

Eastside BEC Monthly Members Page – February 2009

Events

03/03/09 **Women in Eastside Business Networking Evening**

[Click Here](#) for more info [Click Here](#) to book online

11/03/09 **Industrial Relations Update Session**

[Click Here](#) for more info [Click Here](#) to book online

17/03/09 **Members Monthly Networking Breakfast**

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20/03/09 **eCommerce & Internet Strategies Full Day Workshop**

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31/03/09 **Cost Effective Marketing Strategies for Small Business - Breakfast**

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*This newsletter is for members to advise other members of significant events involving their business.
The views expressed within the newsletter are not necessarily those of Eastside Business Enterprise Centre Inc.*

INDUSTRIAL RELATIONS - UNDERSTANDING AND PLANNING FOR CHANGE

In the 18 months since the last Federal election, there has been intense activity as the Government has worked towards implementing its Industrial Relations reform agenda. With the electoral backing to ensure a fair go there has been significant progress with the development of:

- National Employment Standards
- The Fair Work Bill
- Award Modernisation
- New Unfair Dismissal Laws
- New Collective Bargaining Frameworks

While the global financial crisis has not only dominated headlines with its pall of doom, it has dramatically slowed economic growth, employment and cooled the previously anticipated wages blowout.

What has escaped the majority of SME employers has been the pace of change, including consultation with industry bodies at national level, as the reform agenda has pushed ahead.

There have already been 26 Exposure Drafts for new Modern Awards prepared for priority industries and occupations. For example, under the Cleaning Services Industry Award 2010 Exposure Draft, the potential impact for SA employers will be:

- An increase in casual labour costs
- A reduction in the span of hours potentially increasing overtime costs.

Other sectors will be affected as some 4000 Awards across Australia are consolidated and State differentials are equalized.

Employers need to be aware of the potential changes for their sector, which will come into effect from 1st January 2010, and to plan and budget to accommodate any changes.

New Unfair Dismissal Laws will take effect from 1st July 2009, reducing the insulation from claims for employers of 100 employees to 15. Employers of less than 15 employees will need to understand the changes and ensure they observe the new Small Business Fair Dismissal Code.

'In good faith' Collective Bargaining negotiations will be required if requested by employees and employers need to understand what to expect and how to respond.

The clock is ticking and with 2010 rapidly approaching, all employers will need to understand the impact on their sector, plan and develop strategies, and effectively engage in the new IR climate.

Rowen Gransden
Managing Director
Smart Industrial Relations



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Denise along with her staff prides herself in providing an affable, competent and efficient service and make sure that the transaction is completed with the minimum of fuss.

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SMART INDUSTRIAL RELATIONS

? Did you know...

- That trying to change an employment agreement can be like trying to convince your spouse to sign a pre-nuptial agreement *after* the wedding
- The Workplace Ombudsman is currently conducting spot industry-wide compliance check. An Adelaide firm recently had to make back-payments of almost \$90 000 for paying their employees a flat rate that did not adequately compensate for penalty rates
- New Modern Awards will increase casual labour costs for most SA employers

If you employ people, you need to talk to us.

For practical advice on all your employment related matters, call Rowen at Smart Industrial Relations on 8274 2105

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 f (08) 8274 2104
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www.smartIR.com.au

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Cheers Viv

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7. Interested in working smarter rather than harder??

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HOW TO MAKE YOUR 2009 HEALTH AND FITNESS GOALS HAPPEN - SIX AWARD WINNING SECRETS

Lynda Pugliese was recently awarded South Australian Community Fitness Leader of the Year by Recreation SA for her Groundbreaking and Successful BetterBods Program. A five month program that assists others to take up healthier eating habits and establish meaningful and enjoyable exercise programs. Here she shares six keys to making your Health and Fitness Goals happen in 2009.

Learn What to Eat

You can exercise all you want but unless you are fuelling yourself correctly you could be contradicting all the good work you are doing in the gym. Learn the energy content of the food you eat especially the calorie load of Fats, Proteins and Carbohydrates and understand how much it takes to work off the additional food you consume. Two chocolate biscuits for example could take you over 30 minutes of huffy puffy exercise to work off.

Learn When to Eat

Once again you can huff and puff until complete exhaustion in order to get to your goals but if you refuel before or after your workout with the wrong food choices you could be negating your efforts to create the best possible body for you. For example if you choose not to eat before a workout thinking you will burn more fat, you may leave yourself with no energy with which to exercise and leave your body no choice but to use muscle as a fuel source. No one wants to lose muscle, as the less you have, the slower your metabolism. If you choose not to eat after you exercise thinking you will burn more fat you may once again leave your body no choice but to use muscle stores for energy, leading once again to a slower metabolism.

Learn how to Exercise

Knowing how to exercise to get the results you want can save you lots of time, money and frustration. How many times have I heard people say they have been walking at least 60minutes a day for the last year and nothing has changed. Just understanding that interval training (which is where you alternate huffy puffy exercise efforts of hard/easy/hard/easy) can burn more calories in 20 minutes than some people spend walking in an hour; can radically change the way people exercise and consequently the results they get.

Learn What Type of Exercise is Right for You.

For some people its Dancing, for some people it is Running, for others it is Riding their Bike. Whatever it is for you, the key to sustaining activity long term is finding something you love to do and you are able to do around your injuries and limitations. It should be something that you are happy to get out of bed to do. Will power can only take you so far, lifelong change can only be made by discovering the activity that brings you joy and a sense of achievement.

Know What Type of Support You Need

Are You Solo Man/Woman or are you a Social Butterfly?

Solo-ists use their exercise time as ME time and prefer to follow solo activities like running so they can distress and clear their mind. Social types use their exercise time as FUN time and prefer to follow Group Activities where they can share the hard work with others and have a laugh. Knowing which type you are helps you choose the format that will help you stick to your chosen Activity Long Term.

Always Set a Health and Fitness Goal

This could be a simple as a Fun Charity Walk or as intense as Hawaii IronMan Triathlon. Having something to Train for and Eat Well for will help you keep your commitment to yourself. Having a goal for which you need to be fitter and healthier gives you a reason to Eat Well on a daily basis and gives you a reason to put your shoes on and get out the door on days where other priorities threaten to take over.

Lynda Pugliese

BAppSc – PT Cert IV

Community Fitness Trainer of the Year (SA) 2008

Specialises in Helping People become the Fit Healthy People they have always wanted to Be. She Teaches the Successful 5 month BetterBods Program and Presents Regularly to Community and Corporate Groups in the areas of Health, Fitness and Personal Success. She may be contacted on 81652772 or at betterbods@bigpond.com

Free Property Advice Service – Liquid Property

Liquid Property is providing a **free** Property Advice service for those considering investing in property, selling existing residential property, leasing commercial property or planning property valuation and asset management.

Contact Lynn Masson-Forbes at Liquid Property
Phone 81320222
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