Science, University of London).

Thesis titled Industrial Relations in the United Kingdom Airlines: A Study of Pilots and Managements, (pp. 682).

II. SCHOLARSHIPS

1960-1967

Commonwealth Scholarship.

P & O Orient Lines Scholarship.

British European Airways Fellowship.

III. ACADEMIC, BUSINESS, GOVERNMENT AND JUDICIAL EXPERIENCE

1966-1970

London School of Economics and Political Science - Research Assistant to Head of Department of Industrial Relations.

National Board for Prices and Incomes - Industrial Relations Adviser.

1971-1976

Calsil Limited - Group Marketing Manager.

Partnership Pacific Limited - Executive Officer.

Commercial Continental Limited - Assistant Manager.

CSR Limited - Senior Economist.

1976-1992

The University of Western Australia

Senior Lecturer in Industrial Relations.

Head of Department of Industrial Relations.

Course Controller, Master of Industrial Relations Degree.

Chairman of Board of Studies in Industrial Relations.

Chairman of Community Committee in Industrial Relations.

President of Academic Staff Association.

Senate Member (ex officio).

1993-2001

Government of Western Australia

Appointed as Chief Policy Adviser, and later as Chief Adviser, to senior Cabinet Minister, The Hon. Graham Kierath MLA, Minister for: Labour Relations; Employment and Training; Health; Assistant Treasurer; Works; Services; Multicultural and Ethnic Affairs; Lands; Housing; Planning; and Heritage.

2001-2008

Australian Industrial Relations Commission - Deputy President

Conciliated, arbitrated or otherwise resolved in excess of 1,600 cases, none of which has been overturned on Appeal.

2009-2016

Private Practice - Industrial Relations Specialist

Provided services to leading Australian companies, other employers, employer organisations, professionals, employees and unions.

2016-2017

Private Practice - Pro Bono

Maintained an active involvement in industrial relations, media commentary on workplace issues, political advice and mentoring.

IV. POLITICAL EXPERIENCE

1973-1975

Member of the City of Sydney Special Branch of the Liberal Party of Australia (NSW Division).

Chairman of the City of Sydney Special Branch Subcommittee on the Floating of the Australian Dollar, Liberal Party of Australia (NSW Division).

Member of the City of Sydney Special Branch Subcommittee on Inflation and Taxation, Liberal Party of Australia (NSW Division).

1999-2001

President of the Cottesloe Branch of the Liberal Party of Australia (WA Division) (the largest Branch in Western Australia).

Member of the State Executive and the State Council of the Liberal Party of Australia (WA Division).

Chairman of the Policy Committee of the Liberal Party of Australia (WA Division).

Member of the Advisory Committee on Federal Policy of the Liberal Party of Australia.

V. PROFESSIONAL LEADERSHIP

1982-2011

The Australian Representative on a 25-nation Delegation of Labour Relations Specialists, hosted by the United States Information Service, for a 4-week study-tour of the USA.

President, Industrial Relations Society of Western Australia.

Convenor, London School of Economics Alumni Society.

Counsellor, Committee of Economic Development of Australia.

Fellow, Australian Human Resources Institute.

Mentor, Australian Human Resources Institute.

VI. COMMISSIONED CONSULTANCIES

1977-1992

Research and Advice

Australian Government Committee of Review into Australian Industrial Relations Law and Systems (Hancock Committee).

Independent Public Inquiry into Domestic Air Fares (Holcroft Committee).

Musicians' Union of Australia.

Western Australian Department of Marine and Harbours.

Western Collieries Ltd.

Woodside Petroleum Ltd.

Industrial Relations Tribunals

Appearance as an Intervener before the Full Bench of the Australian Industrial Relations Commission.

Negotiation, advocacy and appearance as an Expert Witness before the Western Australian Industrial Relations Commission.

Media Commentary

ABC Radio National's regular national commentator for "Notes on the News" and "News Commentary" (*approximately 50 short papers on current aspects of Industrial Relations in Australia were delivered by me in national radio broadcasts by the ABC*).

ABC TV commentary.

VII. INVITED ADDRESSES

1976-2005

International

Presentations of addresses at international conferences in: Brussels (Belgium); Geneva (Switzerland); Hamburg (West Germany); Hanover (West Germany); Herzlia (Israel); Palmerston North (New Zealand); and Tokyo (Japan).

