

You're the expert in Real Estate, we're your expert in all matters HR!

Garner Business Solutions has worked collaboratively with Stockdale and Leggo member providing outsourced Human Resources solutions to give you peace of mind and **minimise** your risks so you can **maximise** your **Real Estate business growth**.

What we offer – Annual Support Services (Valued at \$528)

- **Personalised Service** with a HR Manager who understands your business
- **Professional HR and IR advice** to help you sleep at night knowing you have your businesses HR obligations sorted
- Initial **telephone support**[^] and consulting services tailored to your needs for general people management challenges under understanding the IR laws
- Workplace **Employment Health Check**
- **Outsourced people management & administration** to help you sleep at night and **focus on what you do best** 'selling properties' without adding another employee to your business

Specific support:

Situations arise where more specific support or legal advice is required for your business. Areas where we have supported franchisees has included:

- Developing **compliant** and commercially sound **commission structures**
- Managing **poor workplace performance** and behaviours
- Bullying and Harassment Allegations
- Workplace Health & Safety compliance
- Customising job roles and policies
- **Building training** and development plans aligned to required competencies
- Reviewing conditions of employment

You have access to a range of HR specialists at discounted hourly rates to support your needs.

Specialists	Standard hourly*	Stockdale & Leggo Hourly *
Human Resource Senior Advisors	\$250	\$195
Workplace Health Safety Advisors	\$225	\$195
Specialist Workplace Relations Advisors	\$280	\$260
Lawyers & Legal Counsel	POA	

Effective 1 January, 2016 (Prices are subject to change and exclude gst)

In conjunction with enableHR subscription[†]

- Updates on Award minimum **rates of pay, commissions and allowances**
- Update to date and dynamic copies of the Real Estate Industry & Clerks Private Sectors **Awards, 2010 governing your business**
- Access to more than **100 compliant checklists**, letters, **Employment Contracts** for full-time, part-time and casual staff, easy to follow work flows, processes and **HR policies** through *enableHR* (just like MYOB or XERO manage your finances)
- **Regular e-communications** with relevant employment updates and Real Estate Industry specific information such as changes to Commission only structures and obligations

** including on and off site research and reviewing of documentation.*

[^] enableHR Technical, Product Support and general HR queries. This does not include HR Support or legal advice. Additional services will be quoted and based on our standard consulting rates.

[†] Separate fees and charges apply for enableHR subscription refer to enableHR Support services terms and conditions.



Nerida Guerin, General Manager - Human Resources



Nerida Guerin is a co-founder and General Manager, HR of Garner Business Solutions which focuses on improving business performance *through people* and a professional member of the HR Coach Network.

With over 20 years management and human resources experience. Nerida has a proven record of implementing and establishing the HR functions within businesses including strategic planning, organisational change, recruitment & selection; policy and procedure creation & implementation; performance management; training & development; salary & remuneration and incentive development; Employee Relations and OH&S.

With executive and management experience in industries such as Banking & Financial Services, Information Technology, Retail and FMCG, Nerida is known for delivering results due to her strong achievement profile. Previously Nerida has held senior Human Resource positions in SME businesses such as Edwards Dunlop Paper through to the corporate sector in companies including ANZ, Cadbury Schweppes, Dan Murphy's and Woolworths.

Nerida is a HR Coach Network member – the largest HR Coaching Network in Australia, an accredited DiSC Profile facilitator, Interpreter for the McQuaig System™ and Internal Auditor for the National Standard Human Resources Framework HRF101:2010.

Garry Guerin, General Manager – Sales & Business



Previously Garry has held the position of National Sales and Operations Manager for Media Technology and has over 20 years' leadership experience working with SME business in the areas of sales, operations and general management. He has demonstrated success building business growth through sustainable business partnerships.

Garry is working with SME businesses to improve their total business performance by assisting them to identify areas for improvement with their people, processes and systems.

About Michael Corrigan, General Manager – Platinum Employee Relations



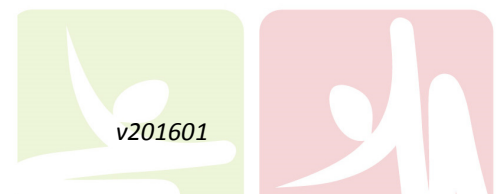
With over 20 years of Industrial Relations experience, in public and private sector management, together with experience in the Trade Union movement has given Michael the unique insight into the varying and changing workplace.

