

# Australian Furniture Association



AUSTRALIAN  
FURNITURE ASSOCIATION

## HR SERVICES FOR MEMBERS



# hranywhere

people support your business needs

## Introduction

hranywhere for AB Phillips provide HR Support services operated by seasoned HR Practitioners. We provide your members with access to consistent, practical, compliant and contemporary HR support, coaching and advice from our national team of experts. The advantage of our offer is that it offers the flexibility businesses need and the HR support they require.

## HR Advisory Services for Members:

The following provides an indicative representation of the array of people support we can offer members. We can be engaged on an ad-hoc basis or via a subscription service. Advice is provided via our dedicated phone line or email. Examples of topics yet not limited to are:

- Fair Work Act 2009
- National Employment Standards - NES
- Modern Awards / Award Interpretation
- Leave entitlements
- Grievances and Disputes
- Bullying, harassment, discrimination and sexual harassment
- Absenteeism
- Performance Management
- Disciplinary action
- Dismissals / Termination

## HR Project Services for Members:

The following indicative services can be provided and quoted separately as projects. For example, yet not limited to:

- Onsite (face-to-face) HR or OHS support
- Recruitment Services
- Conciliation Support (EG: Fair Work Commission)
- Workplace Agreements / EBA, etc creation, negotiation, consultation
- Workplace Investigations
- HR Project Support
- Injury Management Services and Systems
- Outsourced Payroll Processing Services
- Fleet Management Services
- Workers Compensation Premium Reviews (no result no fee) service
- Employee Surveys
- Business Strategy development
- Training and Facilitation Services including Instructional Design for training programs
- Executive Coaching
- Career Transition (outplacement) Services
- Safety and Wellbeing Services (OHS)



## Benefits and Operating Model

<p><b>Financial</b></p>	<ul style="list-style-type: none"> <li>• Flexible model – you use us when you need</li> <li>• Increased productivity – members can cut through an array of people issues by calling us</li> <li>• Mitigated commercial risk, eg: people related compliance matters</li> <li>• Enhanced commercial results through sound people management</li> <li>• No need for internal HR related overheads or for business with HR they can be supplemented by our services and support</li> </ul>
<p><b>Accessibility</b></p>	<ul style="list-style-type: none"> <li>• Certainty, surety and confidence in dealing with people matters</li> <li>• Quality and reliable advice from experience HR Practitioners</li> <li>• A single 'People Support' service centre</li> </ul>
<p><b>Expertise</b></p>	<ul style="list-style-type: none"> <li>• Greater level of specialist knowledge</li> <li>• Growth of people management capability across membership via Practitioner support and advice</li> <li>• Provide a service that offers contemporary support solutions</li> <li>• Offer <u>consistent</u> advice and support across a broad range of HR topics</li> <li>• Ability to deal with issues as they arise and - "nip them in the bud"</li> </ul>
<p><b>Assured Availability</b></p>	<ul style="list-style-type: none"> <li>• Member calls dedicated number or submits enquiry via the Microsite</li> <li>• 5 days a week</li> <li>• 9 am -5 pm</li> <li>• Monday to Friday AEST (Closed National and Victorian / Melbourne gazetted Public Holidays)</li> </ul>



## Engagement and Investment Options for Members

We present the following options for members to engage our services:



HR Support Offer	Process for engagement	Scope of Support / Service	Normal Price (Retail as at 01.01.17) (ex GST)	AFA Member Price as at 01.01.17 (ex GST)
<b>Ad Hoc HR Support</b>	Member submits ad-hoc request for support via Microsite or Phone	<ul style="list-style-type: none"> <li>Quote provided on a case by case basis based on the member's needs.</li> <li>Member pays up front for service</li> </ul>	<ul style="list-style-type: none"> <li>\$250.00 per hour</li> </ul>	<ul style="list-style-type: none"> <li>\$225.00 per hour</li> </ul>
<b>Subscription for HR Support</b>	Member submits ad-hoc request for support via Microsite or Phone	<ul style="list-style-type: none"> <li>Quote for ongoing HR support</li> <li>Discounted from ad-hoc rate</li> <li>Subscription for 12-months</li> <li>Member signs direct debit request form and chooses monthly or annual payment option.</li> </ul>	<ul style="list-style-type: none"> <li>Minimum subscription is 12 months</li> <li>\$6000 + GST annual subscription</li> </ul>	<ul style="list-style-type: none"> <li>Minimum subscription is 12 months</li> <li>\$4800 + GST annual subscription</li> <li>NB: this is a 20% discount</li> <li>Can pay monthly via direct debit only</li> </ul>
<b>HR Project Support</b>	Member submits ad-hoc request for support via Microsite or Phone	<ul style="list-style-type: none"> <li>Have discovery session with member to determine project need and scope.</li> <li>Member is sent a proposal for the project which includes the scope and fee.</li> </ul>	<ul style="list-style-type: none"> <li>Price will vary based on project type.</li> </ul>	<ul style="list-style-type: none"> <li>Members will receive 10% discount on full fee. Discounted fee will be shown in the proposal so members can see the benefit</li> </ul>

Prices subject to change without notice and are accurate as at February 2017.



# AFA People Matters Microsite

Eligible Members are provided access to AFA's dedicated People Matters Adviceline website where online enquires can be submitted. People Matters Adviceline is powered by the hranywhere team from AB Phillips.

**Through AFA's association with AB Phillips we are able provide this service to our members:**

***'People Matters Advice Line'***

**An on-tap people support service providing expert people advice and support for AFA Members.**


When it comes to the people issues in your business AB Phillips can help you with any people related matters, anytime and anywhere.

'People Matters Advice Line' provides AFA Members the ability to tap into support when they need it and for any people related matter.


'People Matters AdviceLine' is powered by Australian based HR Services Firm hranywhere, part of AB Phillips Pty Ltd.

AFA Platinum and Importer Members receive a discount on services dependent on the selected package.


**'People Matters AdviceLine' provides the following advice and services to your business:**




HUMAN RESOURCES



SAFETY & WELLBEING



WORKERS COMPENSATION



FLEET SERVICES


BENEFITS

- Local Australian based team and knowledge
- Flexible model - you use us when you need it
- Increased productivity - managers are confident and supported
- Mitigated commercial risk
- Enhanced commercial results through sound people management
- Certainty, surety and confidence in dealing with people matters
- Quality and reliable advice from experienced Practitioners


- A single 'People Support' service centre
- Greater level of specialist knowledge
- Offer real time and responsive support
- Growth of people management capability across business via Practitioner support and advice
- Provide a service that offers contemporary support solutions
- Provide consistent advice and support across a broad range of people management related topics
- Ability to deal with issues as they arise and - "nip them in the bud"

[CLICK HERE TO SEND US YOUR ENQUIRY](#)

[OR CALL THE PEOPLE MATTERS ADVICELINE TEAM ON 1300 208 828.](tel:1300208828)



Powered by the team at:



When expert advice counts