

HR HEALTH CHECK

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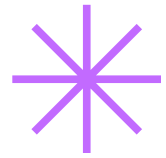


ESSENTIAL COMPLIANCE &
BEST PRACTICES FOR YOUR
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UNLOCK YOUR ORGANISATIONS POTENTIAL



*Disclaimer

This HR Health Check is intended as a general guide only. While every effort has been made to ensure the information is accurate at the time of publication, employment legislation and compliance requirements are subject to change. It is the responsibility of each business to verify current obligations and cross-check information before making decisions. EHQ accepts no liability for any actions taken based on the contents of this document. We strongly encourage business owners and leaders to consult the Fair Work Ombudsman, relevant Modern Awards, or seek tailored advice from EHQ or a qualified HR or employment law professional to ensure compliance with their specific circumstances.

SUMMARY OF RECENT LEGISLATIVE REFORMS

Legislative Change	Key Points	Effective Date
<p>Right to Disconnect</p>	<p>Employees can refuse to monitor work communications (email, calls, texts) outside work hours, unless refusal is unreasonable. Employers must inform workers of this right (often via policy or award term). Some Modern Awards will also include a “disconnect” clause.</p>	<p>26th Aug 2024 (all non-small employers); 26th Aug 2025 (small businesses)</p>
<p>Casual Employment</p>	<p>New definition of “casual employee”: one without firm advance commitment to ongoing work, entitled to casual loading. Casuals must receive a Casual Employment Information Statement at start (and periodically). Eligible casuals working 6+ months can request conversion to permanent full-time/part-time (after 12 months for small businesses).</p>	<p>26th Aug 2024 (non-small); 26th Aug 2025 (small)</p>

Legislative Change	Key Points	Effective Date
<p>Fixed-Term Contracts</p>	<p>Fixed-term contracts (and any renewals) cannot exceed 2 years, except certain exemptions. An employee can have no more than two consecutive fixed-term contracts for the same role. Employers must provide a Fixed Term Contract Information Statement to new fixed-term hires.</p>	<p>6th Dec 2023</p>
<p>Respect@Work (Sexual Harassment & Discrimination)</p>	<p>Employers have a positive duty under the Sex Discrimination Act to <i>proactively</i> prevent sexual harassment, sex discrimination and victimisation. The law now bans conduct that creates a <i>hostile workplace environment</i> on the basis of sex. Employers must train staff, publish policies and take “reasonable, proportionate” measures to eliminate unlawful conduct as far as possible.</p>	<p>Positive duty and hostile-environment prohibition commenced Dec 2022; AHRC powers to enforce these duties commenced 12th Dec 2023</p>

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<p>Flexible Working Arrangements</p>	<p>Employees in more categories (parents, caregivers, disability, pregnancy, or affected by domestic violence) can request flexible hours, patterns or location after 12 months of continuous service. Employers must respond in writing within 21 days, genuinely consult if refusing, and can only refuse on "reasonable business grounds" (e.g. cost, disruption). The Fair Work Commission can now arbitrate disputes when requests are refused or ignored.</p>	<p>6th June 2023</p>

Legislative Change	Key Points	Effective Date
Wage Theft (Criminal Underpayments)	It is now a criminal offence to deliberately underpay wages/entitlements. Employers are encouraged to self-report underpayments to mitigate penalties. Penalties: intentional underpayment can trigger fines (3× underpaid amount or fixed caps) and imprisonment. The Fair Work Ombudsman has enhanced powers to investigate and prosecute.	1st Jan, 2025
Pay Secrecy Clauses	Pay secrecy clauses (which forbid employees from discussing their pay) are banned in new contracts or agreements. Employees have a statutory right to disclose or inquire about pay and protected from any adverse action for doing so.	7th June 2023

Each of the above changes can significantly affect your HR compliance. Keep up-to-date with Fair Work and Safe Work guidance to see how your workplace is covered.

POLICIES AND PROCEDURES: YOUR FOUNDATION FOR COMPLIANCE AND CULTURE



Clear, well-crafted policies translate legal obligations into practical workplace guidance. They help manage risk, promote consistency, and set expectations for employee behaviour. By outlining rules around safety, conduct, leave, and more, policies protect both your people and your organisation from confusion and potential disputes.

