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MJ Smith & Partners (MJSP) is pleased to introduce you to our relaunched website [www.mjsp.com.au](http://www.mjsp.com.au) - which now better supports our expanded and specialised service model.

As our clients' needs have developed and our relationships matured, we have found MJSP can assist clients reach their business and service goals in different ways. To achieve this, MJSP has aligned our specialists with a specific range of services.

*"MJ Smith & Partners aim to partner with their clients to achieve success in their workplace relations and organisational development initiatives".*

Our specific specialisation of services include:

### **Workplace Relations – Kylie Reed**

Our Workplace Relations service assists clients manage the more technical and compliance related issues (eg. compliance with legislation, agreement making, commission representation, agreement and award compliance matters etc) and the prevention and effective management of workplace disputes and workplace conflict (eg. workplace investigations, mediation, dispute resolution).

### **Governance – Mark Smith**

Good governance practices are relevant to all organisations. Not only those covered by the Corporations Act, but those also covered by other Commonwealth legislation, State Associations legislation, not – for – profit and public sector organisations as well as family and privately owned businesses.

Our governance specialists are certified members and graduates of the Institute of Company Directors. Our consultants have achieved significant and tangible success in working with Board Members, Executives and business owners in establishing sound governance systems.

### **Human Resource Management – Emma Howse**

MJSP is able to service all of your human resource and people management needs. We currently deliver services in areas including: HR policies and procedures; developing and evaluating position descriptions; training programs; advice on performance management processes and disciplinary action; meeting your recruitment and selection needs; remuneration benchmarking reports; and conducting human resource compliance and cultural audits.

We hope you are able to take the time to visit our website ([www.mjsp.com.au](http://www.mjsp.com.au)) and review the changes to our service model.

We look forward to working with you and will contact you again shortly to further elaborate on our services.

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