

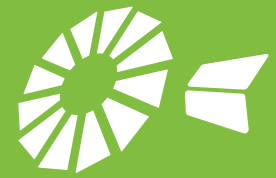
Victorian  
Farmers  
Federation



# CAN YOU AFFORD NOT TO BE A MEMBER?

## VFF WORKPLACE RELATIONS

The Victorian Farmers Federation Industrial Association (VFFIA) is one of the oldest employer associations formally registered under the Fair Work (Registered Organisations) Act 2009. When commodity members join the VFF they can also join the VFFIA free of charge. VFFIA has a team of industrial trained staff that can assist you with your workplace relations needs. A workplace relations handbook subscription service is also available to members for a fee.



**Victorian  
Farmers  
Federation**

The VFF Workplace Relations Team provides current relevant information and updates for members from a variety of sources including the Fair Work Commission. Information is explained and communicated in a way that assists employers to understand their obligations.

The Workplace Relations Team at the VFF provides tailored and up to date advice on workplace related matters.

### **Vital matters include some of the following:**

- ▶ Federal employment legislation
- ▶ The National Employment Standards
- ▶ Interpretation of Modern Awards
- ▶ Wage Rate Information
- ▶ Employment Contracts/Individual Flexibility Agreements
- ▶ Performance Counselling/Termination of employment
- ▶ Redundancy
- ▶ Workplace Policies and Procedures
- ▶ Workers Compensation and Occupational Health & Safety (OH&S)
- ▶ Enterprise Agreements & bargaining
- ▶ Union Information including union entry
- ▶ Adverse action /General protections
- ▶ Unfair Dismissals
- ▶ Workplace Manslaughter (takes effect 1st July 2020)

Workplace Relations members are provided with materials, tools and workplace related templates that are continuously updated and available through the Workplace Relations Department.

The Workplace Relations Team offers individual consultation time with members, via the fee for service option, providing professional and comprehensive advice on the following:

1. Contract/Agreement Making
2. Mediations with agencies such as Fair Work Commission and Fair Work Ombudsman
3. Unfair dismissal applications
4. Underpayments
5. Workplace Audits
6. Representation (Fair Work Commission)

By utilizing this service, as an addition to your current VFF membership, you allow yourself to greatly reduce the following financial risks to your business:

- ▶ Underpayment
- ▶ Unfair dismissals/General Protections/Adverse Actions
- ▶ Employment Records
- ▶ OH&S/Workers Compensation

Workplace Relations advice is a much needed necessity for businesses, small and large. In today's climate due to the ever changing legislation, rules and regulations,

it is paramount business owners are up to date with changes and adhering to what is in place.

The Workplace Relations team provides a free occupational health and safety service which includes over the phone advice and on farm safety assistance from the Farm Safety Officer. The team can also provide safety management systems audits and farm walks and talks (for groups).

Recently there have been some changes that affect the members of the VFF, such as:

- ▶ Overtime for casuals (Horticulture)
- ▶ Labour Hire Licensing Act (all industry's)
- ▶ COVID-19 temporary provisions/directives/ recommendations for workplaces
- ▶ Workplace Manslaughter (takes effect 1st July 2020)

Having access to the workplace relations team at the VFF, you as a member and an employer, can make sure you are doing the right thing by your employees, and keeping up to date with changes, minimizing your chances of any infringements or claims.

This overview is confined to the advice and handbook service functions to VFF members only. Policy and Committee work, VFFIA administration, award advocacy and submission formulation and Human Resources functions are not included.

August 2020

Major Sponsors:



## Can you afford not to be a member?

For more information contact:

**Alan Zoch, Workplace Relations Advisor 0427 440 048 azoch@vff.org.au**