

## Services and Fees

### Workplace Relations

Blax Group offers assistance in all areas of human resourcing and labour management with specific expertise in industrial and employee relations. Blax Group can assist with employment contracts, enterprise bargaining agreements, performance issues and management, disputes, grievances, termination and disciplinary action. Mediation and other forms of alternative dispute resolution are also offered as is workplace investigations.

Assistance with submissions and representation in the Fair Work Commission (FWC). We can assist or advice on the process involving FWC.

Training in all areas of human resourcing can be undertaken by Blax Group. Ask us for a range of training programs and packages.

### Workers Compensation

Blax Group offers assistance across all jurisdiction of Australia in regards to work cover. Assistance with general claims management or assistance with complex claims. We can offer representation and assistance in work cover tribunals. Blax Group has assisted clients in managing claims closed, disputing claims and decisions by workers and agents and assistance in attaining early return to work by injured workers.

Stress claims are on the rise. It is critical that if an employer is wanting to dispute a stress claim that it is done in the initial stages before lodgment of the claim. Give us a call at the time you receive a stress claim for a discussion.

### Equal Opportunity

Assistance with all matters concerning equal opportunity (EO). EO crosses over with any dealings you may have with employees including workers compensation and employee relations. Risk including discrimination are gaining exposure in particular through disciplinary processes and workers compensation claims.

EO has a requirement for an employer to make reasonable adjustments. Such assessments must be considered even if an employee is not injured through work. Situations including employees with disabilities looking to return or commence work or an employee returning from maternity leave can place an obligation on an employer to consider reasonable adjustments.

Blax Group can provide training and workshops to assist employers and organisations understand and mitigate their risks when it comes to equal opportunity.

### OHS

Assistance and advice with all OHS requirements. Blax Group has extensive expertise in safety from oil and gas, mining, construction, manufacturing right through to office and administration.

### Fees

Blax Group has a flat fee of \$150 per hour.

If your organisation requires regular ongoing services we are more than happy to look at a lower fee and or retainer arrangement.

Blax Group is not a law firm and does not provide legal advice. In the event that the matter attains a degree of complexity which, in our opinion, requires specialist assistance from a law firm we may advise you of this, withdraw from any further representation in relation to this matter, and refer you to a legal practice.

