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## QCSEA MEMBERSHIP BENEFITS

### Your subscription provides you with:

1. One free industrial award per member organisation
2. Discounted subscription to additional industrial awards (if required) at the rate of \$125 for print and \$110 for internet (both plus GST)
3. Updates to the Award(s) to which you subscribe
4. Newsletters tailored for the Community Services sector that address Industrial Relations/Workplace Relations issues
5. Workshops and Training Sessions tailored to address issues commonly encountered in the Community Services sector – offered at heavily subsidised rates
6. Representation in relevant industrial jurisdictions (as per member organisation's signed declaration)
7. Telephone advice on award interpretation matters [from QCSEA's contracted IR & HR Consultants Employer Services Pty Ltd] (**see Note 1**)
8. Access to consultancy services at a discounted rate for Community Service organisations [from QCSEA's contracted IR & HR Consultants Employer Services Pty Ltd] (**see Note 2**)

### NOTE 1

Telephone advice on award interpretation matters is restricted to verbal advice and includes queries such as:

- When does overtime apply?
- What constitutes 'ordinary hours'?
- How is pro-rata sick leave calculated?
- What weekend penalty rates apply?
- How would a new employee be classified?

Phone enquiries requiring more than 15 minutes of advice *may* attract a fee for consultancy. **N.B.** Written advice may also attract a fee for consultancy.

### NOTE 2

Examples of Consultancy Services accessible at a discounted rate (\$130/hour plus GST):

- Advice/opinions requested to be provided in writing;
- Advice on composing employment contracts, policies and procedures, Workplace Agreements, etc;
- Composition of warning letters, appointment letters, 'show cause' documents, letters of termination, etc.
- Workplace investigations and mediation.
- Extensive telephone advice (e.g. more than 15 mins of advice) on strategic issues such as:
  - Performance management and counselling procedures
  - Handling of grievances
  - Termination and redundancy processes
  - Organisational restructuring

If you would like more information on any of the above services please contact us on (07) 3220 3555.