

## WORKPLACE RELATIONS SERVICES

<b>EMPLOYMENT LAW</b>	<ul style="list-style-type: none"> <li>• Employment contracts</li> <li>• Pre-employment procedures</li> <li>• Policies and procedures</li> <li>• Remuneration structures</li> <li>• Incentive schemes</li> <li>• Post-employment restraints</li> </ul>	<ul style="list-style-type: none"> <li>• Protection of confidentiality and intellectual property</li> <li>• Dismissals</li> <li>• Workplace surveillance</li> <li>• Overseas assignments</li> <li>• Change management</li> </ul>	<ul style="list-style-type: none"> <li>• Privacy</li> <li>• State and Federal Courts and Tribunals</li> <li>• Redundancies</li> <li>• Sale or acquisition of businesses</li> <li>• Workplace disputes</li> </ul>
<b>INDUSTRIAL RELATIONS</b>	<ul style="list-style-type: none"> <li>• Right of entry</li> <li>• Enterprise agreements</li> <li>• Strategy</li> <li>• Industrial action</li> <li>• Secret ballots</li> <li>• Agreement interpretation</li> </ul>	<ul style="list-style-type: none"> <li>• Dispute resolution</li> <li>• Freedom of association</li> <li>• Award interpretation</li> <li>• Transmission of business</li> <li>• Good faith bargaining</li> <li>• Agreement variations</li> </ul>	<ul style="list-style-type: none"> <li>• State and Federal Courts and Tribunals</li> <li>• No-disadvantage test</li> <li>• Suspending or terminating protected industrial action</li> <li>• Strike pay</li> </ul>
<b>EQUAL OPPORTUNITY</b>	<ul style="list-style-type: none"> <li>• Policies and procedures</li> <li>• General staff training</li> <li>• Contact officer training</li> <li>• Legal risk management</li> <li>• Litigation in Federal and State Courts and Tribunals</li> </ul>	<ul style="list-style-type: none"> <li>• Investigations</li> <li>• Workplace Audits</li> <li>• Responses to EEO Commission or Human Rights Commission</li> <li>• Mediations</li> <li>• Family responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Workplace flexibility</li> <li>• Impaired workers</li> <li>• Sexual harassment</li> <li>• Charter of Human Rights</li> <li>• Victimisation</li> <li>• HR team training</li> </ul>
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>	<ul style="list-style-type: none"> <li>• Incident management procedures</li> <li>• OHS policies and procedures</li> <li>• Bullying</li> <li>• Training</li> <li>• Approaches to risk management</li> <li>• Statutory interpretation</li> </ul>	<ul style="list-style-type: none"> <li>• Internal investigations</li> <li>• WorkSafe investigations</li> <li>• Prosecutions</li> <li>• Workplace Audits</li> <li>• Employee consultation</li> <li>• Return to work</li> </ul>	<ul style="list-style-type: none"> <li>• Issue resolution processes</li> <li>• Health and Safety Representatives</li> <li>• Review of WorkSafe decisions</li> <li>• OHS right of entry</li> <li>• Serious injury incident management training.</li> </ul>