

KNOW WHAT YOU NEED TO KNOW

CASE STUDY

EMPLOYMENT OPTIONS: THEFT

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.

EMPLOYMENT OPTIONS: THEFT

The situation

A member asked us about terminating an employee believed to be selling business stock on the employee's Facebook page. The product allegedly being sold was the same item the company noticed missing.

EAL solution

We advised the member to make further inquiries and investigate the matter before approaching the employee to discuss the evidence, giving them an opportunity to respond.

What could have happened?

By not thoroughly investigating the alleged theft to confirm its validity, the member's move to terminate this employee could have resulted in a costly unfair dismissal claim.

Every small and medium business in Queensland has to comply with more than 100,000 pages of state and federal legislation.

A phone call to EAL now means you won't pay for a mistake later.

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