National and Local

1. "Industrial Relations in the W.A. Coal Mining industry" - Seminar for senior executives in the coal mining industry.
2. Address to Employee Licensed Surveyors and Graduates - "Award Wages and Industrial Arbitration".
3. Keynote speaker at symposium of the Industrial Relations Society of Western Australia to commemorate the publication of my book "Industrial Relations in the Air". Topic: "Australian Airline Pilots - The Elite Militants?".
4. Conference of the Association of Draughting, Scientific and Technical Employees - "Australian Unionism".

5. Symposium of the Western Australian Chamber of Mines at Bunbury - "The Western Australian Coal Mining Industry: 23 years without a strike".
6. Industrial Relations Association Convention - "The Hancock Enquiry: New Wine in Old Bottles?".
7. National Industrial Relations Conference of the Australian Mines and Metals Association, Mandurah, Western Australia - "Federal and State Unions in Western Australia".
8. Western Australian Government, Office of Industrial Relations, National Seminar on Hancock Committee - "The Hancock Report and the Future of the Arbitration System".
9. American Chamber of Commerce - "Industrial Relations in the Light of the Hancock Report".
10. Association of Licensed Sales Representatives - "Industrial Arbitration in Australia".
11. Public Service Commission of Western Australia, Executive Development Programme - "Award Restructuring".
12. National Industrial Relations Conference of the Australian Mines and Metals Association - "Structural Efficiency: What does the Commission Really Want?".
13. Public Service Commission of Western Australia, Executive Development Programme - "Industrial Relations in the Public Sector".
14. Committee of Economic Development of Australia - "The Changing Climate of Industrial Relations".
15. Trade Union Training Authority - "Challenges Facing the Trade Union Movement".
16. Western Australian Government, Office of Public Sector Management, Symposium - "Structural Efficiency in the Public Service".
17. Federal Government Workplace Change Program - "The Changing Context of Negotiation in Australia" (series of 5 invited lectures).
18. National Convention of the Printing and Allied Trades Employers Federation of Australia - "The Critical Industrial Relations Trends in the Next Decade".
19. Address to the Building Owners and Managers Association of Australia Ltd - "The New Industrial Relations Environment: Focusing on the Workplace".
20. The University of Western Australia - "The Workplace Agreements Act 1993: The First two Years and Beyond".
21. Submission to the Senate Economics Reference Committee - "Workplace Agreements - A Western Australian Perspective on the Federal Bill".
22. Australian Human Resources Institute, Public Sector Network Seminar - "Labour Relations in the Second Term".
23. Valreal Conference "Report Card on the Workplace Relations Act", paper titled "Part 2A Agreements - The Path back to State Jurisdiction".
24. Rotary, Matilda Bay, Western Australia - "People to Profit-A Practical approach".
25. Australian Industrial Relations Commission - "The Federal Commission's jurisdiction and powers", Presentation to Edith Cowan University Industrial Relations and Human Resources Management students.

VIII. PUBLICATIONS

a. Books and Monographs

1. Pilots and Management: Industrial Relations in the United Kingdom Airlines, London, George Allen and Unwin, 1972 (pp. 372).
2. Peace in Coal Mining: A Study of Industrial Relations in Western Collieries Ltd, Perth, Western Collieries Ltd., 1982, (pp. 90).
3. Industrial Relations in the Air: Australian Airline Pilots, St. Lucia, University of Queensland Press, 1984 (pp. 219).

