



WORKPLACE RELATIONS

Human resources drive a business. We understand that your workforce is one of your key assets.

Moores provides a full service for employers, with a strong emphasis on strategic and pro-active solutions. Where disputes arise, we have the experience to manage them efficiently and cost effectively.

Moores provides our clients with three key services:

- › Legal Services
- › HR Consulting
- › Professional Development

We understand how important people are in running a successful business.

Our Workplace Relations team advises employers on workplace rights and responsibilities.

We help our clients develop and implement strategies to ensure a pro-active approach is undertaken when employment issues occur.

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1. **Legal Services**
2. **HR Consulting**
3. **Professional Development**

1. LEGAL SERVICES

Our team specialises in industrial relations and employment law, representing employers in a range of industries.

The team regularly advises on:

- Employee claims/issues/disputes, including unfair dismissals and general protections claims.
- Redundancy, restructure, redeployment and relocation issues.
- Modern Award compliance and advice.
- Investigations regarding employee complaints.
- Privacy and surveillance.
- Social media strategies and issues.
- Performance management.
- Termination issues.
- Equal Opportunity.
- Occupational Health & Safety.
- Workplace policies and procedures - development and review.
- Enterprise Agreements (drafting, review and negotiations).
- Union involvement on-site.
- Representation at arbitration.
- Industrial Relations litigation and disputes.

What you can expect from Moores

Think of us as a member of your team; the one you look to for clarity, certainty and of course legal advice with exceptional service. Plus, with Moores Agreed Pricing (MAP), fee surprises are history.

Value

After working with us, we want you to feel certain you received good value in service, expertise and advice. If not you should rightfully ask, 'Where were we?'

Strengths, not weaknesses

Our strengths lie in giving advice to operators in the commercial, construction and not-for-profit sectors and in skilfully managing your wealth.

The best people

Our people are the best at what they do so you can expect the best available advice. They're experts in their fields and committed to the transparent, effective advice our clients have come to expect.

2. HR CONSULTING

Our Workplace Relations team also offers HR consulting services, providing non-legal advice and support, in areas such as mediation, negotiation, human resource management and industrial relations support.

Our team regularly advises and assists in relation to:

- Conducting investigations in the workplace.
- Induction training and manuals.
- On-boarding programs.
- Recruitment advice and assistance.
- Performance management tools.
- Implementation of human resource management procedures and protocols.
- Mediation and dispute resolution between employees, unions and businesses.
- Executive remuneration negotiation.
- Up-skilling of valued employees.
- Succession planning.
- Industrial disputation.
- Management of union/employer relationships.

3. PROFESSIONAL DEVELOPMENT

Our team also conducts training and workshops in the following areas, and tailors programs to suit the needs of our clients:

- Discrimination, harassment and bullying training for employees, managers and senior executives.
- Safety and drugs and alcohol abuse.
- Professional development.
- Employment compliance for human resource practitioners and managers.
- Industrial relations strategy and negotiation skills.
- Performance management.
- Enterprise bargaining and negotiation.

- Mediation and dispute resolution for managers.
- Investigating complaints, contact officer training and how to deal with issues in the workplace.

KEEPING YOU INFORMED

Employment law is constantly under review by the government in response to the demands of both employers and employees. Moores can ensure you are not left behind.

We provide our clients with our regular newsletter 'Employment Alert' which features discussions on key employment and industrial relations issues affecting employers and emerging trends and developments in the workplace.

MOORES AGREED PRICING (MAP)

MAP is a part of the way we do business. It involves us agreeing a price with clients before we start work.

We have a 4 step approach to pricing:

1. We scope out your needs.
2. We respond with a clear statement of scope and a price.
3. If acceptable, we ask you to sign a formal price agreement.
4. We do what we promised and seek your feedback.

This type of pricing model allows us to understand your strategic business objective or personal goals, discuss what we can do for you and by when, before any agreements are made.

