

Ever-Changing Employment Laws Present Challenges for Small and Medium-Sized Enterprises

HR compliance is complicated, with heavy penalties and potential litigation if not followed to the letter of the law. But employment laws are confusing, changeable and can be expensive if ignored.

Laws impacting your business include:

- Fair Work Act 2009
- Workers' Compensation & Rehabilitation Act 1981 (WA)
- Occupational Safety and Health Act 1984 (WA)

Penalties Can Be Expensive

- In *Fair Work Ombudsman v Mamak Pty Ltd* [2016] FCCA 2104, Judge Smith of the Federal Circuit Court ordered Mamak, a popular Malaysian restaurant chain, to pay a civil penalty of \$184,960 on top of compensation payments to employees. In addition, Mamak's three directors were each ordered to pay amounts of around \$36,000.
- A recent case, that saw an insurance broker awarded \$300,000 after he was sacked for passing out drunk in a hotel corridor, shows employers can't sack someone for behaviour they are seen to encourage or endorse.
- In the recent case of *Keegan v Sussan Corporation (Aust.) Pty Ltd* an employee was awarded just under \$240,000 in damages after being bullied for 11 days.

The Bottom Line: Get Help to Get Compliant

Surveys indicate that many SME's are concerned about their capacity to remain HR compliant due to:

- Lack of internal resources to maintain compliance
- Reliance on systems, often paper-based, that are fragmented and difficult to keep updated
- Lack of time

All up, compliance can be a nightmare and "fingers crossed" is not a sustainable strategy. Companies are smart to address HR compliance issues head on and not wait to "feel the pain".

To help you meet your compliance obligations, you need a knowledgeable partner.

By engaging JumpHR to handle your compliance needs, you have the opportunity to reduce your compliance risk and improve productivity. Outsourcing essential HR functions is common and benefits include:

- **Reduced costs:** Outsourcing reduces costs a key business objective
- **Gain access to outside expertise:** Let JumpHR handle challenging regulatory guidelines without you shouldering the financial burden of dedicated resources.
- **A renewed focus on strategic priorities:** Outsourcing frees you up so you can focus on your day-to-day operations and key priorities

Want to know more?

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