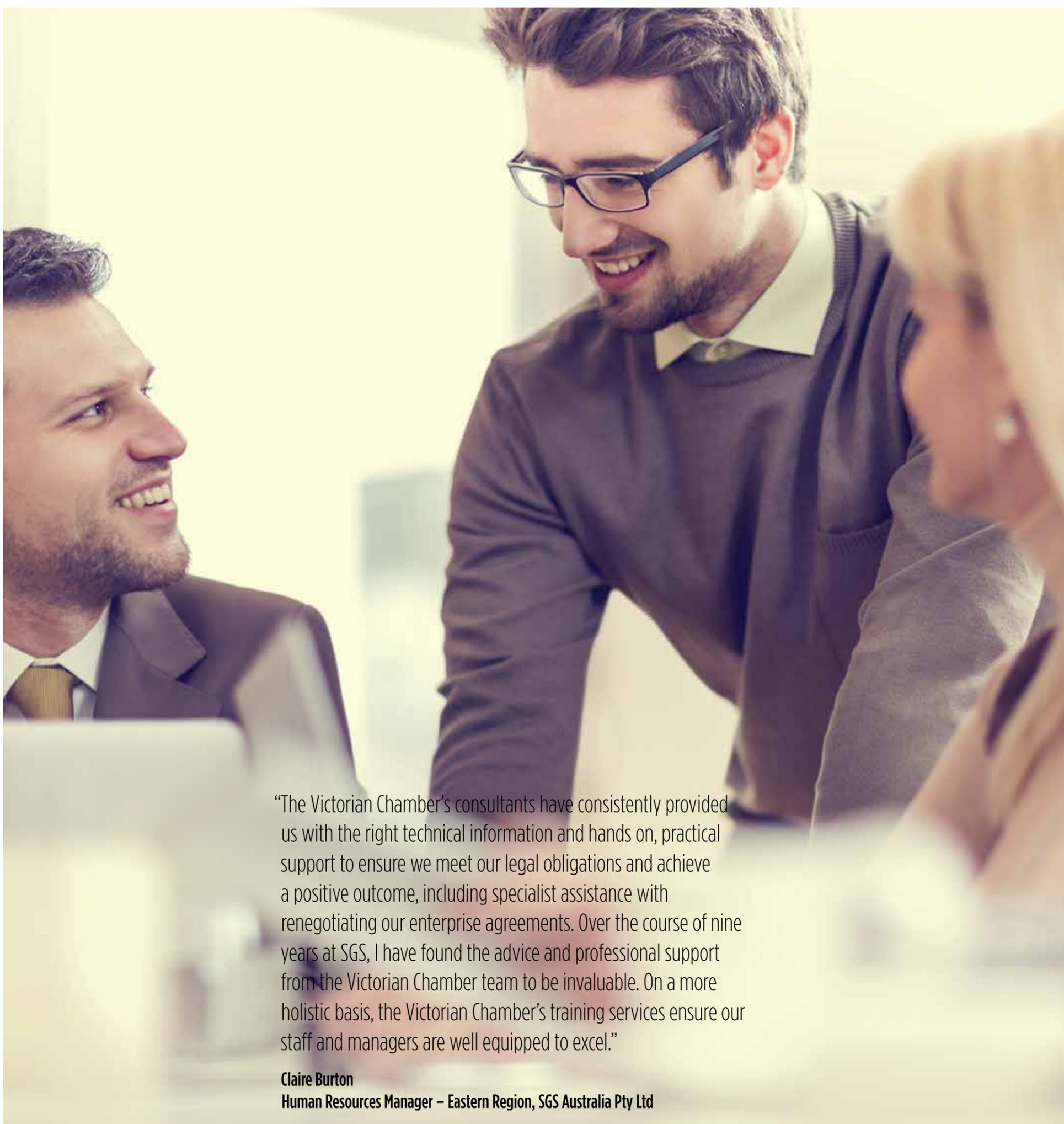




Workplace relations

YOUR EMPLOYMENT EXPERTS, EVERY STEP OF THE WAY





“The Victorian Chamber’s consultants have consistently provided us with the right technical information and hands on, practical support to ensure we meet our legal obligations and achieve a positive outcome, including specialist assistance with renegotiating our enterprise agreements. Over the course of nine years at SGS, I have found the advice and professional support from the Victorian Chamber team to be invaluable. On a more holistic basis, the Victorian Chamber’s training services ensure our staff and managers are well equipped to excel.”

