

HOW TO ADOPT A COMPLIANCE ATTITUDE

Tips on employment compliance

IDENTIFY RISKS

If you don't know what the risk to your business is then you won't be able to effectively protect your business. A great starting point is looking at where other businesses have slipped up. Take a look at our [2020 Audit Report](#) where we cover the top six errors we found in audits, the causes, and then the solutions.



PROTECT YOURSELF

If you are a business owner you hold the responsibility for ensuring that your business is compliant. If you are buying a business, it is key to ensure that the previous owners were paying employees correctly. There are also many other questions to ask and analysis to be done. If this isn't your area of expertise, get someone who is an expert to assist you in identifying whether or not this business is safe in terms of employment compliance.



EDUCATE YOURSELF

Education is an important part of employment compliance. A business owner or manager should be trained and educated on employment compliance. There are plenty of free tools found through the Fair Work Ombudsman. The [ERS Academy](#) isn't free but it is an excellent option for franchisees and small businesses looking to develop their skills and awareness in employment compliance.



USE TECHNOLOGY

Chances are that if you own a business or franchise, you already utilise a payroll or time and attendance system. These systems are useful in tracking time worked by employees, efficiently rostering employees and for the most part be compliant with legislation. Using them in conjunction with education is a great way to ensure compliance.



SEEK GUIDANCE

If you don't have a background in employment compliance, or haven't had any training or education in the area it's a good idea to consult with people who have before making any decisions. A more extensive version of this is getting your business audited. This can illuminate any employment compliance issues hidden within your payroll or HR processes.



EMPLOYMENT COMPLIANCE TRAINING

As briefly touched on, the [ERS Academy](#) is a great option for any franchise or small business looking to develop their skills and awareness in the area of employment compliance. Take advantage of the free trial and check out what some of our courses have to offer.



EMPLOYEE
RELATIONS
STRATEGIES