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## What is an Enterprise Agreement?

Enterprise Agreement is a kind of mutually beneficial agreement between employees and employers regarding terms and conditions of agreement. It's a general norm for people working in Australia. There are numerous agencies that assist in Enterprise Agreement and HBA Consulting specializes in that.

## Who can make an enterprise agreement?

Enterprise Agreements can be made between employers and employees or Unions.

## Why make an enterprise agreement?

It's very important to make an Enterprise Agreement as it provides a safety net for minimum wages. Enterprise Agreements can be tailor-made to suit both the parties.

## What can an enterprise agreement include?

Enterprise agreements are for the benefits to both the parties. Some of the aspects covered under this agreement include –

- The rates of pay
- The employment conditions e.g. hours of work, meal breaks, overtime
- The consultative mechanisms
- The dispute resolution procedures
- The deductions from wages for any purpose authorized by an employee.

## Types of Enterprise Agreements -

There are various types of Enterprise Agreements which include:

- Single-enterprise agreements – a single employer or employers in joint venture can have this agreement.
- Multi-enterprise agreements – more than two employers who are not bound on a single interest.
- Greenfields agreements – this involves a new enterprise that one or more than one employers have established new enterprise. The purpose is that no employee has been hired yet. Such agreements may be either a single-enterprise agreement or a multi-enterprise agreement.

## How HBA Consulting Facilitates?

HBA Consulting has been pioneers in their work field and facilitates good employment opportunities in Australia. The ways they facilitate are –

â€¢ Tactical and operational HR planning linked to business outcomes

â€¢ Review and/or redesign of oneâ€™s organizational establishment

â€¢ Assess and/or redesign organizational structure underpinned by the organizationâ€™s Work Level standards and classification requirements

â€¢ Categorization & organizational structure & job plan reviews

â€¢ Work Level Standards plan/review

â€¢ HR policy & procedures review & development across all HR practice areas, including the development of policies to support the Enterprise Agreement completion strategy

â€¢ Routine organization system growth and review

â€¢ Facilitation and training services tailored to the organizational requirements on any HR practice area

â€¢ HR ascendancy plan and review

### Structural Reviews

A structural review is used to set up if one or more single, all-purpose councils, known as unitary authorities, should be recognized in an area in its place of the existing two-tier system.

In spite of substantial experiential proof that human resource systems are related to firm performance, significant conceptual and practical issues remain. It is argued that progress along these lines requires basic development of the validity of the HR system build. To help accomplish this, an organization can draw on previous strategic HRM literature and insights from organizational levels of psychoanalysis literature to explain a levels-based HR systems approach for validating the HR systems structure.

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[Aarika Rastogi](#) - About Author:

HBA is a specialist workplace relations consultancy based in Canberra, a [Enterprise Agreements](#), workplace investigations service, a [Facilitation](#), employee relations, employment frameworks.

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