

WORKPLACE BUZZ

How to reduce your concerns about Work Choices compliance

If you've read the last 2 editions of Workplace Buzz or visited [Current Topics](#) on our [website](#), you will have read truly horrifying outcomes from actions taken by the Office of Workplace Services. The errors have often been the result of a clerical error that any business can & does experience. Previously, repayment would have sufficed. Now the maximum penalty is \$33,000 on top of the repayment & the ONLY way to avoid this is to have your employees on IWAs or CWAs.

You can't possibly know, understand and comply with the 1451 pages of legislation AND 335 pages of regulations. You may have practical working arrangements from which employees benefit but you haven't bothered to complete the formalities. If discovered, whether an employee complains or not, you will face huge fines for technical breaches. The targeted industries are increasing & the random audits are nationwide. Don't think that getting a generic template & figuring it all out will save you money: most times you will still either breach Work Choices or create a less favourable outcome for your business. Notwithstanding the "go to jail don't pass Go" penalties if you hinder or obstruct!

Our documentation and processes are designed to meet your individual business needs, which include retaining satisfied workers. Not only that, we are still the only group in the country with a money back guarantee on our work. Our consultants will work with you for better utilisation of your most important resources - people and equipment - and we lodge the completed documentation. How does that help? We provide ongoing advice and support as circumstances change, so that you are always up to date & compliant with legislation. Don't wait to find out if you're ok, [contact us today](#).

What's New?

Qld Business Review 2007 Book of Lists ranks us 7th in Qld for [labour hire](#) (size of labour pool) & 2nd for [Workplace Health & Safety](#) (number of consultants).

Haycroft Workplace Solutions has been expanding the range of services so that businesses can focus on achieving their goals knowing that finding solutions to their workplace challenges are in capable hands:

An important addition to our service partners is Phoenix Global, one of Australia's leading business risk, investigation and support consultancies. Bullet Proof Your Business & keep the crooks away for \$1 a day with a 24 hour emergency crisis number, advice through website on business risk, reduced fees for investigation & consulting, practical strategies,

- [How To Reduce Your Concerns About Work Choices Compliance](#)
- [What's New?](#)
- [OH&S Profile: Meet The Team!](#)

e-newsletters, risk prevention documents & more. Our online order form will help you bullet proof your business immediately.

Ray Playle has joined our [Labour Hire International](#) division to assist business fill their vacancies with recruitment or labour hire of skilled workers. Ray comes from senior management in the media industry so he understands deadlines, efficiency and service. When [Labour Hire Australia](#) can't source workers locally, Ray can access our pool of candidates. The current pool has just been updated to include engineers (aircraft, civil, project, marine & more), electricians, diesel fitters, hairdressers, and ICT professionals. We are currently sourcing from New Zealand, Russia and China.

Seeking diesel fitters?

The practice of hiring teams from overseas is already well established in some parts of the country where whole teams from Korea or China work together in the one shift. This allows the employer to source workers whose English may not be at the highest level (but do speak English) and placing them under the management of their fellow countryman whose English is almost fluent. This allows the employer to communicate his wishes to the team leader and the team leader is responsible for the work carried out. The team leader would also be a qualified skilled trades person - most likely an engineer - not just a translator. Many workshops that use such teams have 1-2 people with superior English skills to 10 workers. All of our workers have a basic level of English and all undergo a 2 month English course prior to arriving in Australia.

Complete our [online vacancy form](#) for any vacancy (skilled or unskilled, recruitment or labour hire).

As always, one invoice from Haycroft Workplace Solutions on behalf of all our service partners is yet another means of reducing your workplace challenges

OH&S

Housekeeping

Good housekeeping is important in any business. Site tidiness is critical.

- Keep work area clean
- Stack materials away from work areas
- Keep leads and tools out of thoroughfares
- Schedule regular clean ups

The last point is particularly effective in construction and manufacturing environments. A client of ours was experiencing a "rolled ankle" or strained knee on average of 2 per week. These injuries are usually minor and result in lost time only. Our client restructured tasks to move from an end of day clean down to a clean up of 3-4 times per day depending on workload.

Production at this business has increased 50% over the last six months, and yet lost time injuries for knee and ankle strains has dropped to 2 in the past six months.

Safety: you know it makes sense.

Profile: Meet the Team!

Nikki MacDonald is our Sunshine Coast & Northern region Consultant who has been with the company over seven years. Nikki manages a large existing clientele that she has developed over the years throughout all industries including retail, hospitality & building & construction. Nikki is also working with Business Brokers providing their clients a confident Business Strategy of employment solutions. Her aim is also to focus on franchisee businesses as a one stop shop, minimising their workload & IR confusion.



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