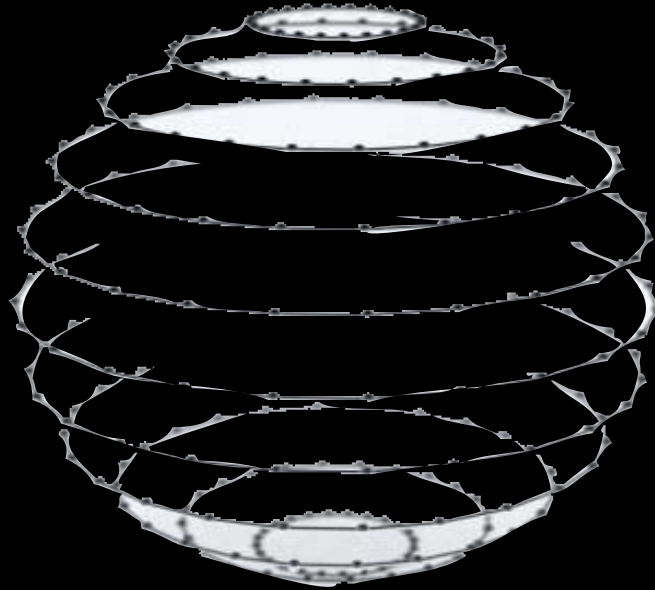


# hr in focus

May 2007

issue #7



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2007 HR Awards : Are you the best HR Leader?

# managing risk after WorkChoices



In the aftermath of WorkChoices, law firm *Minter Ellison* take a look at managing risks in relation to your employees...

This month HR Partners Sydney hosted a special HR Network session focused on WorkChoices and the trends 12 months on from its introduction.

Implications of WorkChoices include some organisations having seen an increase in the number of claims made by their employees for breach of contract, discrimination and health based claims. We were very fortunate to have Kristy Edser and Gordon Williams (pictures right) of Minter Ellison presenting on reducing the risk of employees making these claims and others against your organisation.

The session focused on employment litigation after WorkChoices, the impact on recruitment including contracts and policies, managing workplace injuries and the practical implications under current legislation. Case studies were introduced and included employee claims of unfair dismissal based on inconsistent terms in employment contracts. Our members found this session to be very relevant and reiterated the importance of having consistent polices within employee contracts.



Kristy is a Partner at Minter Ellison, joined in 2000 and provides strategic advice on all aspects of the employment relationship with 10 years experience in advising employees and unions on employment related matters. Gordon joined Minter Ellison in 2001, was appointed Special Counsel in 2006 and provides the full range of industrial relations, human resources and employment advisory services.

**Our next session is being held on Wed 6<sup>th</sup> June at The America Club, Sydney and we are delighted to have Steve Reid, Manager HR & Organisation Capability at Hutchinson 3 presenting on Organisational Capability & Learning.**

## upcoming dates



Tuesday 5<sup>th</sup> June, Epping  
*Stanford North Ryde*

*Brian Billing, HR Manager of Enigiser will be running an interactive workshop on the impact of HR decisions on the business.*

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Wednesday 13<sup>th</sup> June, Norwest  
*The Crown Plaza*

*Brian Bibbing, HR Manager of Enigiser will be running an interactive workshop on the impact of HR decisions on the business.*

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Wednesday 23<sup>rd</sup> May, Melbourne  
*The RACV Club*

*Luke Ross, Strategic Integration Manager of Sensis will be speaking on maximising business performance through creative and effective reward and retention strategies.*

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Wednesday 23<sup>rd</sup> May, Brisbane  
*Seasalt at Armstrongs*

*Julianne Plath, CEO of Railways Credit Union will be presenting on the topic of 'People Management and Cultural Transformation'.*



# THE AUSTRALIAN 2007 HR AWARDS

Nominations recently opened for the 2007 Australian HR Awards – the industry benchmark of true success in what is an increasingly challenging profession. Following the hugely successful awards of the past six years and an unprecedented level of interest from HR professionals around the country, the awards fill an important gap in providing an opportunity for individuals, teams and organisations to come together to recognise and celebrate HR as a profession.



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AWARD

Please visit [www.hr awards.com.au](http://www.hr awards.com.au) for further information on how to vote.

Sue Ritchie, Regional Manager HR Partners recently tackled some tough reader questions for HR Magazine...

**Q** I recently finished a six-month maternity cover contract as a compensation and benefits officer. Prior to this, I worked as an HR administrator for 18 months. I'm looking for my next role in compensation and benefits. I have applied for roles and am getting interviews, but I am being told that, although I interview well, the role is too senior for my experience. Having only six months' experience in this area puts me in a position where some roles are too junior while others are too senior. I know I could add significant value to a team if I could get the chance to prove myself. However, as these roles tend to be fairly standalone, it seems companies only go for those people who have the exact experience already. How can I convince them I have the potential to learn quickly and add value?

Starting off in your career and in particular transitioning from one specialisation to another is often a difficult process, however not unachievable. Compensation & Benefits is a very hot area at present and therefore in great need of people just like yourself who are willing keen and eager to pursue a career in this specialist area. There are a couple of ways to make your mark on the profession.

Option One is to gain some experience within a specialised compensation and benefits consulting environment where you will gain varied experience with a multitude of client organisations whilst also building your business acumen and consulting capability which is a core competency of any HR professional.

Option Two is to join a larger organisation with invariably larger HR and most likely remuneration & benefits teams.

You could work as an analyst as an understudy to a Remuneration/Compensation expert and grow within the organisation. Or again join a larger HR team in a generalist capacity and volunteer to be involved in the remuneration process or related projects. This is a great way to increase your knowledge and experience and most organisations are extremely proactive in promoting from within. Obviously not knowing you personally it is hard to make specific recommendations, however from your question, your enthusiasm and energy, I believe you can make it happen. The right leader/organisation will recognize your potential.

Please feel free to contact me.  
Sue Ritchie, Regional Manager HR Partners.



# cont.

**Q** I am a female HR manager in my mid-30s and I'm thinking of becoming an interim. I've noticed that interim management is becoming increasingly popular among younger professionals?

Interim management is becoming increasingly popular in the global marketplace and particularly in the HR profession. In this talent challenged environment and a world where workforce flexibility, work/life balance are increasingly in demand, we at HR partners are finding that our clients have been engaging interims at all levels.

After almost 9 years recruiting HR Professionals in the Melbourne and Sydney markets, it has been my experience that organisations are utilising HR interims to supplement their existing permanent teams in areas of specialisation, key projects and transition management (mergers/acquisitions).

Interim work is held in a positive light by both organisations and talent, for organisations it's about flexing with commercial demands and providing vital support whilst ensuring maximum productivity in progressive businesses. From a talent perspective it is about experiencing diverse projects, businesses and for many being able to manage their balance.

Becoming an interim is a personal and professional decision for an individual, however there are many success stories and with the changing world of business and employment it is definitely a growing and popular option at all levels.



Thank you to all of our trusted contributors.  
If you would like to contribute to future issues or have any recruitment enquires, please contact your state representative:



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