



TOP 10 BEST PRACTICES FOR EMPLOYERS

Employers face a myriad of legal obligations when it comes to recruiting, retaining and terminating employees. As the employment and safety law landscape is ever-changing, employers must learn to adapt and be flexible to ensure compliance. Below are 10 best practices that all employers should consider to ensure that they remain compliant with legislation, while fostering good employee relations.

1. Use relevant, current employment agreements and documentation
2. Ensure regular reviews and feedback during probationary periods
3. Establish and maintain consistent policies and procedures
4. Be aware of permitting customs and practices in the workplace
5. Ensure safe working from home practices and flexible work arrangements
6. Comply with data-protection legislation
7. Protect your valuable assets: intellectual property and confidential information
8. Be clear on the type of engagement: employee vs contractor; casual
9. Be aware of the new workplace risk – wage compliance and Australia's wage theft epidemic.
10. Ensure compliance with new WA harmonised work health and safety laws and the introduction of industrial manslaughter charges

Note: The above is a summary for general information purposes only. It is not intended to be comprehensive or constitute legal advice. You should seek formal legal or other professional advice in relation to your particular circumstances before relying on the content of this presentation.



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