b. Published Articles and Chapters in Books

1. "Some Economic and Social Aspects of the Western Australian Coal Mining Industry", Costs and Curves, Vol. 1, No. 11, 1966.
2. "The Economic Reorganisation of the Western Australian Coal Mining Industry", Economic Activity, Vol. 9 No. 3, July, 1966.
3. With Joe V. Eason, "Chronicle" Industrial Relations in the United Kingdom: September - December 1966", British Journal of Industrial Relations, Vol. V. No. 1, March, 1967.
4. "Labour Relations in the Western Australian Coal Mining Industry", The Journal of Industrial Relations, Vol. 10 No. 2, July 1968 (reprinted in University of Western Australia, Reprints in Economic Studies, Industrial Relations Series, No. 9).
5. "The Career Structure of Professional Pilots", Guild of Air Pilots and Air Navigators, London, 29th October, 1969.
6. With John Gennard, "Industrial Relations Theory: A critical Review", British Journal of Industrial Relations, Vol. VIII, No. 3, 1970 (reprinted in University of Western Australia, Reprints in Economic Studies, Industrial Relations Series, No. 18).
7. "The Role of Academics in Industrial Relations", Journal of the International Federation of Airline Pilots' Associations, April 1977, No. 69 (reprinted in the Journal of the New Zealand Airline Pilots' Association, 1977).
8. "Some Economic, Industrial Relations and Manpower Aspects of the Corporate Planning Process", in Kim Roberts (editor), Corporate Planning in Today's Business Environment, Extension Service, University of Western Australian 1977. A revised version was published in Economic Activity, Vol. 20, No. 3, July 1977.
9. "Developments in Industrial Relations ", Economic Activity, Vol. 20 No. 3, July 1977; Vol. 20 No. 4, October 1977; Vol. 21 No. 4, October, 1978; and Vol. 21 No. 3, July, 1978.
10. "Approaches to Industrial Relations Theory: An Appraisal and Synthesis", Labour and Society, April 1978, Vol. 3 No.2.
11. "The Social Contract: Challenge - Change - Consequences", Convention proceedings, Annual Convention of the Industrial Relations Society of Western Australia, 1977. A revised version was published in The Australian Quarterly, June 1978, Vol. 40 No. 2.
12. With J. D. Petchey, "Contractual arrangements governing the pay and conditions of Ansett and TAA pilots", Domestic Air Fares, Report of the Independent Public Inquiry, Australian Government Publishing Service, Canberra, Volume 1, Appendix 9, pp. 379-410, 1981.

13. With B. Karsh and Y. Nihei, "Airline Pilots Unions in Australia, Japan and the United States: A Test of Cross-national convergence", The Journal of Industrial Relations, Vol. 26, No. 3, September 1984, pp. 385-404 (reprinted as No. 328 in The University of Illinois, Institute of Labor and Industrial Relations Reprint Series).
14. "Federal and State Unions in Western Australia", The Journal of Industrial Relations, June 1985, Vol. 27, No. 2, pp. 207-232.
15. With J. Goodman and J. Loewenberg, "Mediation, Conciliation and Arbitration: An International Comparison of Australia, Great Britain and U.S.A.", International Labour Review, Vol. 126, No.2, March-April 1987, pp. 179-198.
16. With D. Plowman, "The Australian Industrial Relations Literature, 1970-1986", The Journal of Industrial Relations, September 1987, Vol. 29, No. 3, pp. 295-320.
17. "The Underlying Philosophy of the Industrial Relations Theory Course at The University of Western Australia", in Jack and Kate Barbash (editors) Theories and Concepts in Comparative Industrial Relations. Columbia, University of South Carolina Press, 1989, pp. 211-225.
18. With N. F. Dufty "Industrial Relations in Western Australia", The Journal of Industrial Relations, December 1989, Vol. 31, No. 4, pp. 552-578.
19. "The Changing Climate of Industrial Relations" in R. Appleyard (editor) Western Australia into the Twenty First Century: Economic Perspectives, St George Books, Perth, 1991, pp. 164-178.

c. Papers

1. "Approaches to Industrial Relations Theory: An Appraisal", Section 28 (Industrial Relations), 48th ANZAAS Congress, Melbourne, 1977.
2. "Collective Bargaining Within the Context of Compulsory Arbitration: The Unique Experience of Australian Airline Pilots", Section 28 (Industrial Relations), 49th ANZAAS Congress, Auckland, 1979.
3. With B. Karsh and Y. Nihei, "Airline Pilots Unions in Australia, Japan and the United States: A Test of Cross-national convergence", World Congress of the International Industrial Relations Association, Kyoto, Japan, 1983.
4. "Submission to Hancock Committee", The Committee of Review of Australian Industrial Relations Law and Systems, 1984.
5. "Federal and State Unions in Western Australia", Committee of Review of Australian Industrial Relations Law and Systems, 1984. A revised version later appeared as Discussion Paper 4, 1984, Department of Industrial Relations, University of Western Australia.
6. "The Hancock Enquiry: New Wine in Old Bottles?", Industrial Relations Association Convention, University of Western Australia, 1984.
7. "The Hancock Report and the Future of the Arbitration System", The Western Australian Government, Office of Industrial Relations, University of Western Australia, 1985.
8. "Conciliation and Arbitration in Australia", Hanover University, West Germany, 1986.
9. With J. Goodman and J. Loewenberg, "Mediation, Conciliation and Arbitration: An International Comparison of Australia, Great Britain and U.S.A.", World Congress of the

International Industrial Relations Association, Hamburg, West Germany, 1986. A revised version was published as Discussion Paper 10, 1986, Department of Industrial Relations, University of Western Australia.

