



My Business, My People

The Victorian Government has developed the My Business, My People program and is investing \$10.6 million to assist small and medium-sized businesses so that they manage to avoid skills shortages and attract and retain a skilled workforce.

Assistance is available through the following:

- Free on-site assistance from workforce planning specialists.
- Independent specialists working free of charge with you to develop an action plan that identifies workplace planning improvements and skill development needs.
- Subsidised management development programs for business owners and managers.
- Access to an online toolkit of workforce planning and HR management resources.
- Financial assistance to up-skill and re-skill existing employees.

For brochure visit the MGA website at:

www.mga.asn.au/education_resources.html

Alternatively for further information or to register for the free onsite assistance, call 13 22 15 or visit www.business.vic.gov.au/mybusinessmypeople

Employers Liftout

Designed to allow retailers to remove this section for future reference or before passing on the magazine to staff.



Attorney General, Deputy Premier, Minister for Industrial Relations, Hon. Rob Hulls with Jennifer Flanagan

Flexible Work Place Rostering

State Governments around Australia are investigating flexible work arrangements in an effort to assist business owners manage the developing skills shortage and to facilitate the deployment of skills of those people balancing the juggling act of caring for families.

The Hon. Rob Hulls, Minister for Industrial Relations is quite passionate about this issue. For the past few years I have been involved in a four part research project and the latest outcomes are included as a centre piece of this edition. The full documentation is available at www.mga.asn.au.

The challenge is not confined to State borders however.

Tasmania has developed an excellent resource prepared by Women Tasmania, a Department of the Premier's Office titled 'Flexible WorkPlaces' which thoroughly investigates the pro's and con's for all parties, raises the issues which may be overlooked, takes employers and employees through a needs analysis and covers off on all legislative details. (www.tas.gov.au)

NSW/ACT businesses can view 'Introducing Workplace Flexibility' (www.nsw.gov.au) which is a shorter publication detailing a four step plan advising on the documentation process and raising awareness of the complexities.

The West Australian State Government has a fantastic resource at the Department of Consumer and Employment Protection website, which holds extensive comment on the issue, with Fathers@Work info, Canadian workplace examples, and comprehensive notes for the 2006 Work Life Balance Conference. (www.docep.wa.gov.au)

These information and resource documents are State based, but the employment issues are national. Any employer in any State will benefit from reading these documents.

As Chair of this project I extend my thanks to the retailers and the employees who so willingly assisted. Appreciation also goes to Dr. Sarah Charlesworth from RMIT, Christine Maxfield at the SDA, Katie Spearritt from CML, consulting advisor Johnnie Walker and of course the Minister and staff at Industrial Relations Victoria.

Jennifer Flanagan
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