



Employment Consultants Company Warns About the Risk of a Business Not Being Workplace Health & Safety Compliant in Australia

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Employment Wise, an employment consultancy company based in Parramatta, NSW, Australia, wants to warn businesses in Australia about the risks of not being workplace health and safety compliant. They have observed that while workplace health and safety is a vital aspect of every company, it is typically overlooked in small to medium-sized enterprises (SMEs). The risks of non-compliance include improvement, prohibition, and penalty notices.

It is important to note the maximum penalties for companies have been recently updated. For category one offences, which involves gross negligence or reckless conduct, the maximum penalty is around \$10,424,982.96. For category two and category three offences, which is the failure to comply with health and safety duties, the penalties can range between \$69,981.03 and \$2,089,977.12.

A typical problem is the complexity of Australian laws and regulations that make ensuring compliance a

formidable task for businesses. A spokesperson for Employment Wise says, "We provide a comprehensive suite of Workplace Health & Safety services to ensure your business is fully compliant, and your employees are safe. Our services include: auditing workplace policies and procedures; creation of compliance-required documents; and advice on workplace health and safety matters, including injuries and workers compensation."

The auditing workplace policies and procedures is a fundamental process that helps ensure your business is abiding by its regulatory obligations. This is not just about complying with laws; it's about providing a safer work environment for the workforce and everyone. At Employment Wise, their thorough approach to auditing involves an exhaustive evaluation of the company's current procedures, policies, and practices. Their goal is to find out if there are any gaps or deficiencies in the current system, offering the client with a comprehensive and detailed report of their findings, and provide expert advice on how to improve. This way, the client can rest assured knowing that the workplace is not just compliant with relevant laws and regulations but is also a safe and healthy environment for the workers.

Another important service provided by this company offering the services of employment consultants in Sydney is the creation of documents that are legally compliant. This is a key aspect of keeping a safe, healthy and efficient workplace. However, it can be a daunting task, given the complexities of WHS laws. They leverage their extensive understanding of these regulations to assist the business in creating all necessary documents. This includes everything from the company's safety policies and procedures, incident reports, training logs, risk assessment records, and equipment maintenance records. They can make sure that all of these documents are not only compliant with the statutory requirements but are also custom-fitted to address the specific risks and challenges within the client's workplace environment.

Finally, they are always ready to offer clear and actionable advice on all matters regarding workplace health and safety. They offer advice on how to manage and report workplace injuries, along with the required steps to make sure the company is fulfilling its duties and obligations as specified in the workers' compensation laws. In addition, their team will educate the company about preventative measures for minimising the risk of work-related injuries, while also developing a robust response plan for when incidents happen in the workplace.

The spokesperson says, "This comprehensive approach ensures your business is equipped to handle workplace health and safety issues promptly and effectively, reducing downtime and maintaining productivity. Trust in Employment Wise - we've got your back in ensuring your business meets its obligations while continuing to foster a safe and healthy work environment for all employees."

Employment Wise is a boutique employment consultancy business based in Sydney that specializes in offering affordable and personalized services that are custom-fitted to the client's unique needs. Their

experienced team of professionals who are dedicated to helping business navigate the maze of workplace health and safety laws, ensuring that the company is compliant, and that the employees are safe. Their team at Employment Wise is well-versed on Australian laws and regulations on workplace health and safety, such as the Work Health and Safety Act 2011 (NSW), the Codes of Practice, and WHS Regulations 2017 (NSW). They always stay up-to-date with any changes or updates in these laws to ensure they are able to provide clients with accurate and relevant advice.

Those who are looking for small business consultants can check out the Employment Wise website or contact them on the phone or through email.

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For more information about Employment Wise, contact the company here: Employment Wise (02) 5562 8523 info@employmentwise.com.au 132 George St Parramatta NSW 2150

Employment Wise

Employment Wise is a boutique employment consultancy business based in Sydney specialising in providing human resources and legal advice to small businesses that do not have the resources to maintain an in-house HR or Legal team.

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