10. "The Underlying Philosophy of the Industrial Relations Theory Course at the University of Western Australia", International Industrial Relations Association Study Group on Industrial Relations Theory and Industrial Relations as a Field, Hamburg, West Germany, 1986.
11. With D. Plowman, "The Australian Industrial Relations Literature, 1970-1986", Third Conference of The Association of Industrial Relations Academics of Australia and New Zealand, Palmerston North, New Zealand, 1987. A revised version appeared as Discussion Paper 13, 1984, Department of Industrial Relations, University of Western Australia.
12. "The Teaching of Industrial Relations to Undergraduates at Australian Universities", International Institute for Labour Studies, Geneva, Switzerland, 1987.
13. "New Foci for the Study of Industrial Relations", Second European Regional Congress of the International Industrial Relations Association, Herzlia, Israel, 1987.
14. "Award Restructuring", Executive Development Programme of The Public Service Commission of Western Australia, University of Western Australia, 1988.
15. "Submission to Full Bench on the Domestic Airline Pilots Dispute", the Australian Industrial Relations Commission, 1989.
16. "Structural Efficiency: What does the Commission Really Want?", National Industrial Relations Conference of the Australian Mines and Metals Association, Perth, 1989.
17. "Structural Efficiency in the Public Service", Western Australian Government, Office of Public Sector Management, Perth, Western Australia, 1989.
18. "The Critical Industrial Relations Trends in the Next Decade", National Convention of the Printing and Allied Trades Employers Federation of Australia, Perth, Western Australia, 1991.
19. "How will the Workplace Agreements Bill achieve the Government's Industrial Relations Objectives?", AIC Conference on Western Australian Industrial Relations Reform, 1993.
20. "The New Industrial Relations Environment - Focusing on the Workplace", Building Owners and Managers Association of Australia Ltd, 1994.
21. "The Workplace Agreements Act 1993 - The First Two Years and Beyond", The University of Western Australia, 1995.
22. "Workplace Agreements - A Western Australian Perspective on the Federal Bill", Verbal Submission to the Senate Economics Reference Committee, 1996.
23. "Labour Relations in the Second Term", Australian Human Resources Institute Public Sector Network Seminar, 1997.
24. "Part 2A Agreements - The path back to State Jurisdiction", Valreal Conference - Report Card on the Workplace Relations Act, 1998.

d. Feature Articles in Newspapers

1. "Merchant Banks Face a Squeeze under New Act", Australian Financial Review, 11 December 1974.

2. "Merchant Banks Face a Liquidity Trap", Australian Financial Review, 12 December 1974.
3. "Merchant Banking - No Longer Free to Follow the Market Place", Australian Financial Review, 13 December 1974.
4. "Compromise Needed to Preserve Indexation", The West Australian, 1 Nov. 1976, p.60.
5. "Collie Experiment Shows the Way", The West Australian, 13 June 1977, p.51.
6. "Study of Pilots, Airlines", The West Australian, 24 October 1977, p.3.
7. "Qantas Pilots Test Fly Work-Value Case", Australian Financial Review, 14 March 1980.
8. "Wage Fixing Uncertainty", The West Australian, 10 August 1982, p.7.
9. "How We Could Get Pilots Flying Again", The West Australian, 19 September 1989, p.11.
10. "A New Role for the Prime Minister in Solving the Pilots' Dispute", The West Australian, 19 September 1989 and The Canberra Times, 20 September 1989.

