

Case Study - HR Services

Delivering a full HR Service to support business growth

SETTING THE SCENE

Viselli is a South Australian business that specialises in delivering rendering, solid plastering, texture coatings, venetian plastering, structural concrete repairs and restoration work on Tier 1 commercial construction, heritage sites and high-end residential projects.

They are an established specialist in the Adelaide market which delivers bespoke decorative finishes, focusing on quality and finesse. Viselli possess a wealth of experience within the business and have been nominated as an ambassador for the plastering industry.

THE PROBLEM

Before Viselli engaged our services, they lacked formal employment contracts, were uncertain if they were compensating their staff correctly, had no established job classifications, and overall lacked a dedicated HR presence.

Director Aaron Viselli also sought a clearer understanding of the differences between daily and weekly hire employees, aiming to determine which option would be more viable for the business.

It was essential for them to address these gaps to ensure compliance with employment standards, foster fair treatment of employees, and build a robust foundation for the company's future development.

THE SOLUTION

Before our initial meeting with Director Aaron Viselli, we conducted thorough research on the distinctions between daily and weekly hire employees. Our objective was to provide Aaron with a clear understanding of these options, ensuring he could make an informed decision that best suited his business needs.

This also involved discussing the associated risks, including the complexities of the industry-specific schemes relevant to the building and construction industry.

To begin addressing wage compliance, we also conducted a Better Off Overall Test (BOOT). This enabled us to determine the applicable Award and estimate the appropriate classification for his employees.

By the time we met, Aaron was well-informed about the entitlements he was required to provide under the Award. This preparation allowed us to discuss the most suitable payment structures, whether that meant offsetting overtime and allowances or choosing an all-inclusive pay rate.

Being well-prepared for our initial meeting demonstrated our strong understanding of the building and construction industry and the specific HR challenges Aaron faced. This immediately built his confidence in our expertise, leading him to engage our services on a retainer basis.

Following the agreement, we provided Aaron with a clear timeline outlining what he could expect from Moore Australia in the first three months and put our mutually agreed plan into action.



THE RESULTS

Since partnering with Moore Australia, Viselli has benefited from a range of our services, including new employment contracts, employee handbook, assistance with disciplinary procedures, and wage compliance. Additionally, Viselli has entrusted us with their recruitment efforts, which has further strengthened their team.

The benefits of these initiatives include improved legal compliance, streamlined HR processes, and a more structured and efficient workplace. This foundation supports Viselli's growth and helps mitigate potential risks.

As Viselli continues to expand, we are excited to be part of their journey, ensuring they remain compliant and supporting their long-term success.



About Moore Australia

At Moore Australia, we are dedicated to transforming businesses through innovative, strategic and bespoke Human Resources solutions.

With a team of seasoned experts, we offer a comprehensive range of services designed to assist in navigating the complex employment relations landscape, elevate your organisation's HR practices and drive success. Our bespoke solutions empower businesses to navigate complex HR challenges, optimise performance, and create a thriving workplace culture.

Find and contact your nearest advisor by scanning the QR Code, or visit our website: www.moore-australia.com.au/hr-services