Michael heads the Platinum Employee Relations team and ensures that the outcome is suitable for all parties concerned and your business is not compromised.

Having completed an internationally recognised Law Degree and current author on Industrial Relations matters of a publication called Positive Business ensure Michael is up to date on all current and emerging trends specifically in the Industrial Relations fields.

Michael has dealt with a wide range of Industries and is able to provide specialist advice in the Public Sector, Public and Private Hospitals, Architecture, Construction, Manufacturing, Transport, Hospitality, Retail, Telecommunications, Finance, Airlines and Community based organisations.

With a vast amount of experience in Industrial Relations across Australia, Michael has appeared on behalf of clients in the NSW, Queensland, Australian Industrial Relations Commission, Anti-Discrimination Commissions and WorkCover reviews on a raft of issues, matters appeared for on behalf of clients include but not limited to disputes, wages recoveries, unfair dismissals, award variations, negotiations, discrimination claims and WorkCover Claims.



How Else Can We Help You?

Garner Business Solutions are members of the HR Coach Network known Australia wide for its coaching methodology and development of tools and practical models to improve the productivity of business through effective HR – as a business discipline. Supported by experts in Industrial Relations, Health and Safety and over 100 offices nationally, we can help you project manage your needs. For more information how we can support your business, please contact us on 1300 856 930. Below is a checklist to review your other needs.

Needs	What is important to you?
<p>Benchmarking</p> <p><i>Ask us about the STAR Workplace Program and National Standard HRF-101:2010</i></p>	<ul style="list-style-type: none"> • Understanding specific issues that lie beneath the surface that build our internal confidence • Identify common causes to the symptoms or issues that we constantly face in our business • Develop a proactive plan so that we can target our strategies to gain return on investment • Create a benchmark and goal to assess our results to National Benchmarking results • Provide a consistent communication and feedback mechanism with employees • Identify and quantify issues that we can then fix • Quantify our strengths to establish a growth plan for the business
<p>Process Improvement</p> <p><i>Ask us about the Staff Systems Software, On-line enableHR and eLearning Solutions</i></p>	<ul style="list-style-type: none"> • Simplify and streamline our internal operating procedures • Minimise duplication of information • Gain consistency in process and communication internally • Integrate process with culture improvement • Link strategy to day to day operations • Create quality management systems across the business
<p>Risk and Compliance</p> <p><i>Ask us about Audits and Certification to the National Standard</i></p>	<ul style="list-style-type: none"> • Evaluate the risks currently in the organisation • Create a framework for proactively managing risk • Have access to experts when required • Creating disciplines that will ease the administrative burden in compliance • Independence in evaluation • Minimise the loss of key employees • Audit and validate our internal HR function objectively • Industrial relations and health and safety support
<p>Performance Coaching</p> <p><i>Ask us about our patented coaching process & DiSC profiling tool.</i></p>	<ul style="list-style-type: none"> • Improve productivity of employees • Reduce the duplication and management controls to ensure tasks are completed • Have a culture of “self-managed” employees who take ownership of their roles • Create a performance coaching framework • Evaluate performance to understand the true capability of the organisation • Improve the skills of current and future leaders for succession planning • Provide meaningful and consistent feedback to employees on performance
<p>Workplace Improvement</p> <p><i>Ask us about HR Planning & Leadership Development programs</i></p>	<ul style="list-style-type: none"> • Create an environment of effective problem solving within the workplace • Provide forums where innovation and ideas are shared and put into action • Improve the implementation of workplace improvement strategies and projects • Have people working better together • Create an improvement culture where the HR Plan is self-managed



Disclaimer

Information, feedback and discussions do not substitute for your independent judgement and experience nor expert or legal advice. By adopting a coaching method, our focus is to assist you in making informed decisions about your business by providing objective feedback. Any application of recommendations provided is at the client’s discretion. We do not warrant or guarantee that the coaching methods or the coaching provided, will work in any particular circumstances, for you or your business. To the full extent allowed by law, under no circumstances (including but not limited to any act or omission on the part of Garner Business Solutions/Platinum Employee Relations or employees) will Garner Business Solutions and/or Platinum Employee Relations or its employees be liable for any indirect, incidental, special and/or consequential damages or loss of profits whatsoever which result from any Services or any Content.

