

MASTERCLASS SERIES

Employment Relations Fundamentals

Overview

This interactive program will guide participants through the relevant employment legislation and guiding principles in relation to the engagement of employees. Participants will also grasp compliance obligations to **mitigate risk** and discover the **benefits** of effective Employee Relations foundations.

Designed for

Business Owners, Managers with Human Resources Responsibilities

Program Duration: Half day (9am to 12pm)

Max Participants: 6

Investment: \$295 plus GST or 2 workshops for \$495.00 plus GST

Content

Topics addressed include:

Industrial Relations Landscape

- What are the roles of the FairWork Commission and FairWork Ombudsman?
- What is a modern award? What if more than one applies?
- WHS and workcover requirements.
- What resources are available?

National Employment Standards (NES)

- What are the 10 standards?
- Who do they apply to?
- Contracts.
- Best practice tips.

Topical Employment Cases

- Casual employment arrangements.
- Underpayment of wages.
- What are FairWork Inspectors currently targeting?
- What is your businesses risk profile?

Learning outcomes

At the conclusion of the workshop participants should:

- Understand the broader IR system coverage.
- Understand legal and legislative requirements and apply risk management strategies.
- Be more familiar with finding and interpreting modern award provisions.
- Understand the NES and provisions for all employees.
- Be more familiar with polices and best practice to satisfy NES entitlements.
- Have a great awareness of possible consequences of not complying with the NES and Award provisions

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