

# People Matters

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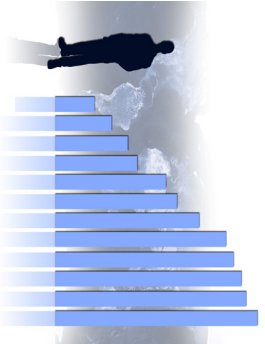
## PD News

Hello everyone, we hope that you have not been affected too badly by the fires and that your friends and family are safe.

We have rolled into another month of uncertainty in the economy. Our main role with our clients is to support you during this time and help you strengthen the foundations of your business. In this edition we will address opportunities job cutting can bring, as well the up coming changes for the Industrial Relations environment.

## Job Cuts—Opportunity?

They say there is a silver lining to every cloud. The business cloud at the moment is how to survive in the current market. Economists are predicting this particular downturn will be the worst we have ever seen in terms of size and reaching affects. However, it will not be drawn out; it will be hit hard and fast before starting to recover.



If you are faced with the daunting task of letting staff go and you have explored all other options (reduced hours, annual leave entitlements being taken etc) make sure you have done the right thing by staff. Careful planning and knowledge of the correct industrial regulations is essential (contact us if you need assistance) as staff morale and the reputation of the business reputation can suffer.

Reducing head count, if done properly however, presents a number of opportunities for your business, including redesigning jobs to increase productivity and reducing waste. This in turn helps engage, focus and motivate people into where the business is headed. Involve staff in

what is happening and get their input. Many of our clients going through such changes are engaging us to help revamp their current JODs® and help them with organisational structuring and design. It is also important that you keep investing in training and development programs for staff. This will help morale.

## Fair Work Australia

The Workplace Relations Act (1996) is on the way out, and The Fair Work Bill will fully come into effect on 1 January 2010 (some elements, such as new unfair dismissal laws, come into effect on 1 July 2009).



10 National Employment Standards (NES) will be introduced in the new industrial relations laws, which lay out the minimum terms of employment. These standards will cover weekly hours of work (38 hours per week), and the right for parents of young children (those under school age) to request flexible hours. Businesses may only decline such requests if there is a reasonable business case for doing so. The NES will also cover parental leave, annual leave, personal/carer's leave, compassionate leave, community service leave, long service leave, public holidays, notice of termination and redundancy pay.

## Legal Update

Discrimination laws have been amended. Reasonable adjustments must be made for those with a disability and the definition of disability discrimination has broadened to include carers. The Human Rights and Equal Opportunity Commission has been renamed the Australian Human Rights Commission.

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.*