



### Statement

As a provider of on-hired employee services, we recognise the importance of providing appropriate information on employment to our candidates and employees. We are committed to ensuring a rewarding and fair work experience.

### Objective

An integral part of Fusions role as professional employer is to ensure that workplace relations legislation is complied with and recognized as a fundamental safety net within the modern Australian workplace. Through the provision of effective and open communication fusion aims to achieve best practice in workplace relations.

To achieve our objectives we understand and will adhere to the following principles:

- Fusion is an employer of on-hired employees and our client's are simply utilizing our employee's services for a limited period of time;
- Fusion is responsible for the management of the conduct and performance of on-hired employees with the assistance of client information;
- Fusion becomes bound by industrial and legal instruments in our own right;
- Employees have a right to freedom of association which means that they may become members of an employee organisation or refrain from such membership as they choose;
- Fusion should avoid the importation of workplace relations disputes or non-compliance into a client workplace by ensuring a proactive approach to workplace relations management; and
- Whilst on-hired employees may typically work on a short-term basis such employees must receive the same level of support and communication from management as ongoing employees.

### Responsibilities

Management is responsible for:

- Ensuring compliance to Workplace Relations legislative requirements; and
- Ensuring Consultants are provided with adequate training in workplace relations to ensure they are able to uphold the commitments outlined in this policy.

Fusion will endeavour to work with all key stakeholders, including on-hired employees, clients, employee representatives and government representatives, to ensure a rewarding employment experience underpinned by statutory compliance.