Legally Required (or Implied) Policies

Australia doesn't prescribe an exhaustive list of mandatory policies, but several legal frameworks effectively require documentation. For example:

- **Workplace Health & Safety (WHS)** laws apply to all businesses, and many jurisdictions require a written Safety Policy.
- WHS codes of practice mandate procedures for managing **psychosocial risks** such as bullying, harassment, and stress.
- **Privacy legislation** obliges employers to safeguard employee data, making a Privacy Policy essential.
- **Equal opportunity and anti-harassment laws** require organisations to take reasonable steps to prevent discrimination, harassment, and unlawful behaviour in the workplace, which includes having clear, up-to-date equal opportunity and anti-harassment policies. Organisations also have a **positive duty** to proactively **eliminate discrimination and sexual harassment**, supported by preventative measures like training and risk management. Because employers can be held vicariously liable for staff conduct, documented policies and procedures, including **Code of Conduct**, are essential to demonstrating compliance and reducing legal, financial, and reputational risk.

In short, any legal obligation that depends on internal procedures-such as safe work practices, harassment prevention, or how an organisation collects, uses, stores, protects, and shares personal information -should be supported by documented policies.

Consistency Matters

Policies must be more than words on paper-they need to be understood, consistently applied, and embedded in daily practice. Employers have faced legal consequences for failing to follow their own procedures. In fact, Fair Work decisions may go against an employer if it's shown that internal policies weren't upheld.



Recommended Policies for SMEs

Beyond the essentials, small and medium-sized enterprises should consider implementing policies covering:

- **Equal Opportunity, bullying, harassment & discrimination** – Reporting and response protocols
- **Flexible work & leave** – Processes for requests, parental leave, and entitlements
- **Internet, device & privacy** – Acceptable use and confidentiality standards
- **Performance management** – Discipline, grievance handling, and appeals
- **Code of conduct** – Workplace behaviour and ethical standards
- **Remote work** – Expectations for working from home, especially post-pandemic
- **Alcohol, drugs & safety** – Clear rules to support a safe work environment
- **Social media use** – Guidelines for professional and personal boundaries
- **Industry-specific policies** – Industry-specific policies where required by award or regulation

Even simple, tailored templates can ensure everyone is aligned. Businesses with current, well-communicated policies are far better equipped to prevent compliance issues before they escalate.

MODERN AWARDS & PAY COMPLIANCE: GETTING IT RIGHT MATTERS



Most Australian employees are covered by a Modern Award or enterprise agreement, which sets out minimum pay rates and employment conditions based on industry or occupation.

For SMEs with varied roles, multiple Awards may apply- making accurate classification essential. To ensure correct coverage, use the Fair Work Ombudsman's "[Find my Award](#)" tool or seek expert HR advice.

Beyond Base Pay: What Awards Cover

Compliance isn't limited to base wages. Modern Awards also regulate:

- Overtime and penalty rates
- Allowances (e.g. uniforms, tools)
- Annualised salary arrangements
- Leave entitlements, including leave loading

Incorrect application can lead to underpayment claims. Importantly, underpayments-whether related to wages, superannuation, allowances, or leave-may breach the Fair Work Act. As of 2025, intentional underpayments are criminal offences, and even genuine errors can result in significant civil penalties.

MODERN AWARDS & PAY COMPLIANCE: GETTING IT RIGHT MATTERS



Practical Steps for Compliance

- Audit payroll regularly against relevant Award provisions
- Use reliable tools-pay calculators, HR software, or trusted third-party providers
- Maintain accurate timesheets and employment records as required by law
- Ensure payroll staff are trained in Award rules and National Employment Standards (NES)
- Seek guidance from the Fair Work Ombudsman or a compliance specialist when uncertain

Even small businesses have faced penalties for knowingly breaching Award obligations. Staying proactive and informed is the best way to protect your organisation and your workforce.

POTENTIAL CONSEQUENCES



Criminal Penalties for Intentional Underpayment

From 1 January 2025, intentional underpayment of wages in Australia can result in **criminal charges**, with fines of up to **\$8.25 million for companies** and **\$1.65 million or 10 years' imprisonment for individuals**. Even honest mistakes can attract significant civil penalties.

Entity	Maximum Penalty
Companies	The greater of 3× the underpaid amount or \$8.25 million
Individuals	The greater of 3× the underpaid amount or \$1.65 million, or up to 10 years' imprisonment

These penalties apply when employers knowingly fail to pay wages, superannuation, allowances, or entitlements by the due date.

