

## Steve Daysh

B.Bus (HR and Industrial Relations) University of South Australia)



## Professional Background

Steve has had extensive experience in both the Higher Education and Government sector. Prior to resigning to move into consultancy in 2006 he was the General Manager Human Resources at an Australian Group of Eight University for eight years.

In that position Steve managed in excess of forty staff in a diverse portfolio covering recruitment and appointments, industrial relations, HR strategy, equity and diversity, occupational health and safety, payroll services, superannuation, organizational development and HR systems. Steve has exceptional industrial relation and negotiation skills developed through two mergers, University wide downsizing programs and being a lead negotiator and strategist for four University Enterprise Bargaining rounds.

Steve was the project sponsor for the implementation of the People Soft HR and Payroll System and provided general oversight in the development and delivery of HR services through its interactive web page and on-line training capability, much of which was developed in-house.

Steve was the inaugural Australian representative of the Steering Committee of the Association of Commonwealth Universities Human Resource network, an international group which facilitates closer collaboration between universities across the Commonwealth in finding innovative and practical solutions in the management of their human resources.

He has presented papers on Strategic Human Resource Management, Strategic Attraction and Recruitment, An International Perspective on Demography and Academic Staffing and HRIS System Implementations at international conferences in Australia, England, Trinidad, South Africa and Pakistan.

Steve is a member of the Australian Human Resources Institute (AHRI) and the Industrial Relations Society

## Experience

Steve focusses on a wide range of People Management issues including:

- Human Resource Strategy
- Organisational Reviews
- HR Policy Development
- Enterprise Bargaining negotiation
- Dispute settlement
- Developing, conducting and analysing surveys
- Developing Performance Management Systems
- Investigative reports on the effectiveness of policy and procedures
- Providing general human resource and industrial relations advice
- Conducting workplace investigations
- HR Audits

## Sector Experience

Higher Education and Government Sector