PENINSULA
Building Better Businesses

The smart way to handle your HR and H&S



Returns $5.77 for every $1 dollar spent

Did you know...

A mental injury results in an Australian business losing on average **36.8 working weeks**, with an median compensation paid of **$69,900**.

Work related injury and illness results in an Australian business losing on average **7.4 working weeks**, with an median compensation paid of **$16,300**.

The average cost to draft a basic safety management system is **$3,000**, with updates at an extra cost.

Australian employers failing to comply with legislative requirements are prosecuted under **category 3** costing an average of **$27,005** financial penalty with **additional legal costs**.

WHS fines for not providing documentation and answering questions from the Regulator are up to **$16,000 for an individual.**

If a workplace is deemed unsafe, fines for not providing documentation and answering questions from the Regulator are **up to $79,492**.

Australian business may have to wait up to **2 years** to know if an prosecution may result from **an incident and often another 12 or more months for the trial**.



Short-term problems that impact your long- term goals

- ✓ Improve your management time cycle.
- ✓ Reduce the costs you don't need to waste.
- ✓ Save on hourly costs for advice or representation.
- ✓ Reduce the disruption of staff churn and keep your best employees.
- ✓ Protect your brand, protect your business.

Let Peninsula boost your bottom line

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We give you instant access to **24-hour advice** - answered, **on average**, **in less than 6 seconds**, to save your time researching online.

We protect your business with our legal representation and cover with a **98% resolved rate** in legal cases.

We provide our clients with **26,000 hours (or nearly 1,100 days)** of expert 24-hour **covered advice** each year.

Peninsula Mutual (from 1 Apr 2019 to 31 Dec 2025) has helped our AU clients **avoid up to $21m** in legal fees arising from employment claims.

Below are the maximum penalties currently for different categories of offences:

	Industrial Manslaughter	Category 1	Category 2	Category 3
Maximum for Corporation	$20 million	$17.034 million	$2.373 million	$795k
Maximum for Individual Officer of the corporation	25 years' imprisonment	$3.407 million	$475k	$159k

How could this look for your business?

Cost of reviewing or drafting a contract	$1,925
Cost of drafting an employee handbook	$7,250
Cost to conduct a risk assessment	$1,800
Cost of absenteeism	$17,500
Cost of employee attrition and recruitment	$111,500
General HR, paperwork 'keeping on top of things'	$2,500
Average legal fees associated with accidents at work**	$13,000
Average unfair dismissal and general protection claim compensation awarded	$7,200
Total	**$162,675**
Annual cost of Employsure Service (5 year agreement & 5 employees)	**$12,060**
Your Return on Investment $$ for every $ spent	**$5.77 for every $1 spent**

***based on average 5 year agreement** ****based on 5 employees**

Information provided is subject to change. Calculations are estimates provided as a guide only and may vary from business to business.

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