

A photograph of the exterior of the Lynn & Brown Lawyers building. The building is a modern, two-story structure with large glass windows and a prominent sign that reads 'Lynn & Brown LAWYERS'. The sign is repeated on the building's facade. The image is overlaid with a semi-transparent blue banner containing the text 'Business Insight Series – Session 2' and 'EMPLOYMENT LAW'.

Business Insight Series – Session 2

EMPLOYMENT LAW

IN THIS SERIES

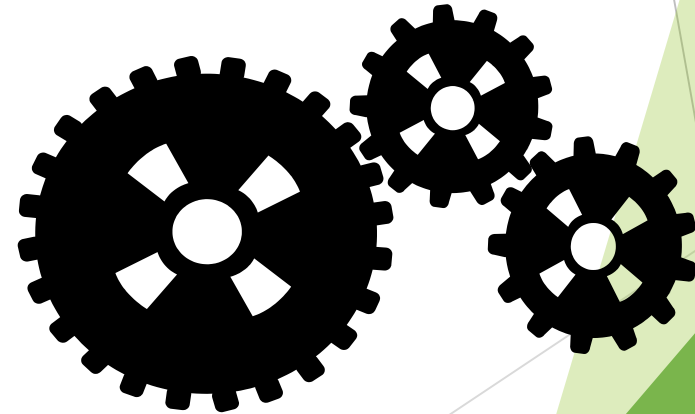
1. How the law can work for you
2. Mitigate your risks



Series will examine

How businesses run and how the law can work for you.

- getting invoice paid
- employment issues
- leases
- consumer law
- estate planning for business owners



Employment Issues

What is important?

- The Fair Work system
- Unfair Dismissal
- Documents
- Procedures

Employees - Asset or Liability?

Employees can be your greatest asset

OR

The biggest drain on your time and resources



Fair Work



- Replaced Work Choices
- Favourable to employees
- Legal protections for most employees
- Modern Awards
- Unfair dismissal = Harsh, unjust, unreasonable

How do you get it right?

1. Recruitment
2. Contracts
3. Policies and procedures
4. Individual flexibility agreements



If things do go wrong...

- Probation
- Performance manage
- Unfair dismissal
- Protections in place



Performance management

Effective procedure will:

1. Weed out under performers
2. Include warning letters, termination notices
3. Meetings with employees
4. Strengthen defence against claims

Protect what you have created!



1. Confidential information
2. Intellectual property
3. Post termination restraints

In summary...

■ Good policies:

- Create a culture that reflects your beliefs and values
- Reduce your risk of claims
- Enable delegation

■ Good procedures:

- Identify grievances early, resolve disputes and assist with performance management



...and

- Good contracts:

- Ensure you are Fair Work compliant
- Don't displace your common law rights
- Protect your business



Questions?



THANK YOU

Business Insight Series – Session 3

ESTATE PLANNING FOR BUSINESS OWNERS

On Tuesday, 21 July 2015

ryanm@lynnandbrown.com.au

www.lynnandbrown.com.au/seminars