FRANCHISORS & HOLDING COMPANIES - ARE YOU FAIR WORK COMPLIANT?

Don’t risk the fines!

Sign up for an **NRA Fair Work**

Boot Camp today!

One day interactive workshop for **franchisors and holding companies** to understand and protect their business from changes to the Fair Work Act

Find more details over page or call us on **1800 RETAIL (738 245)**

NRA National Retail Association

NRA FAIR WORK BOOT CAMP FOR FRANCHISORS & HOLDING COMPANIES

Under changes to the Fair Work Act, new offences and massive, never seen before penalties are being introduced!

WHY CHANGES TO THE FAIR WORK ACT ARE IMPORTANT

The changes come with significant financial risk, with increased penalties of up to $126,000 for individuals and $630,000 for companies. Mistakes and failures by Franchisees and Subsidiary Companies could cost Franchisors and Holding Companies like never before.

The changes mean Franchisors and Holding Companies can be held responsible if their Franchisees or Subsidiaries fail to comply with workplace laws. The changes make the Franchisor/Franchise entity or the Holding Company liable for breaches for what your Franchisees and Subsidiary Companies are doing or not doing, including for underpayments, if it is found that the Franchisor or Holding Company "knew or could reasonably be expected to have known" about a contravention to the Fair Work Act and failed to take "reasonable steps" to prevent them. It will also be important to understand the other changes, including record keeping obligations, the new 'reverse onus of proof', and the prohibition on cash back arrangements and what this will mean in practice for Franchisors and Holding Companies.

The NRA understands the changes to the Fair Work Act and what it means for your business

Join us for a one day interactive boot camp that we give you a fuller understanding of the changes to the Fair Work Act and the steps to best protect your business and brand.

Prices and costs vary depending on your business needs. Workshop content is also customisable to suit your business.

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CALL US TODAY ON 1800 RETAIL (738 245) TO REGISTER OR FIND OUT MORE DETAILS

YOU WILL LEARN:

- Franchise Agreements – what changes should you be considering to your master document?
- Procedures Manual – what changes should you consider making?
- Communication with your Franchisees and Subsidiary Companies – does this need to change?
- Internal Briefings – what does your key executive team need to know?
- Understanding the Franchising Code and extent of the changes – how far will they reach?
- What will be sufficient to demonstrate "reasonable steps"?
- Auditing and Monitoring of Franchisees and Subsidiary Companies – how far will you need to go?
- Financial analysis and re-modelling – will this be necessary?
- 7-Eleven case study – learnings and what not to do
- What should your Franchisee and Subsidiary Companies be doing now and planning for in the remainder of 2017?
- Fair Work Ombudsman – What action can they take and how can it impact on your business and brand?