CIVIL PENALTIES FOR HONEST MISTAKES



Even if underpayment is accidental, employers may still face civil penalties. These have also increased in 2025:

- Non-small business employers face higher fines for breaches of the Fair Work Act—even if unintentional.
- Small businesses can avoid criminal prosecution if they comply with the Voluntary Small Business Wage Compliance Code, which outlines best practices for payroll accuracy.

Compliance Tips to Avoid Penalties

- Audit payroll regularly against relevant Modern Awards or enterprise agreements.
- Use pay calculators or HR software to verify entitlements.
- Train payroll staff on Award classifications, NES entitlements, and record-keeping requirements.
- Document all pay decisions and timesheets to demonstrate good faith and procedural compliance.

Even small businesses have been penalised for “knowing” breaches, so proactive compliance is essential.



EMPLOYMENT CONTRACTS AND AGREEMENTS

Employment contracts should clearly set out legal entitlements and company expectations. Old, generic templates won't do the job.

Each contract should:

- **Identify the applicable Award or agreement** and reference key clauses (hours, overtime, allowances, notice, etc.).
- **State the base rate or pay range** in plain terms, aligned with the Award (e.g. "\$X per hour plus applicable allowances and overtime").
- Include any additional agreed terms (e.g. salary arrangements, bonuses) while **ensuring total pay never falls below Award minimums**.
- If a salary or hourly rate is intended to be all-inclusive of Award entitlements, the contract should include a calculation showing how the rate was determined and confirming the employee is "**better off overall**" compared to receiving the base rate plus all Award entitlements separately.
- Refer to **statutory rights** such as the **Right to Disconnect**, noting any Award-specific provisions.
- **Incorporate company policies** by reference (conduct, safety, data protection, bullying/harassment, etc.).
- **Address flexible work** by outlining the right to request arrangements or pointing to the relevant policy.
- **Include any special clauses** (probation, confidentiality, IP) while ensuring compliance with minimum standards.
- Ultimately, contracts should clearly outline the rights and responsibilities of both parties and reflect the actual role- **not rely on vague pre-written, one-size-fits-all legal text**.

Where possible, attach a schedule of Award rates and allowances, or at least include a clause confirming compliance with all applicable Award provisions. Well drafted contracts reduce confusion and provide a strong foundation for resolving issues if they arise.

FLEXIBLE WORK REQUESTS: LEGAL FRAMEWORK AND PRACTICAL GUIDANCE



Who Can Request Flexible Work?

Under the National Employment Standards (NES), the right to request flexibility applies to employees in the national workplace relations system. Eligible employees include those who:

- Are pregnant
- Are parents or carers of school-aged children or younger
- Are carers under the Carer Recognition Act 2004
- Have a disability
- Are aged 55 or older
- Are experiencing family or domestic violence
- Are supporting someone in their household affected by family or domestic violence

Employees in Australia have a legal entitlement to request flexible working arrangements under the Fair Work Act. Employers must respond in writing within **21 days**, and any refusal must be based on reasonable business grounds and follow a clear, consultative process.

Eligibility Criteria

- Permanent employees (full-time or part-time) must have completed at least 12 months of continuous service.
- Casual employees must have worked regularly and systematically for at least 12 months and have a reasonable expectation of ongoing employment.

Making and Responding to a Request

- Requests must be made in writing, outlining the changes sought and the reasons.
- Employers must respond within 21 days, either approving the request or refusing it with valid justification.

FLEXIBLE WORK REQUESTS

When Can a Request Be Refused?

Under the Secure Jobs, Better Pay Act 2022, employers must:

- Genuinely consult with the employee before making a decision
- Consider alternative arrangements
- If refusing, provide written reasons based on reasonable business grounds, such as:
 - o Excessive cost
 - o Inability to reorganise work among existing staff
 - o Negative impact on customer service or productivity
- Explain whether any adjustments could reasonably be made to support the request.



Dispute Resolution

If an employer fails to respond or refuses a request without following the correct process, the employee can escalate the matter to the Fair Work Commission, which now has the authority to resolve disputes and, in some cases, direct the employer to accommodate the request.