Claire Burton
Human Resources Manager – Eastern Region, SGS Australia Pty Ltd

Good employee management is essential to the success of your business. From recruitment and remuneration to compliance, performance management, workplace safety and disputes, the Victorian Chamber of Commerce and Industry provides you and your business with support and representation.

Our Workplace Relations team is made up of human resources, management and legal experts who provide practical, cost-efficient and robust solutions for our clients.

A proactive approach to workplace relations pays for itself in improved workplace culture and fewer incidents, fines and claims.

Our services

Compliance

Employment awards, legislation and guidelines are constantly updated. As an employer, the onus is on you to keep informed and comply with current laws. Non-compliance presents significant risks including severe penalties and exposure to employee claims.

We provide regular updates and advice about new awards and legislation, policy and procedure design and training to help your business meet its obligations.

We help our clients with:

- Dispute resolution and consultation
- Equal opportunity, discrimination and bullying
- Modern award preparation and classification identification
- Occupational Health and Safety
- Whistle-blower, privacy and fraud matters
- Workplace employment audits including wage claims and audits and workplace culture ‘health-checks’.

Dispute resolution

We work with businesses to find effective solutions to industrial relations disputes. Our experts can save you time, money and your reputation.

As an employer organisation, we can represent employers at the Fair Work Commission without the need for special leave (as is required for representation by lawyers and other paid representatives).

Our services include:

- Conducting mediations
- Conducting independent investigations
- Representation at the Fair Work Commission in all matters including unfair dismissal claims; adverse action and general protection claims; and agreement making/terminating/varying and approval matters
- Representation in equal opportunity matters and claims
- Negotiation during union right of entry disputes

