

If you have trouble reading this email, [check the web version here](#).  
Or you can [safely unsubscribe here](#) if you don't wish to receive this in future.

# Haycroft Workplace Solutions

Australia's foremost workplace experts

## WORKPLACE BUZZ

JANUARY, 2009

### Profile: Meet the Team - Anita O'Brien

I started with Haycroft Workplace Solutions not long ago and here at Haycroft I work in the role of Accounts Manager. In this role I take care of financial reporting, debtors control, accounts payable, overseeing payroll runs and all other general account issues.



In my spare time when I'm not working I enjoy gardening, playing sports such as futsal and golf, and I also love socialising with my family and friends.

### Welcome on board!

The team at Haycroft Workplace Solutions would like to extend a very warm welcome to our new clients and we look forward to a mutually beneficial future working with you. Our new clients include:

- Pomona Hotel
- Royal Hotel (Murgon)

Please let us know if there is anything more we can do to assist you and further benefit your business.

### Meet our new staff members!

We would like to introduce to you are new staff members and the role they will be filling here at Haycroft Workplace Solutions:

- Profile: Meet the Team - Anita O'Brien
- Welcome on board!
- Meet our new staff members!
- FREE 1 hour consulting session
- Fair Work Bill - A General Update
- Enter your title
  
- Forward to a Friend
- Unsubscribe



- Anita O'Brien: Accounts Manager
- Rick Baillie: Consultant
- Jodee Mapleson: Caloundra receptionist
- Kay Thomas: Payroll Officer

## FREE 1 hour consulting session

2009 has approached quickly; and to start the New Year fresh, you deserve to take the time to reflect on your business.

Recognising the changes that have occurred in the past year, and those that will occur in 2009, Haycroft Workplace Solutions is offering FREE 1 hour consulting session with businesses in South East Queensland, who wish to benefit from the following services:

- Learning about the new IR changes coming into effect in July 2009 and what this means for your business;
- Assessing your potential growth areas for your business in the coming year;
- Starting a clean slate for compliance in HR systems;
- Finding long term efficiencies for the labour components in your business.

To register your interest in a FREE consulting session, complete your details [here](#) and a consultant will be in touch to make your meeting for the New Year.

## Fair Work Bill - A General Update

The Fair Work Bill was introduced to the House of Representatives on 25th November. It is further movement away from WorkChoices and towards Collective 'Good Faith' Bargaining. The Bill is expected to pass through the Senate with relative ease, and parts of the Legislation would then come into effect for the 1st July 2009, with the remainder operational by 1st January 2010.

There are 6 main areas for consideration of this bill:

1. The creation of a one-stop-shop, **Fair Work Australia** (FWA) and it's associated bodies to replace the Australian Industrial Relations Commission (AIRC), The Workplace Ombudsman (WO) and The Workplace Authority (WA), amongst others.
2. The **National Employment Standard** (NES), created to replace the current 5 minimum Australian Fair Pay and Conditions Standard.
3. **Modern Awards** - which the AIRC will be creating, with 10 set areas that the awards are allowed to cover.
4. **Enterprise Agreements** - a return to 'good faith' collective bargaining with a 4 year nominal expiry date.
5. **Unfair Dismissal** - all employees have the opportunity to claim unfair dismissal after qualifying periods of 6 months for general employers and 12 months for small



### Haycroft Workplace Solutions

#### Caloundra Office

38E Grigor St  
Caloundra Qld 4551  
Tel: 07 5491 9800  
Fax: 07 5491 7915

#### Brisbane Office

634 Main St  
Kangaroo Point Qld 4169  
Tel: 07 3891 7788  
Fax: 07 3891 7733

business (less than 15 employees) employers.

6. **Right of Entry** - has been expanded so that a permit holder (union representative) may enter premises for the purpose of investigating a suspected breach that relates to a member of the permit holder's organisation, whose industrial interests the organisation is entitled to represent and, who performs work on the premises.

For further information, please click [here](#).