

RISKY BUSINESS?

NSW Business Chamber

Maximising Your Business Potential



25,208 

Business
Hotline calls

Resolving all types
of member enquiries

\$68.60

FACTS.

FACT

Workplace issues are on the rise.
In the last reported year, over

27,000¹

claims were recorded in the
Fair Work Commission.

FACT

75%

of unfair dismissal claims result
in compensation payments.

PROTECT YOUR BRAND AND EMPLOYMENT REPUTATION AND AVOID COSTLY LEGAL FEES.



\$37,000 PAYDAY FOR
MELBOURNE WORKERS



Record penalty
of \$660,000 for
employer who
exploited refugee



**OPERATOR HIT
WITH \$168,000
IN PENALTIES** FOR
UNDERPAYMENTS



Energy company rapped for making pregnant woman redundant
two days before maternity leave



Not for profit back-pays
\$370,000 to workers
after **disability**
classification mistake



Franchisee faces
court over alleged
**deliberate
underpayment**
of Chinese worker



FACT

The Fair Work Ombudsman
is making companies, directors,
owners and HR managers
personally liable if you
knowingly collude in the
workplace breaches.

\$68.60

RISKY BUSINESS?

It doesn't have to be

A simple solution
that removes the worry

1. ADVICE.

Workplace Advice Line call 13 29 59

Our Workplace Advice line team is only a phone call away. Let them help you address the most important issues that businesses like yours are faced every day - from disciplinary matters to bullying in the workplace.

“ The advice is not generalised – it is specific and bespoke to my business. Workplace Assured is money well spent – I save countless hours searching and worrying that I’ve done the right (or wrong) thing. ”

Sonya Fitzsimmons
General Manager, Techcellence, VIC



Our workplace relations experts can answer your questions on a range of issues, including:

- Awards and provisions interpretation
- Redundancy and termination
- Wage rates
- Leave provisions such as personal Leave, long service leave, annual leave and maternity leave
- Termination
- Contract of employment
- Workers compensation
- Bullying
- Human resources issues
- WHS advice
- Workplace policies
- Workers compensation
- Creating a flexible workplace.

Partnering
with the best

AWARD WINNING LAWYERS WHO FIGHT FOR YOU

Australian Business Lawyers & Advisors (ABLA) is the specialist workplace relations law firm used and trusted by Australia's peak employer bodies – the State Chambers of Australia, as well as many leading industry associations.

This places ABLA at the forefront of Australian workplace relations, fighting for the interests of all businesses in the Fair Work Commission.

ABLA has also been awarded Australia's top Workplace Relations and Employment Team of the Year 2016 at the Australian Law Awards.



AUSTRALIAN BUSINESS
Lawyers & Advisors



2. COMPLIANT DOCUMENTS.

HR
advance

Save time in creating;

- Policies
- Agreements
- Forms
- Correspondence
- Checklists

Key topics

Conduct & Performance

Managing employee conduct and performance

Using the (

Pay & Conditions

Paying employees

Policies &

Employee

Recruitment

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your co

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Termination & Redundancy

6 things an employer need to know about termination

'Out of the ordinary' terminations

What is redundancy?

Redundancy severance payments and exclusions

amount of redundancy pay

the HR Advance and Redundancy

EEO & Privacy

EEO legislation

How is an employer accountable under EEO law?

How does discrimination occur?

When someone complains of discrimination

What are the General Protections?

What is a workplace right?

What is adverse action?

What other protections exist under the Fair Work Act?

What remedies are available for breaches of the general protections?

Working with EEO documents

What is privacy?

Important points to note concerning privacy

Do you need a new employee?

Collect accurate information

Comply with the law

The recruitment process

The job offer

WHS & Workers Comp

WHS

Workers Compensation

- *Create custom documents quickly and easily*
- *Manage and store your employee information online*
- ***Backed by Australian Business Lawyers & Advisors***

Hey, I just met you, and this is crazy,

**but here's my sales pitch,
so buy it, maybe?**

No Sales pitch!

CTO want's your thoughts...?

Thank you