



Wishing You
**A very
merry
Christmas &
a happy
New Year**

We thank you all for your continued support,
we look forward to being of service to you in
2022.

Sincerely,
the Workforce Positive team





Christmas message from the Director

In 2021, Workforce Positive celebrated 5 years in business which, in itself, is a significant milestone; but possibly not our greatest achievement of the year. We have moved into our new office, and are working on setting up spaces to serve our clients; including a modern virtual workshop room, as well as a stunning Boardroom for in person meetings..

We launched our online client portal and have continued to grow our service offering across recruitment and human resources. In 2021 we had the pleasure of recruiting some very significant roles for our clients, including executive level positions both here and overseas.

Talent acquisition will continue to be a strong focus for Workforce Positive in 2022, ensuring we continue to add depth to our client's talent pools to drive their business growth and performance.

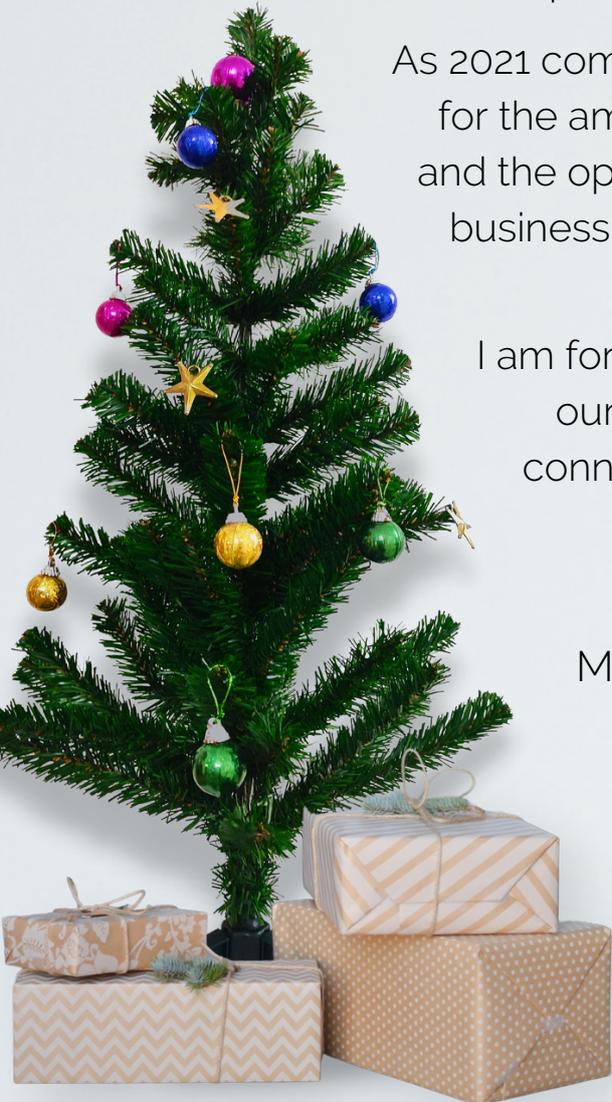
As 2021 comes to a close, the team and I are incredibly grateful for the amazing clients we have the pleasure of working with and the opportunity to provide services that add value to your business life and advance your own hopes and goals for the future.

I am forever inspired by the SEQ business community and our continued resilience. Thank you for the friendship, connection and mutual sense of achievement we enjoy by working together.

From our families to yours, we wish you a very Merry Christmas and a safe and prosperous 2022.

Yours Sincerely,

Kearin Lowry
Director and Meliorist





The year in review...

Respect@Work Legislation

The Government's legislative response to the Australian Human Rights Commission's Respect@Work report (The Sex Discrimination and Fair Work Amendment Act 2021) came into effect from the 10th September this year; a momentous leap forward for equality and protections in the workplace. [Read more...](#)



Annual Wage Review & Superannuation Guarantee Increase

From the first full pay period on or after the 1st of July this year,, a 2.5% increase to the national minimum wage and all award wages came into effect. The increase to minimum award pay rates happened in three stages. [Watch to learn more...](#)

Candidate Identity and Background Verification in Recruitment

Our recruitment services have long included a candidate validation process where we complete reference checking, background checks and validation of work rights and qualifications. It often seems like just another box to tick as it is not often a candidate will have a background that is of concern.

This year, a preferred candidate in one of our recruitment campaigns failed our background checking process. In these circumstances, it was a strong reminder that the value is much greater than we often believe. Employing the wrong staff member poses significant risk to businesses. We know our clients do recruitment in roles each year, and we recommend detailed checking every time.

Workforce Positive are available to assist you in this and design a process that suits your specific requirements.



Thank you to our team..

This year we welcomed Nicole Dunbar and Annie Esmonde to our team and celebrated a year of service for Jess Errington as our HR Services Advisor.

Nicole has been instrumental in attracting a significant business grant which will bring significant growth opportunities, with work commencing with Brand Transformation Lab and Jessica Ritchie in the new year.

As a professional services firm, managing time, communication and documentation is so significant to the smooth running of our business and to ensure we continue to provide client care that aligns with our values. Nicole is dedicated to and achieves this in a way that is personable and some days with an incredible amount of humour; which I greatly admire and appreciate.

Annie joined us as HR Services Intern but is already excelling in a consulting capacity. In her first 6-months, Annie has worked on a major organisation design project, completed a significant audit of a multi-site agricultural business, and elevated our social engagement through her fresh approach. and vibrant communication style

Jess continues to shine as a Hr Services Advisor with broad generalist HR experience. She has had many wins for our clients, including specialised recruitment and talent acquisitions, managing complex employment matters, and delivering significant value through Success Profiling and quarterly meetings.

Whilst I could say much more about Jess, I think this direct quote from Jared Humes, Partner of Fusion Accounting Solutions, sums up her approach perfectly;

"Jess has been patient and provided us with great advice with the challenges our firm has been presented with this year, and has always been in our corner. Jess' experience in this area is great, and her guidance has been perfect, which is allowing our firm to flourish."

You have all been a pleasure to work with this year, and I look forward to seeing what lays ahead in the New Year for each of you personally, and also for our team. Wishing you all a refreshing and festive season with your family and friends.

