



EMPLOYMENT CONTRACTS REVIEW

Why Now?

- Getting employment contracts wrong has always cost a lot of time and money!
- WorkChoices will be a huge change to the landscape for both your organisation and its people.
- Changes to Prudential Standards and the Corporations Act also affect employment contracts.

What's driving change?

- The proposed amendments to the **Federal Industrial Relations Act** will have major impacts on basic entitlements and redundancies which are presently protected by awards.
- The Federal Government is encouraging **Australian Workplace Agreements (AWAs)** and proposing the removal of the previous "no disadvantage" Rule.
- Management employment contracts are affected by the **Fit and Proper** requirements of APS520 and the **Responsible Officer** role under the AFS licensing regime, not to mention issues related to transfers of business.
- Many credit unions are also looking at letters of appointment for their directors.

How can Langes help?

Langes have written and reviewed employment contracts for many years for credit unions management and staff. We have also advised in many employment-related disputes.

We can conduct an employment contracts review, which would feature:

- **Reviewing** your current employment contracts (management and staff) and EBAs;
- **Checking** your present H.R. documentation for consistency;
- **Recommending** options for updating your contracts and procedures.

Desktop Review – \$900 plus GST including recommended amendments to current contracts and documentation. Additional drafting work can be conducted at \$300 per hour plus GST.

Contact Richard Farago on 02 9299 7577 or at rfarago@langes.com.au, if you would like a review to be carried out for you or if you have any employment queries.