

CSR & Holcim Staff Association

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30 January 2018

All CSR, Holcim and Wilmar Staff,

Appointment of Olya Valaire as Industrial and Operating Manager

I am pleased to announce the appointment of Olya Valaire to the position of Industrial and Operating Manager for the CSR & Holcim Staff Association. Olya started in this position on 22nd January following the departure of Mark Port in the latter part of 2017.

Until recently Olya was the Industrial Relations Advocate & Workplace Safety Manager for the Master Plumbers Association (NSW), with prior roles including Employment Solicitor for the Australian Medical Association (NSW) and Associate to a FWA Member in the Fair Work Commission.

In these roles Olya has:

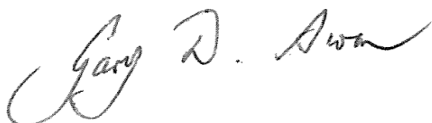
- Provided a full range of industrial and legal advice to members and her employers
- Provided case management for members from initial assessment to settlement or representation in litigation
- Drafted Enterprise Bargaining Agreements and participated in the approval process before the Fair Work Commission (FWC)
- Interpreted the Fair Work Act, Modern Awards and other relevant legislation for members and her employers
- Developed employment policies and strategies including on Workplace Health and Safety
- Facilitated performance management and workplace investigations
- Participated in Award Modernisation and 2012 and 2014 Awards Reviews
- Dealt with workers compensation claims and Fair Work Ombudsman claims

Members of the Staff Association and the Executive Council will benefit from Olya's considerable industrial and legal experience and qualifications in servicing future employment and industrial law issues across CSR, Holcim and Wilmar.

On behalf of the Executive Council I welcome Olya to the Association.

If you require support or assistance with your employment or industrial issue then contact Olya for a confidential discussion on (02) 9964 1747 or email her at ovalaire@csr.com.au

Yours faithfully,



Gary Swan
Secretary
CSR & Holcim Staff Association