Examples of Flexible Work Arrangements

- Changing start and finish times
- Working fewer hours or job sharing
- Working remotely or from an alternate location

Practical Steps for Employers

- Review or implement a Flexible Work Policy that outlines the process and legal obligations
- Train managers to handle requests appropriately—gather relevant details, respond on time, and explore reasonable accommodations
- Document all steps taken to consider and respond to requests
- Failing to properly consider a request can itself be a legal risk. With stronger enforcement powers now in place, it's essential to approach flexible work matters fairly, transparently, and in good faith

PREVENTING HARASSMENT, DISCRIMINATION & MEETING YOUR POSITIVE DUTY



Recent legislative reforms have significantly strengthened Australia’s workplace protections against harassment and discrimination. Sexual harassment and sex-based discrimination are now explicitly prohibited across all workplaces- not just in specific sectors. The legal definition has also expanded to include behaviour that creates a hostile work environment on the basis of sex. Under the **Respect@Work** reforms, employers now have a **positive duty** to take **proactive** and **meaningful** steps to **eliminate sex discrimination, harassment, and victimisation**. This means prevention is no longer optional or reactive, organisations must actively create safe, respectful workplaces before issues arise.

Key Actions for Employers

- **Develop and implement clear policies** on harassment, discrimination, and respectful conduct (often integrated into a single framework)
- **Train all staff**, especially leaders and managers, on expected behaviours, legal obligations, and how to report concerns
- **Establish a confidential, well-communicated complaints process** that is accessible and trusted
- **Respond promptly and fairly** to all reports-enforcing consequences for misconduct while protecting complainants from victimisation
- **Provide appropriate support** to anyone affected by inappropriate conduct

With the Australian Human Rights Commission now empowered (as of December 2023) to investigate and enforce compliance, including issuing compliance notices to address systemic issues, the stakes are higher than ever.

In short: treat your anti-harassment measures with the same seriousness as workplace safety. Document your efforts, embed them in culture, and lead by example.

MANAGEMENT & HR CAPABILITY: INVESTING IN YOUR TEAM



Even the most robust policies and contracts rely on capable people to implement them. Recent surveys highlight a growing need to strengthen line managers' understanding of workplace law. Managers must not only be familiar with key frameworks-such as the NES, Modern Awards, WHS obligations, and anti-discrimination laws-but also apply them fairly and consistently in day-to-day decisions. This is especially critical when handling sensitive matters like harassment complaints or flexible work requests.

HR professionals also need current expertise to navigate evolving legislation. Many employers have had to rapidly upskill their teams in employee relations and compliance. To support this:

- **Provide targeted training** on payroll record-keeping, contract terms, leave entitlements, and discrimination laws
- Use **practical tools** like scenarios and checklists to promote consistent decision-making
- Encourage **cross-functional collaboration** between HR, legal, operations, and IT-especially where workplace issues intersect with safety or privacy regulations.

With ongoing legislative reform, including changes to flexible work rights and WHS contract limitations, forward planning is essential. While many employers report "legislative fatigue," the consensus is clear: **build adaptability into your workforce strategy and keep policies up to date to stay ahead of compliance risks.**

PSYCHOSOCIAL HAZARDS & WORKPLACE SAFETY

Psychosocial hazards, such as excessive workload, bullying, stress, violence, or harassment, can significantly impact employee mental health and wellbeing. Under Australia's Work Health and Safety (WHS) laws, employers (or PCBUs) are legally required to manage these risks with the same diligence as physical hazards. This includes identifying sources of harm—such as interpersonal conflict, unclear job roles, or long working hours, and taking steps to eliminate or, where not reasonably practicable, minimise them.

Common psychosocial risks include high job demands, inadequate support, limited autonomy, and exposure to harassment.



Recommended Actions

- Conduct formal risk assessments focused on stress, bullying, and other psychosocial factors and maintain a psychosocial risk register
- Implement and enforce anti-bullying policies with clear complaint procedures
- Promote open communication to surface issues early
- Provide access to Employee Assistance Programs (EAPs) or counselling services
- Train managers to recognise signs of stress and adjust workloads or resources accordingly

Treat psychosocial safety with the same rigour as physical safety: consult employees, identify risks, and implement controls. Resources such as [SafeWork's Managing Psychosocial Hazards guidelines](#) offer practical support or reach out to a HR expert or Psychosocial specialist for support. Failure to address workplace bullying or related risks can result in legal liability and compensation claims.

STRATEGY, ORGANISATIONAL DESIGN & PSYCHOSOCIAL SAFETY

Why Smart Strategy Is Also Safe Strategy

Poorly executed strategy and organisational design are often underlying causes of psychosocial risks, such as excessive workload, role ambiguity, and job-related stress. When thoughtfully designed, however, strategy and structure serve as protective factors that promote wellbeing and sustainable growth.

