

# Workplace Relations



TCCI provides comprehensive industrial relations advice to manage employment, statutory and legal requirements, including:

- Coaching and education to prevent workplace disharmony and disruption
- Investigations
- Assistance and advice on the interpretation of the Fair Work Act 2009 and the National Employment Standards (NES)
- Modern Award coverage and application, conditions of employment and transitional arrangements information specific to Tasmania
- Assistance with planning and negotiating Enterprise Agreements
- Assistance with the resolution of specific workplace issues
- Advice concerning strategic workplace relations.

A pro-active approach and expert knowledge of current workplace relations issues to businesses to identify potential concerns before they become unmanageable, and reduce the likelihood of costly disruption to the workforce.

## **Workplace Practices Compliance Assessment**

Workplace Practices Compliance Assessments assist businesses to ensure you compliance with workplace relations obligations. Free member benefit depending on membership level.

## **Workplace Relations Helpline**

Straightforward and/or factual information such as rates of pay, award interpretation, leave entitlements and required record keeping are available as part of our Workplace Relations Helpline. Each membership level includes a specified number of helpline calls.

## **Training and Education**

Workplace relations and human resource management coaching, training programs and information sessions can be designed specifically to meet business and participant needs. TCCI can assist you in identifying the critical elements required for staff to perform at a peak level and develop a program to achieve your goals.

## Enterprise Agreements

TCCI can assist in the negotiation and drafting of Enterprise Agreements. This includes assistance with meeting employer's obligations to notifying employees of their representational rights, good faith bargaining. TCCI can support you to get the most out of enterprise bargaining through:

- Reviewing existing agreements and/or arrangements, and providing a comparison that can be used to assist members with the negotiation process
- Providing strategic advice on available options and how best to negotiate with bargaining representatives
- Drafting agreements or specific clauses accurately reflect the intentions of the parties and meets legislative requirements
- Representation in the lodgement and approval process with the Fair Work Commission.

## Award Servicing

TCCI members (depending on their membership level) can subscribe to Modern Awards that apply to their business and receive updates as the award/s change, this includes pay summaries.

## Human Resource Management Services

Ineffective human resource management systems can result in high staff turnover, industrial disputes, breaches of legislation, unfair dismissal claims, and more – all with significant effects on your business productivity and viability. TCCI offers services to assist you manage your human resource management systems effectively providing services directly related to assisting with:

- performance management
- investigation procedures
- leadership and management style assessment and coaching
- team building.

Hourly Rates (Effective 1 July 2016)

Members                    \$270 per hour\*

Non-member            \$415 per hour

\* Note discounts apply for Complete, Premium and Chairman's Club Members

Call today to discuss your workplace relations needs or email [workplacerelations@tcci.com.au](mailto:workplacerelations@tcci.com.au)