

What's your new year's resolution?



Shed some kilos? Drink less? Exercise more? Get your workplace in order, ensure compliance, and minimise risk? Okay, so hardly as personally satisfying, but the good news is that it also requires less effort from you. We do the hard work!

Employment contracts

Have your contracts been updated and reviewed since the *Fair Work Act 2009* (Cth) kicked off on 1 July 2009? Do your contracts provide sufficient business protection? Are you sure that every employee has a written contract for their current role?

Modern awards

Modern awards commenced on 1 January 2010. Have you identified the modern awards which cover employees at your workplace? Is your business complying with any relevant modern awards?

Contractors

Are you treating any workers as contractors, when they're really employees? Do you realise that sham contracting can trigger a \$33,000 fine, and that's before any claim for back pay or fines from regulatory authorities such as the ATO?

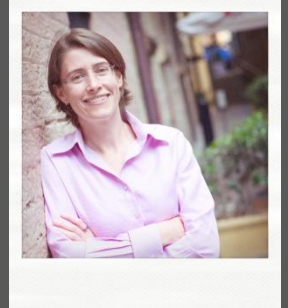
Bullying, sexual harassment and discrimination

When was the last time you trained your staff, and in particular the management team, on their obligations? Do you have workplace policies in place, and can you demonstrate staff have read and understood them? Have you familiarised yourself with the Draft Code of Practice Preventing and Responding to Workplace Bullying released by Safe Work Australia?

OH&S Harmonisation

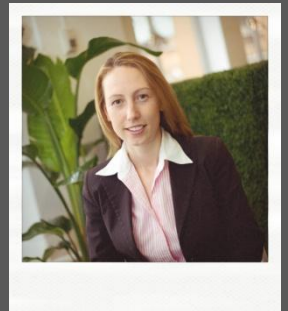
The plan was that all Australia's health and safety laws would be harmonised and commence on 1 January 2012. While some states are dragging the chain, New South Wales actually accelerated some of the amendments which commenced on 7 June 2011. Do you know how harmonisation impacts on the states and territories in which your business operates?

We can help you with all that stuff. Outsource your (workplace) new year's resolution today.



Amber Sharp
Partner

+61 2 8216 3099
amber@marquelawyers.com.au



Louise Rumble
Senior Associate

+61 2 8216 3042
louise@marquelawyers.com.au

Marque Lawyers Pty Ltd
Level 4, 343 George St
Sydney NSW 2000

Ph: +61 2 8216 3000
Fax: +61 2 8216 3001

www.marquelawyers.com.au