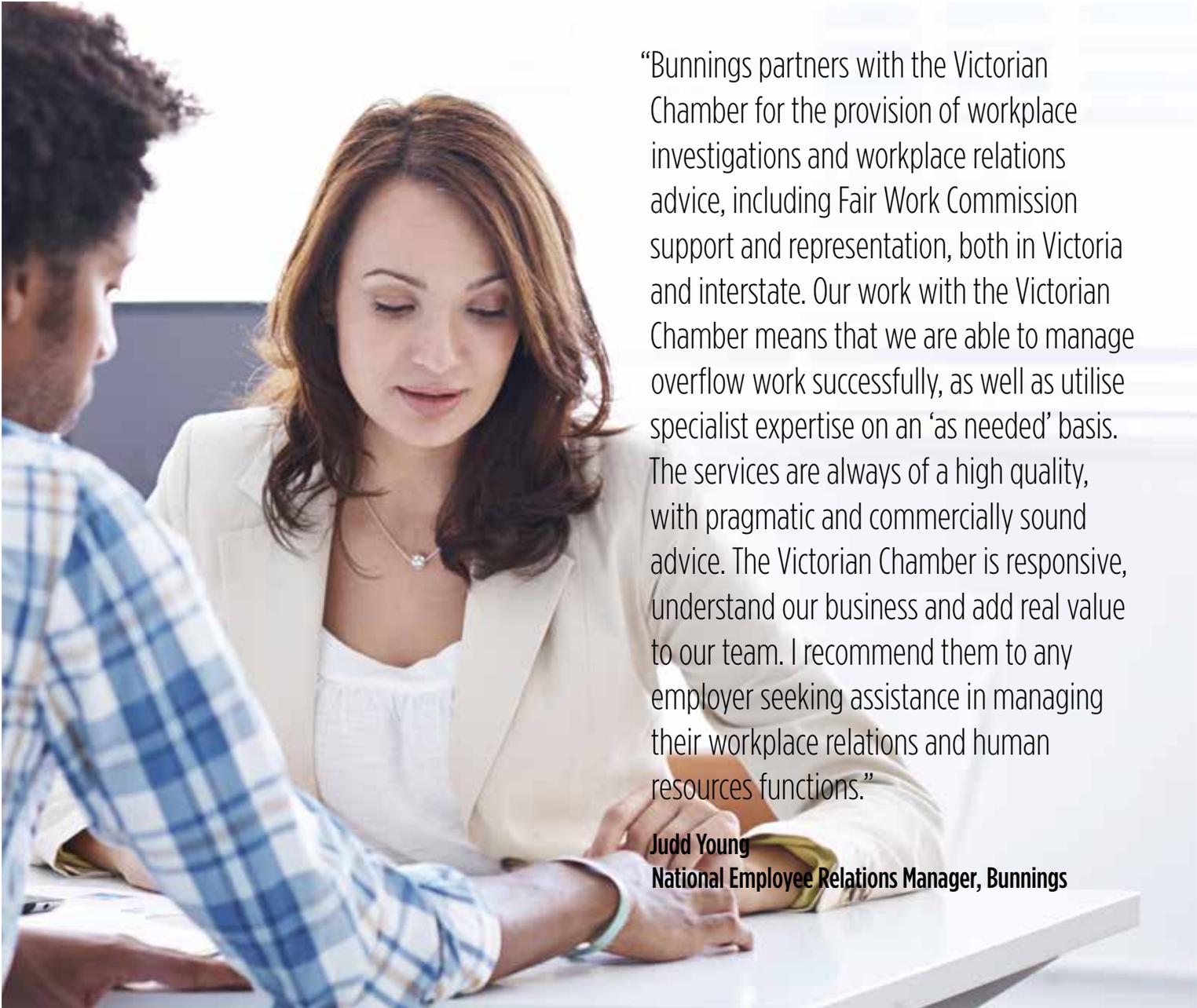
Human resources management

Each day presents new human resources challenges and no one human resources professional has all the answers. Our team of experts are able to support your team and provide timely advice on general HR queries or specific scenario.

We offer advice, training and documentation on:

- Bargaining and agreement negotiations and strategies
- Disciplinary action and termination
- Drug and alcohol policies and issues
- Employment contract drafting and interpretation
- Engaging and retaining staff
- Performance management
- Policy development, review communication and training
- Recruitment and selection
- Restructuring and redundancy advice and implementation
- Succession planning and management

We also offer in-house training, be it for a few executives or your entire organisation.



“Bunnings partners with the Victorian Chamber for the provision of workplace investigations and workplace relations advice, including Fair Work Commission support and representation, both in Victoria and interstate. Our work with the Victorian Chamber means that we are able to manage overflow work successfully, as well as utilise specialist expertise on an ‘as needed’ basis. The services are always of a high quality, with pragmatic and commercially sound advice. The Victorian Chamber is responsive, understand our business and add real value to our team. I recommend them to any employer seeking assistance in managing their workplace relations and human resources functions.”

Judd Young
National Employee Relations Manager, Bunnings

Our expertise in action

Yarra Trams

We represented Yarra Trams in the Fair Work Commission to respond to an employee's unfair dismissal claim. The employee had been dismissed after multiple rule breaches resulted in a costly and potentially dangerous collision. After considering the detailed materials and witness evidence, and visiting the scene of the collision, the Commissioner found that the dismissal was not harsh, unjust or unreasonable and the application was dismissed.

New Age Cleaning

We represented New Age Cleaning in the Federal Magistrates Court. Following consideration by the court of our member's application, the sacked employee had his matter 'struck out' and also had costs awarded against him.

BRB Modular

We successfully represented BRB Modular in a Full Bench appeal which clarifies the proper test for scope orders in Enterprise Agreements. This important decision clarifies the expectation that single members will defer to precedent Full Bench authorities; and limits the ability of unions to 'carve out' a sector of the workforce if doing so does not have a real chance of furthering bargaining fairness and efficiency.

CVGT Australia

We represented CVGT Australia, a training organisation, in the Fair Work Commission to respond to an unfair dismissal claim. An employee whose employment was terminated at the culmination of ongoing performance management may have received a redundancy had they remained employed. After considering the performance management process, the Commissioner found that the dismissal was not harsh, unjust or unreasonable and the application was dismissed.

Ennesty Energy

We represented Ennesty in the Fair Work Commission to respond to an unfair dismissal claim. An employee's role was made redundant and after consultation she was considered by her employer to be unsuitable for redeployment to other roles within the business. After considering the detailed submissions and evidence led, the Commissioner found that the employee's dismissal was not unfair.

Velcro Industries

Velcro Industries seek advice from our consultants for day-to-day human resources management enquiries. We were called upon to conduct an investigation and Velcro complimented our consultants' knowledge, understanding of issues and first class service.