

People Matters

December 2008

PD News



Seasonal Greetings! Hope everyone has had a wonderful year and now it's time to enjoy scrumptious food and spend some quality time with the family.

We will be out of the office from Thursday the 18th of December and will commence business on Monday the 5th of January in the new year. However if there is anything urgent, Laura can be reached on 0412 896 363.

Please take care during this season and we will see you in the New Year.

Merry Christmas and Happy New Year,
Laura, Shannon and Emma

Is Redundancy on the Cards?

Last month's edition of People Matters looked at the current economic situation. With the dollar not expected to rise against the US until June of next year, global economies falling into recession and the dreaded 'D' word looming in our own backyard, businesses are starting to feel the effects. It is only predicted to get worse for the first quarter of the new year.

We would advocate making your staff redundant only as a last resort. If you do have to go down this track, make sure you know what your obligations are (award arrangements, contracts etc), and that you handle the situation with sensitivity. Employees should be able to leave the

organization with dignity. Here are a few points to be aware of if you are faced with daunting task of redundancy.

1. Make sure you don't cut too deeply. You don't want to be in a situation where you are losing too many staff.
2. Be open and transparent about the situation with staff. Have a carefully planned communications strategy that addresses what is happening.
3. Don't wait until the New Year to lay people off, before Christmas, although it may seem harsh, is actually the more sensitive option as people are more able to prepare for the Christmas Season financially, instead of spending heavily over the Christmas Break. It also gives them a chance to have a break and reassess at a time when most people are doing so. They can take advantage of new opportunities in this time of break as well.

Please contact us on 9510 3740 for further information.

Legal Update

Australians are now able to make complaints to the United Nations about the protection of women's rights and gender equality when all domestic avenues for review have been exhausted.

Australia formally moved to become a party to the Optional Protocol to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) on the 24th of November 2008. Australia's instrument of accession to the Optional Protocol will be lodged shortly in New York, meaning it will enter into force for Australia before International Women's Day on 8 March 2009.

Do you have a question you would like answered? Let us know - your suggestions for topics are welcome.

If you know someone who would be interested in People Matters let us know and we will forward a copy to them.

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Previous editions of People Matters are available on the downloads page of our website.

