



*This site contains supporting materials for managers, payroll personnel, HR Officers, and personnel departments.*

The mystery of human resource management is that it is perceived as a mystery at all. There is nothing special about HR, nothing special about sensibly managing employees, nothing special about the logical regulations that govern the employment of staff.

On the other hand human relationships are anything but simple. The complexity is a result of the numerous pieces of legislation that govern the conditions of service of employees. Apart from the Workplace Relations Act and the relevant Enterprise Agreements there are regulations under OHS, EEO and Superannuation.

In response, Gryphon has developed a web based service that goes a long way to satisfy most organisation's HR needs.

- Selected and categorised Awards and Enterprise Agreements
- Relevant IR Commission Decisions
- Wage Update Circulars
- Generic HR Manual
- Sample HR Policies
- Payroll Newsletters
- Topical papers on HR related subjects including HRIS and surveying

All data collections are searchable and maintained on a daily basis. Where an interrogation of the web site fails to satisfy an enquiry by a customer there is a telephone enquiry or email service offered.

GRYPHON AWARD DB

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Once an award is in place for... Workplace Relations will remain...

Awards can be awarded within...

The process of arbitration...

When awards are legally enforced was made.

Once an employee's condition...

When in breach...

Australian Workplace Certified Agreement

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Award or Agreement Epworth Foundation ANF Enterprise Agreement 2000 - 2003

Clause 08B PRODUCTIVITY GAINS AND SPECIFIC ISSUES AT ENTERPRISE LEVEL

Jurisdiction VIC Federal Category Private  
Clause current at 20/06/2003 Effective Date 17/05/2001

Wage Rates

parties to this Agreement are committed to positively identifying and implementing measures to improve productivity, efficiency and quality of care at the enterprise level during the life of this Agreement.

As part of this commitment, Epworth will make 4 hours of supernumerary project time available per week to each of the nursing units. This time is to be allocated by the AOD. The project should have prior approval and have agreed outcomes and timeframe.

Specific measures for identification and improvement at Epworth will be considered under a broad agenda and may include, but shall not be limited to, the following:

- Flexibility of Work Patterns
- Work Practice Reviews
- Workplace/Workforce Structure
- Multi-skilling