



Hard done by on holiday push

Kate Southam

AN EMPLOYER has asked BM to take her 25 days accrued holiday leave two days a week and when that's gone to then use up her long service leave. BM feels hard done by and I agree. Holiday leave and long service leave should be taken at a time that suits both parties. Taking a huge block of leave at the busiest time of the year is unfair to an employer and being ordered to take long service leave is, too.

An employer can direct an employee to take up to a quarter of his or her leave once the employee has accrued at least eight weeks holiday leave. The problem for BM is that while she has right on her side, taking legal steps is dramatic and costs money.

The managing partner of Harmers Workplace Lawyers, Joydeep Hor, urges employers to think about how their plans to save jobs will impact on staff, and consult their employees. Many companies are taking well-intentioned steps to save jobs right now, such as introducing a nine-day fortnight or encouraging staff to take a break. But Hor says the problems start when employers present these plans as a fait accompli.

"Everyone's employment arrangements can only be varied with their consent, whether a written or verbal contract. Suffice to say

everyone has a contract," he says.

"As fair as the employer might think they are being by keeping people on board, they still have to go through a process both legally and ethically in terms of talking to people about changes. What we are dealing with is how you affect change in an organisation in a way that is fair and reasonable."

Hor says employers who are transparent with their people about the need for action and who involve them in the decision making are much more likely to get their "buy in".

Read the full article about this issue online.

May is hot for events

National Career Development Week runs from May 18-25. More information: nationalcareerdevelopmentweek.com.au/

Career Communique Radio will be talking

career change on May 18 with yours truly and two career coaches. Tune in via <http://careercommunique.com/>

National Careers & Employment Expo, Sydney Convention & Exhibition Centre, Darling Harbour, runs May 29-30.

These events are listed in the Career Diary on the home page of careerone.com.au, along with other webinars, seminars, training open days and events, so keep checking each month.