

People Matters

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PD News



Happy New Year! Welcome back to another anticipated year. We hope you've rested up during the holidays and enjoyed the time spent with family and friends.

Emma will be away on holiday in Asia from January 21st to the end of February. She will be travelling to Taiwan, Hong Kong, Macau and mainland China. We hope she will enjoy the trip and remain safe.

After requests from our clients we have put together a new service to support employees and managers through redundancy. Please find attached detailed information on this service.

Rewarding for Success

It is of great importance that small businesses ensure their employees, especially their top performers, remain happy and motivated during uncertain economic times. While underperforming staff will tend to dig in, increasingly, there will be alternative employment opportunities available for top talent. Businesses who retain the staff that can really make a difference to internal culture, to customer satisfaction, and to contributing to the bottom line, will be better placed to weather the economic storm.

One way to ensure the retention of your best staff is to review your organisation's reward practices. In these lean financial times, monetary rewards may not be as available. Cutting back on bonuses, for example, should be balanced with other non-financial rewards. Options for non-



financial rewards are many and varied, but some examples include offering flexible hours, or structured flex time arrangements (such as a 9 day fortnight), training and development, team dinners, and official recognition for excellent performance.

Keep in mind that everyone will value different things. Rewards that would be most appreciated by younger employees (such as training and development opportunities) may not be as effective on employees with young children (who might prefer flexible hours or RDOs). Think about what drives the individual, remembering that what motivates you may be quite different to what motivates *them*. Finally, be sure to discuss potential reward programs with staff. Regular communication is a pillar of retention, and discussing rewards can often remind people why they like their job.

Legal Update

The 'dominant reason' test will be removed from the Age Discrimination Act, making it easier for people to prove they have been discriminated against on the basis of their age.

The change is a critical milestone in protecting and valuing mature-age workers, and it will bring the Act into line with other federal anti-discrimination laws.

The Australian Human Rights Commission received 417 age discrimination complaints between mid 2004 and mid 2008. Almost three-quarters of them were employment-related.

PeopleDynamics

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.

No choice but to let staff go?

Career Consulting Services

Businesses are facing tough economic times and there is an increasing need to reduce overheads. Unfortunately some are left with no choice but to reduce their staff numbers. This can be an extremely daunting process. We can help reduce the pain of this process by providing professional support to both the owner and managers in the organisation as well as staff.

We offer our career consulting service on two fronts:

For Businesses

Redundancy and industrial relations consulting

Coaching for managers on redundancy and surrounding issues;

- How to prepare for redundancy
- Deciding who goes (assessing options)
- How to communicate the appropriate message to staff in a professional and sensitive way
- Coaching and support for having 'the conversation' with employees
- Strategies for communicating with remaining staff
- Industrial relations issues

Career consulting services for employees being made redundant (see below)

For individuals

Career Counselling

- Behavioural Profiling to assist in job matching (McQuaig)
- Resume and covering letter writing and/or reviewing service
- Interview skills workshops and one-on-one training for increasing these skills
- Job search assistance and training – utilisation and introduction to our personal network with recruiters, giving the employee an added advantage
- Updating skills; computer training, communication skills
- Aptitude testing and employment testing preparation service

Contact Laura laura@pdynamics.com.au or Shannon Shannon@pdynamics.com.au on 03 510 3740 for more information.