

EMPLOYMENT SUPPORT & ADVICE

HR for SmallBiz offers professional employment relations advice to assist in industrial relations issues.

Key Benefits

- Provide the business owner with a qualified professional to support your business with difficult employee issues
- Avoid costly legal claims against your business:
 - unfair dismissal / unlawful dismissal
 - adverse action / discrimination
 - bullying and harassment
 - underpayment of wages

Contracts of Employment

- Enterprise Agreements (EAs) formerly known as Enterprise Bargaining Agreements (EBAs)
- Historic Australian Workplace Agreements (AWAs)
- Common law contracts
- Award coverage

Fair Work Act Advice

- National Employment Standards (NES)
- Modern Awards
- Union Right of Entry

Terminations and Redundancies

- Dismissal Provisions
- Unfair Dismissal / Unlawful Dismissal / Discrimination claims
- Payments and Entitlements
- Termination Letters & Deeds of Release

Complaints Handling

- Effective Complaints Handling Systems
- Mediation / Negotiation / Arbitration / Conciliation

Independent Workplace Investigations

- Professional investigations
- Facilitate confidential, impartial and independent investigations
- Provision of guidance and dispute management
- Reports on findings and recommendations

Occupational Health & Safety

- Safety Systems and Management Plans
- Project Hazard Assessment
- Risk Identification and Management
- Worker's Compensation Advice

"We come to you and look for problems to fix before they cost you!"