

Sacked workers could get 6 months salary for just \$75.

Aussie businesses are set to be smashed by Unfair Dismissal Claims when JobKeeper 1.0 ends on 30th September, 2020.

“For many businesses, especially smaller businesses for whom cash flow is vital, JobKeeper has been like a ventilator for their business during Covid 19 but the oxygen is about to be turned off and some businesses won’t survive without life support.” said Employment Relations Expert, Natasha Hawker

Many will have no choice but to reduce costs and make workers redundant in order to survive the economic pandemic. Wages and salaries are often the biggest costs to a business and the obvious place to look for savings.

Hawker said *“There was a 70% increase in the number of claims for Unfair Dismissal in the last quarter alone and according to Danny King from [Danny King Legal](#) the decisions in Unfair Dismissal cases are not going well for employers that have not taken advice before embarking on a complex redundancy program.”*

(Please note that Danny King and Natasha Hawker are both available for a joint interview to share both a legal and HR perspective and they have regularly presented together)

*“It costs workers just \$74.50 to make an Unfair Dismissal claim. With 50% of Australian workers worried about financial security, and the average Australian salary of \$65k pa workers could score themselves a \$32K payout **on top** of their redundancy.*

For an employee considering a long period of unemployment, a potential \$32k payout because of a technical fail is no doubt attractive and they have absolutely nothing to lose in doing this.

There is a requirement for the redundancy to be ‘genuine’. There is a specific process to be followed and failure to do this can result in fines for failing the Unfair Dismissal test.

Employees are protected from Unfair Dismissal, which assesses whether the termination was ‘*harsh, unjust or unreasonable*’.

“Employers need to realise there is no Unfair Dismissal “get out of jail free card” just because we are in depths of a pandemic and economic melt-down. Employees have rights and have every right to exercise them and have nothing to lose in doing so.” says Natasha Hawker.

<https://www.news.com.au/finance/money/costs/jobkeeper-20-expert-warns-new-eligibility-rules-are-a-ticking-time-bomb/news-story/9ba09feda477d31fea5d134be2d5ce39#.fqplk>

JobKeeper for some businesses, means that they are just a ‘payroll service’ for the Government with minimal or zero revenue coming in they will need to cut costs of employees currently receiving JobKeeper.

Five steps that business owners need to be taking to save themselves now are:

1. Review their forecasted revenue and calculate impact of no JobKeeper & then model cash flow across various downturn scenarios at 10%, 20% and 40%
2. Calculate the redundancy costs and what the potential saving is to the business over time
3. Plan the redundancy process, timetable and individual redundancy calculations
4. Prepare scripts, documentation and communication process for both impacted and remaining employees
5. Consult with the employee/s throughout the process.

About NATASHA HAWKER ...

Natasha Hawker is an Employment Relations Expert, author of *'From Hire to Fire & Everything in Between'*, a podcaster and speaker with over 26 years' industry experience and has featured a number of times on [ABC radio](#). She believes that your employees are your greatest asset and also potentially your greatest liability. Employee Matters helps companies build Employee Assets.

She has worked in Employee Relations for over 25 years working both nationally and internationally. She is routinely featured in the SMH, ABC Radio and has been nominated for the Telstra Businesswoman of the Year and Employee Matters was a finalist for the My Business Awards and she has personally hired, managed and fired over 15, 000 employees.

Natasha Hawker is available for interviews and photographs. Photographs are also available on request.

Links:

<https://www.linkedin.com/in/natashahawker/>

https://www.amazon.com.au/Hire-Fire-Everything-Between-Second-ebook/dp/B07KFRS6JG/ref=sr_1_1?crid=PVR6VXTKSIMA&dchild=1&keywords=from+hire+to+fire+%26+everything+in+between&qid=1600235937&srefix=From+Hire+to+Fire+%2Caps%2C310&sr=8-1

<https://www.youtube.com/watch?v=s6ukYoUpmJg&t=21s//www.linkedin.com/feed/update/urn:li:activity:6699421342858522624/>

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