

Top 5 Employment Mistakes

No Employment Agreements

A good employment agreement explains the employment terms, conditions and rights clearly. If there is ever a question or dispute, you have it covered. Its like insurance. A typical \$50k per year job is an agreement worth a quarter of a million dollars. No agreement? Your nuts!

No Performance Management

Its vital that staff have feedback about what they have done well and where they can improve. This needs to be done informally and frequently, as well as formally and less often. Knowing what is good and getting praise tends to encourage more of the same. Appropriate feedback about improvement can prevent bad habits. A formal Performance Appraisal is an essential summary and record.

No Training

Businesses that fail to develop their staff are failing themselves. Your staff are your business. In optics, if you have good staff and the right service and product, your patients will forgive almost anything else.

Not Knowing the Law

Employment law is very specific and quite complicated. Its easy to get into a tangle over things like the difference between part-time and casual, and employees entitlements. If you're not sure, get advice.

No Pay Slips

You must provide your staff with a summary of their pay within 24 hours of each pay event.

Help is at Hand!

Developing customised documents that cover all the required areas, and negotiating reasonable and fair arrangements is not easy. Ideology Consulting can help you through this tangled web of issues. We can discuss and recommend terms and conditions for the Agreement with you and your business partners, then have the final agreement prepared by experienced lawyers.



More Information

To find out more about how we can help, or to discuss your situation in complete confidence contact Ideology Consulting directly.

Mark Overton, Director

Ideology Consulting

Mob: 0409 233 901 E: mark@ideologyconsulting.com.au