



## IS YOUR BUSINESS PREPARED FOR THE START OF THE NEW FINANCIAL YEAR?

It's time to get ready to review your employee's performance over the last year through an Annual Performance Appraisal process. Does your business have the necessary tools, experience and skills to competently undertake this process? How do you measure performance? How have you communicated this to employees? What does performance really mean to you and your employees? MJSP can design and tailor a Performance Appraisal Process that measures both results as well as behaviour. Ask us how.

Are you ready to implement the wages and allowance changes to the Modern Award applicable to your workplace? The Fair Work Act 2009 gave employers time to prepare and implementation date is 1 July 2010. Have you considered the financial costs? Are you aware of the risks of non-compliance with the new awards? Have you developed a strategy to implement any changes? Have you considered how to most effectively communicate with your employees? Ask us how.

If you have any question or concerns regarding these matters, please contact the MJSP office on (07) 3839 1233 or email us at [admin@mjsp.com.au](mailto:admin@mjsp.com.au).

## ADDITIONS TO THE MJSP TEAM.

The end of the financial year is looming! In preparation for busy times ahead, MJSP have added two new members to the team.

### **Jennifer Male** **Consultant**

Formalising her early career experience by obtaining a Bachelor of Business with an extended major in HR Management, Jennifer has more recently concentrated on dignity and fairness within the employee relations arena. Jennifer has developed her HR and IR expertise over the last 8 years within the medical, manufacturing, construction, mining, waste management, tourism and not-for-profit industries. Some of Jennifer's specialisations include Grievance Resolution, Workplace Bullying, Sexual Harassment, Discrimination Prevention Training and Workplace Investigations as well as general HR strategy development and services. Jennifer can also provide professional advice in the areas of Unfair and Unlawful dismissal. Her 'down-to-earth' communication style has also proven an effective tool in bringing together varied segments of a workforce throughout a range of change management initiatives.

### **Erin O'Mara** **Client Services Coordinator**

With 10 years of management experience in the Retail Industry, Erin has faced the challenges of running a business through the highs and lows of the retail year. Erin also has experience in dealing with Organisational Change and Development having had the role of Training Manager during a nationwide Point of Sales system upgrade.

Erin is currently completing her Masters in Business, majoring in Human Resource Management and can assist your business in areas such as Recruitment and Selection, Training and Performance Management.