Strategic Planning and Psychosocial Risk: A Direct Link

Strategic Activity	Potential Psychosocial Hazard	Effective Practice
Aggressive growth targets	Chronic stress, excessive job demands	Align goals with realistic workloads and staffing levels
Unclear business priorities	Role confusion, conflicting expectations	Define and cascade priorities through clear job design
Frequent restructures or reactive changes	Job insecurity, change fatigue	Communicate early, support transitions, and maintain role stability
Rapid system/process rollouts	Pressure, inadequate training	Phase implementation, consult staff, and embed support resources
Lean organisational models	Overwork, low autonomy, burnout	Balance efficiency with psychological capacity-avoid "more with less"

ORGANISATIONAL DESIGN: A FOUNDATION FOR SAFETY



Effective organisational design helps mitigate psychosocial risks by:

- Clearly defining roles and responsibilities to reduce ambiguity
- Balancing job demands with autonomy and support
- Creating psychologically safe environments where feedback is welcomed
- Establishing career pathways that foster clarity and engagement

When Strategy and Design Work Together

- Employees understand their roles and expectations
- Workload is fair and manageable
- Managers lead with consistency and clarity
- Roles are purposeful and aligned with business goals
- Organisational changes are planned and supported

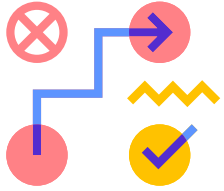
The result? Less burnout, less confusion, and greater trust, productivity, and wellbeing.

Strategy Shapes Psychosocial Risk

Strategic decisions influence the pace, priorities, and expectations across the organisation. Misalignment or poor communication can elevate psychosocial hazards:

- **Workload pressure:** Rapid growth, tight deadlines, or cost-cutting can lead to chronic stress
- **Role clarity:** Vague strategies create confusion and competing priorities
- **Unrealistic targets:** Misaligned KPIs can foster burnout and disengagement

Mitigation tip: Assess psychological safety alongside operational capacity during strategic planning. Use workforce planning and change management to ensure alignment



STRATEGY IMPLEMENTATION AND ROLE CLARITY

Poor implementation disrupts employees' understanding of their roles and reporting lines:

- **Ambiguity and overlap:** Without proper handover, roles may become unclear or duplicated
- **Change fatigue:** Frequent, unsupported changes erode morale
- **Disempowerment:** Exclusion from strategic rollouts can diminish purpose and engagement

Mitigation tip: Communicate clearly during transitions. Reinforce stability, clarify changes, and support leaders to guide their teams.

Organisational Design and Job Demands

How teams are structured and roles are distributed directly affects psychosocial wellbeing:

- **Workload distribution:** Lean models may stretch staff beyond sustainable limits
- **Job design:** Overly narrow or broad roles can lead to disengagement or overwhelm
- **Role clarity:** Vague responsibilities increase stress and conflict
- **Autonomy:** Micromanagement or rigid hierarchies reduce decision-making freedom

Embedding Psychosocial Safety into Strategy

Integrating psychosocial risk management into strategic planning, organisational design, and change processes helps organisations:

- Boost engagement and retention
- Reduce absenteeism, presenteeism, and turnover
- Meet WHS compliance obligations

Strategic alignment = sustainable performance + psychological safety.

QUICK SELF-ASSESSMENT: YOUR HR HEALTH & STRATEGIC ALIGNMENT



Take a moment to assess where your business currently sits. Which statement best reflects your current state?

1. Fully Compliant & Strategically Aligned

We have:

- ✓ Legally compliant, up-to-date policies and procedures
- ✓ Accurate employment contracts aligned to Modern Awards and NES
- ✓ Strong understanding and application of recent legislative reforms
- ✓ A clear framework for psychosocial risk, wellbeing, and WHS
- ✓ Trained managers who apply workplace laws consistently
- ✓ Organisational design that supports clarity, autonomy, and manageable workloads
- ✓ Strategic planning that considers capacity, change impacts, and psychological safety
- ✓ Regular audits to keep compliance and alignment current

2. Mostly Covered, Some Gaps

We have:

