

keynotes

Human Management Recruitment & Training

It has been a cold and wet winter this year; I hope you all have been able to keep the colds and flu abated.

This last six months we have noted an increased demand for temporary and contract personnel for Insurers and Brokers.

The need for experienced personnel reflects that businesses are better managing their resources to meet absenteeism, leave and the needs of their business.

The result of this course of action has resulted in a high demand of experienced personnel with relevant insurance experience. Meeting our clients' needs has proved to be challenging, however as a result of our strong database of available candidates, in most cases, we have met our clients' requests.

As we move forward this year, we have requested that if clients are able to forecast staff needs in advance and advise us accordingly, we will attempt to ensure that personnel are available for specified periods of employment. We wish to continue to provide the best service to you.

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Also, I have the pleasure in announcing that Joe Ruggiero has been promoted to General Manager and Maria Galiano has been promoted to the role of Principal Consultant.

I look forward to working with you for the remainder of the year.

Please contact any member of the DLA Team if you require any assistance.

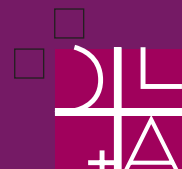
Best wishes,

Denise Lock and the DLA Team

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Victoria's New Workplace Bullying Laws



Victoria's new laws to deal with workplace bullying, called "Brodie's Law", named after a teenage victim of workplace bullying, have been passed by State Parliament.

Unlike laws dealing with workplace bullying (Occupational Health & Safety Act 2004-Vic) this is not directed at employers, but rather the employees engaged in bullying. Nonetheless, Victorian employers will still need to understand the new laws and in some cases, deal with the practical problems arising from them.

"Brodie's Law" expands stalking which is already defined by two elements in the Crimes Act 1958 (Vic). (The first is behaviours such as following the victim, keeping surveillance on them, or interfering with their property. The second element deals with the intention of the person doing those things-is it the intention of that person to cause physical or mental harm, or arousing fear and apprehension in the victim)?

The new law now includes the following behaviours:

- Making threats to the victim;
- Using abusive or offensive words to the victim;
- Performing abusive or offensive acts in the presence of the victim;
- Directing abusive or offensive acts towards the victim;
- Acting in any other way that could reasonably be expected to cause a victim to engage in self-harm.

Committing the offence of stalking can now attract jail time of up to ten years.

A victim of stalking can also get an intervention order, even if the stalker has not yet been convicted of a criminal offence. All that is needed is for the court to be satisfied on the balance of probabilities that the respondent has stalked another person and is likely to do so again.

This new law is an important change. More types of workplace bullying are now criminalised. It is expected that there will be a rise in complaints and the number of victims coming forward not just in Victoria, but also as other State and Territories have stalking laws that could cover at least some types of workplace bullying.

The easiest way to minimise the chance of dealing with the problems noted above is to take workplace bullying seriously. All employers, wherever they are, should always ensure their anti-bullying policies and procedures are effective and that they are communicated to staff on a regular basis.



Overqualified Job Applicants Bring Added Value

Some employers have traditionally avoided interviewing overqualified job applicants, either because they think they cannot meet their salary expectations or they are afraid that these candidates will leave as soon as a better opportunity comes along. Whilst these outcomes can certainly happen, it is also possible that by recruiting someone who brings a depth of experience to his or her role, you will enhance the productivity of the entire team.

“Incorporating the skills of an experienced professional into your talent mix can provide a unique competitive edge...”

Here are some of the benefits of recruiting “up”.

Overqualified job applicants can address immediate needs - Look at all positions and re-sponsibilities required in your department. Instead of hiring a less experienced person and training that individual, could tasks be shifted and re-grouped to capitalise on the talents of a more experienced individual?



Consider the advantages to your team of hiring someone who can offer a specialised skill that does not exist in your department.

Overqualified job applicants may be flexible - Many candidates are willing to take a less senior role if there is a chance it could lead to increased responsibility. Others may be seeking to downshift into a position with less stress or pursue opportunities to expand their skills in new areas. Find out why the applicant is seeking a role with reduced responsibility.

Overqualified job applicants can help grow the business - Incorporating the skills of an experienced professional into your talent mix can provide a unique competitive edge. His or her considerable insight can help you capitalise on current business opportunities and position your firm for long-term growth.

Overqualified job applicants can mentor others - Consider pairing these individuals with less experienced employees. They can impart valuable knowledge not only of the industry or business but also on navigating sensitive situations. For example, is there someone you are grooming for a higher-level role? Consider having the prospect and the newcomer serve as co-leaders of a project.

An open-minded evaluation of your business needs can reveal many opportunities where experienced individuals can add value. While you may stretch your payroll budget initially, you could be making a long-term investment that pays significant dividends now and in the future.

For further information please call a DLA Consultant on 1300 666 762.



FWA Increases the Minimum Wage

Fair Work Australia has lifted award minimum wages by 3.4%.

This applies from July 1st, 2011 and will affect all award-based workers across the board. The ruling lifts the federal weekly minimum wage by \$19.40 to \$589.30 (\$15.51 an hour) from \$569.90 (\$15 an hour).

The FWA minimum wages panel rejected arguments from employer groups that the increase should be delayed because of the impact of the recent natural disasters in the economy.

It said that in the current economic circumstances a "significant increase is appropriate which will improve the real value of award wages and assist the living standards of the low paid".



DLA Consulting's Temp Offer for August



Book a Temp for two days or more (per assignment) in the month of August and get the first **FOUR HOURS FREE!**
We have experienced Temp staff available on-call to meet all your needs.

We can also assist you with finding Permanent and Contract staff as well. With 22 years experience, DLA is the recruitment partner of choice to assist your business in finding the right staff first time, every time!

(Temp Offer from 1st August 2011- 31st August 2011. Conditions Apply).



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