e. Newspaper Articles quoting my Comments or Publications

1. "Reasons for the Pilots' Militancy" by Arthur Reed, The Times (London), 7 Nov. 1970, p.12.
2. "Why Pilots Feel So Low", The Observer (UK), 23 April 1972.
3. "What makes an £8,000-a-year BEA Pilot Work to Rule" by Tony Dawe, The Sunday Times (UK), 30 April 1972.
4. "Turbulence", The Times (London), 17 May 1972, p.21.
5. "A Dangerous Kind of Strife" by Frank Cranston, The Canberra Times, 30 Sep. 1972.
6. "Reach for the Sky!" by Charles Wright, The Australian, 9 December 1972, p.19.
7. "Call for Probe into Pilbara Industry Strife", The West Australian, 15 Oct. 1977, p.31.
8. "Industry Applauds Canberra Line", Daily News, 23 June 1978.
9. "Single Pilbara Union Backed", Daily News, 24 July 1979, p.6.
10. "Hamersley was a Complex Impasse" by Paul McGeough, The West Australian, 3 August 1979.
11. "A Game of Bluff", Western Mail, 22 November 1980, p.13.
12. "Keeping an Academic Eye on Trouble" by Debbie Sproat, Western Mail, 29 November 1980, p.9.
13. "World Airline Profits Nosedive - Trend Catches Up with Australia" by Peter Winner, The West Australian, 15 February 1982, p.45.
14. "Big Hurdles for a Third Airline" by Peter Winner, The West Australian, 22 Feb. 1982, p.24.
15. "Wage Rises Traded for Job Security" by Paul McGeough, The West Australian, 18 May 1983.
16. "Section 29 in Demand", Weekend News, 29 October 1983.
17. "Pilots have Stranglehold" by Marie Mills, The Sunday Independent, 5 Feb. 1984, p.3.
18. "Pilot Power 'remarkable'" by Vince Condon, Weekend News, 2/3 June 1984, p.10.

19. "Call for Small Unions to Unite", The West Australian, 10 July 1984. p.27.
20. "Skywest Grounded in 'Who Flies What' Row" by Steve Creedy, The West Australian, 21 July 1984, p.18.
21. "Picketing Union Must Pay \$1.7M" by Steve Wright, The West Australian, 22 July 1984.
22. "Is a Pilot Worth a Sky-High Salary" by Jan Maynam, The Age, 30 July 1984, p.11.
23. "Accord Aids Low-Paid, Study Finds" by Peter Kennedy, The West Australian, 4 August 1986, p.14.
24. "Strike Useless: Expert", The Western Mail, Weekend, 15/16 December 1984, p.14.
25. "Government has Part to Play in Strike", The Western Mail, Weekend - Editorial, 15/16 December 1984, p.6.
26. "Expert Warns on Rightists", The West Australian, 22 December 1986, p.38.
27. "ACTU a Pacesetter on Pay - Uni Man", The West Australian, 23 March 1988.
28. "Union Upheaval Feared", The West Australian, 9 May 1988.
29. "Commission to take 'hard line' on Wage Case", The West Australian, 27 Jul 1988, p.41.
30. "Pilbara Leads Dispute Rate", The West Australian, 28 October 1988, p.13.
31. "Changes for Metal, Harbour Industries", The Sunday Times, 13 November 1988, p.41.
32. "Merger Changes Anger Murdoch", Daily News, 30 May 1989, p.3.
33. "Elitist Dilemma for ACTU" by Janet Wainwright, The Sunday Times, 6 Aug. 1989, p.22.
34. "Waterfront Wary on Reform" by Scott Brandreth, The Sunday Times, 22 July 1990.
35. "Academics May Strike", The Sunday Times, 14 October 1990.
36. "WA Academics Strike Tipped", The West Australian, 16 October 1990.
37. "Academics Push for Better Deal", The Chronicle, (later, Western Suburbs Weekly), 23 October 1990, p.3.
38. "Work Reforms to Reach All: Adviser" by Malcolm Quekett, The West Australian, 23 September 1993, p.42.
39. "Threat seen in change to Union Law" by Randal Markey and Simon Dowding, The West Australian, 23 July 1993, p.8.
40. "Field Work at 30,000 Feet", The Post, 7 February 1984, p.18.
41. "Pilots in Print", The West Australian -Fremantle and Suburban News, 16 Feb. 1984, p.2.
42. "Joking Aside, Salaries come top on some Pilots' 'S' List" by Keith Martin (Industrial Editor), The Sydney Morning Herald, 11 April 1984.
43. "Doctors of the Air: A Unique Class of Union" by Gerard Noonan, Australian Financial Review, 13 April 1984, p.41.