- ✓ Policies, contracts, and processes in place, but some outdated or incomplete
- ✓ Awareness of legislative changes, with limited implementation
- ✓ Basic Award knowledge, but irregular pay/classification reviews
- ✓ Inconsistent manager capability in applying HR laws
- ✓ Psychosocial safety acknowledged but not embedded
- ✓ Strategic goals set, but not always aligned to staffing or role clarity
- ✓ Organisational changes made, but support and communication vary

QUICK SELF-ASSESSMENT

3. Reactive & Patchy

We have:

- ✓ Basic HR documents, but not reviewed for years
- ✓ Limited or inconsistent Award understanding
- ✓ Minimal or delayed response to new HR laws
- ✓ Case-by-case issue management without frameworks or training
- ✓ No systematic approach to psychosocial risks
- ✓ Strategy developed without considering workforce impact
- ✓ Organisational design gaps causing overlap, confusion, or burnout

4. High Risk / Not Sure

We have:

- ✓ Uncertainty about legal obligations, Awards, or policy compliance
- ✓ Outdated templates or informal agreements
- ✓ Little internal HR capability or structured compliance planning
- ✓ Overwhelm around legislative change and where to start
- ✓ No clear organisational design or role clarity
- ✓ Strategy disconnected from operational realities



What Your Results Mean

If you selected 2, 3, or 4, your business may be exposed to legal, financial, or reputational risk. Many SMEs are in the same position-and support is available.

The good news? If any of this feels overwhelming or firmly in the “too hard basket”, EHQ can step in to help. We’ll work with you to identify gaps, strengthen your HR foundations, and align your strategy and structure to support compliance, wellbeing, and sustainable growth.



WHY PRIORITISE HR HEALTH? PROTECTING YOUR PEOPLE AND YOUR BUSINESS

Keeping up with HR obligations can be challenging- especially for small and medium-sized organisations without dedicated HR teams. Many employers feel the weight of recent reforms yet recognise the opportunity they bring to strengthen workplace practices and culture. Investing time in compliance today can help you avoid costly legal issues tomorrow.

If it all feels overwhelming, you're not alone. That's exactly why EHQ's fractional HR services exist- to support purpose-driven organisations with tailored, practical solutions. We take the time to understand your unique context, build trusted relationships, and provide ongoing people and culture support.

From strategic planning and organisational design to policy audits, manager training, and legislative guidance, we're here to help you stay compliant, confident, and future-ready.



Key Takeaways

- Most workplace laws apply regardless of business size- Modern Awards, NES, WHS, and anti-discrimination rules all matter
- New reforms (e.g. wage theft, harassment, flexible work, pay transparency) require updates to policies, contracts, and processes
- Clear, well-written policies reduce risk and clarify expectations for everyone
- Manager and HR capability is critical-train your team and encourage cross-functional collaboration
- Regular audits of pay, contracts, and procedures help catch issues early
- HR compliance isn't just a legal necessity-it's a chance to improve morale, retention, and operational efficiency



HOW EHQ CAN SUPPORT YOU

Whether you're laying the foundations or strengthening mature people systems, EHQ offers scalable, human-centred support that grows with your organisation.

- **No-Obligation Discovery Session**

A confidential, pressure-free conversation to explore your current HR landscape, challenges, and opportunities.

- **HR Health Check Review**

A structured, evidence-based assessment of your compliance, documentation, and people practices- with clear, practical recommendations you can implement immediately.

- **Policy & Compliance Package**

Ideal for organisations with limited or outdated documentation.

We develop a tailored suite of compliant policies, contracts, and procedures that protect your business and your people.

- **Leadership & HR Fundamentals Training**

Supporting business owners, new leaders, and emerging managers with the skills they need to apply HR legislation, lead confidently, and manage people well.

Training can cover:

- HR foundations for leaders
- Handling workplace issues fairly and legally
- Managing performance and feedback
- Building psychologically safe, inclusive teams

- **Organisational Strategy & Design Services**

We help you create workplaces where clarity drives confidence and structure enables growth. EHQ supports you to:

- Align structure with strategy
- Redesign roles and reporting lines
- Strengthen job clarity and accountability
- Build psychologically safe, change-ready workplaces
- Integrate wellbeing into every strategic decision

Whether you're growing, consolidating, or transforming-EHQ helps you design smarter, safer organisations from the inside out.

BOOK YOUR FREE CONSULTATION NOW



Discover how **EHQ's expertise** can transform your organisation. Book your free consultation today and unlock your business's full potential!

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