

FIXED PRICE HR Services

You'll know your upfront costs with the reassurance that you have a clear path forward.



HR Coaching Calls

Timely HR Support that helps you work through the Tough Stuff

Managing people can be one of the most challenging aspects of running a business, especially when you feel stuck, frustrated, or unsure of the best course of action. Whether you're dealing with a performance issue, a behavioural concern, or workplace conflict or need to discuss your thought process with someone independent, our HR Coaching Call provides you with the space to unpack the issue and receive clear, practical advice on what to do next.

In this one-hour online session, we'll listen without judgement, ask the right questions, and help you cut through the noise, offering **practical guidance, fresh perspective, and no-BS advice** tailored to your situation. After the call, you'll receive a detailed follow-up email summarising the key takeaways, recommendations, and action steps to move forward confidently.

And don't worry, everything we discuss is completely confidential, and no question is too small, too tricky, or too "silly." If it's on your mind, it's worth talking about.

What You Get:

- 1 hour of expert HR advice tailored to your situation
- A sounding board for your frustrations with an independent perspective
- Clear recommendations & next steps to help you move forward
- Follow-up email with key takeaways, templates, recommendations & talking points
- Further support available at \$150 + GST per hour

This is perfect for small business owners, leaders, and people managers who want to discuss their concerns, gain perspective, and take action, because sometimes, you need a human to help you manage humans.

With a fixed price of \$250 + GST, you have the certainty of knowing your upfront costs and the reassurance that you now have a clear path forward.



Managing Change

Timely HR Support that helps you work through the Tough Stuff

Changing your business structure or workforce is never easy, and getting it wrong can be costly. Whether you're navigating **redundancies, role changes, or a full restructure**, expert HR guidance can help you manage the process in a legal, fair, and confident manner.

Our Managing Change service offers clear, practical support to ensure you follow the correct process, communicate effectively, and make decisions that align with your business needs and employment law.

Our set price options enable you to select the option that best suits your needs with no hidden costs.

Essentials: \$400 + GST

A focused one-hour session designed to provide expert, practical HR advice tailored to your situation. Ideal for small business owners and managers who need clear guidance on managing redundancies or restructuring effectively.

- 1-hour online consultation with an experienced HR professional
- Independent advice on legal requirements & best practices
- Clear action steps to handle redundancies or restructures with confidence
- Follow-up email with key takeaways, templates, checklists, recommendations & talking points
- Further support available at \$150 + GST per hour

Essentials Plus: \$750 + GST

Need more hands-on support? This package includes everything in Essentials plus up to one hour of follow-up support to help you implement the process smoothly and navigate any challenges.

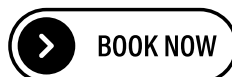
Everything in **Essentials**, plus:

- Up to 1-hour follow-up support for implementation & troubleshooting
- Additional guidance and assistance with writing communication, documentation & managing specific employee conversations

No fluff, no jargon, just practical, real-world HR advice when you need it. And don't worry, everything we discuss is completely confidential, no situation is too complex, and no question is too small.



STRAWBERRY SEED CONSULTING
www.strawberryseed.com.au



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Performance with Purpose

A Practical Approach to Performance, Feedback and Communication

The traditional performance review isn't the only option anymore, and, honestly, it's often not the best. **One-size-fits-all performance management doesn't work.** The key to getting the best out of your people is a feedback and communication strategy that's employee-centric, aligned with your business goals, and tailored to your industry and team.

That's where we come in. Performance with Purpose is a customised performance and feedback strategy package designed to help small businesses assess, implement, and optimise their approach to managing performance, without the red tape or outdated bureaucracy.

What You Get:

- 1-hour consultation + up to 1-hour follow-up to tailor your strategy
- Review of your current approach & what works for your business
- Custom performance & feedback strategy designed to boost productivity & engagement
- Practical tools & documents to support your approach
- Optional 2-hour training for people managers to ensure smooth implementation

Whether you want to replace outdated performance reviews, build a stronger feedback culture, or enhance productivity, we'll help you create a simple and effective strategy that actually works in the real world.

At a fixed price of \$500 + GST (training available for an additional \$295 + GST), you can have the peace of mind that you are setting your employees up for success. Book your consultation today and start making performance management work for your business.



BOOK NOW



Compliance Check

Take the Guesswork Out of Paying People Correctly Stay Compliant | Manage Risk | Sleep Easy

Paying your team correctly isn't just about ticking a compliance box, it's about fairness, reducing risk, and building a business where people want to stay. But Awards can be complex, and with evolving entitlements and annual minimum wage reviews that creep up each year, it's easy to feel unsure about where your pay rates sit.

The Compliance Check is a **once-off Salary Benchmarking Audit** that gives you clarity and confidence. We'll review your employees' current wages against the relevant Modern Award classifications and let you know where you're on track – and where you might be exposed. We'll also complete a BOOT (Better Off Overall Test) for employees paid above the Award or under unique arrangements to ensure you're covered. You'll walk away with a clear summary, accurate information, and peace of mind.

Perfect for businesses who:

- Want to double-check they're paying correctly
- Are planning wage increases and want to stay competitive
- Have had recent growth, new roles or restructures
- Don't want the stress of interpreting Awards on their own

What You Get:

- Review of current employee wages against relevant Award classifications
- Detailed BOOT checks where above-Award or bundled rates apply
- Check for compliance with minimum legal pay rates and entitlements
- Summary report highlighting gaps, risks, and recommended changes
- Clear advice on how to stay compliant in the future
- Practical resources to help manage wage reviews each year

Fixed Price: Based on the number of employees you want us to review. Once we know how many employees you'd like checked, we'll confirm the total cost.

Need extra support? Follow-up time is available at \$150 + GST per hour.

Stay compliant, competitive, and confident, without the headache. Book your Compliance Check today and take the guesswork out of wages.

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