

# KNOW WHAT YOU NEED TO KNOW

## CASE STUDY

### REDUNDANCY: DOWNTURN IN TRADE

#### WORKING WITH THE EMPLOYER ASSISTANCE LINE

Employer Assistance Line is a critical part of CCIQ membership, providing free\* professional advice on how to meet all of your legal requirements when you're employing staff.

Our professional in-house team gives you up to date and accurate information about the areas that concern you most: industrial relations, workers' compensation, staff discipline and compliance.

We're available on phone and email. Whatever your query, we'll get you fast feedback and help you get it right before it goes wrong.

\*Not included in Opportunity membership. Opportunity members can purchase access on a pay-as-you-use basis. Please consult your membership guide for details and pricing. We define a call as taking an issue from the primary contact with us through to resolution, not as individual telephone or email conversations.

#### REDUNDANCY: DOWNTURN IN TRADE

##### The situation

A truck repairer contacted us because work had slowed and they could no longer afford to continue the office manager role. The member wanted to redistribute parts of the job and hire a receptionist at a lesser rate.

##### EAL solution

We advised the member to talk to the office manager, discussing their options and offering them the receptionist role. If she declined, then the member could move to make the position redundant. As they are a small business, the truck repairer is exempt from paying the severance benefit but must pay notice, accruals and outstanding wages.

##### What could have happened?

If the member got it wrong and didn't consult with the employee, they may have missed their obligations under the relevant redundancy provision and been exposed to an unfair dismissal claim.

The average cost to defend a claim for unfair dismissal is \$30,000.

**Getting it wrong is expensive. Phone EAL to get it right.**

Call **1300 731 988** or email **[advice@cciq.com.au](mailto:advice@cciq.com.au)** and we'll have an answer for you within 24 hours.

