PENINSULA
Building Better Businesses

The smart way to handle your HR and H&S



Returns $21.37 for every $1 dollar spent

Did you know that an Australian business with 50 employees...

Loses on average **500 employee working days** and **$175,000** per year through absence.

Will pay an average **$1,925** to draft a single contract and **$360** each risk assessments.

Will have to pay an average annual salary of **$85,000** for an HR Officer.

Will pay on average **$200,000** for a Head of Health & Safety resource, or high hourly rates for ad-hoc, external guidance.

Will lose staff at a rate of **16% per year**, costing on average **$22,300** to replace each role.

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

If an officer does not comply with their duty to provide a safe workplace, they could be fined up to **$79,000**.



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 contracts	$96,250
Cost of drafting employee handbooks	$72,500
Cost to conduct risk assessments	$18,000
Cost of absenteeism	$175,000
Cost of employee attrition and recruitment	$334,500
General HR, paperwork 'keeping on top of things'	$25,000
Average legal fees associated with accidents at work**	$130,000
Average unfair dismissal and general protection claim compensation awarded**	$72,000
Total	**$1,703,750**
Annual cost of Employsure Service (5 year agreement & 50 employees)	**$ 32,550**
Your Return on Investment $$ for every $ spent	**$21.37 for every $1 spent***

***based on average 5 year agreement** ****based on 50 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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