The retailer's guide to simplifying rostering and compliance

roubler.

NRA National Retail Association

The challenges of rostering for compliance
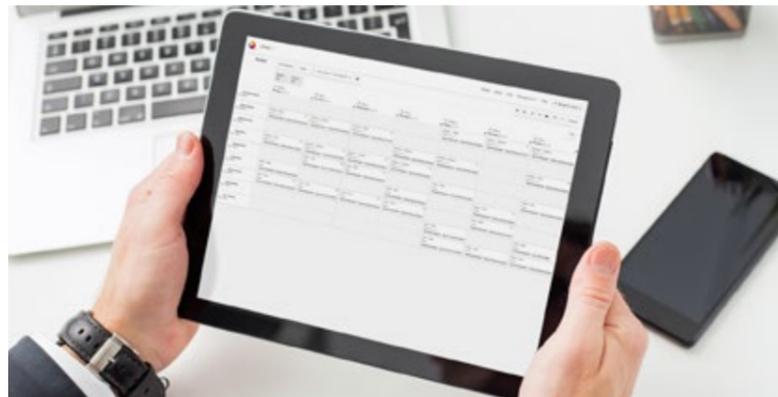
Why rostering plays a critical role in compliance

Effective rostering is a business essential. Done right, it can help ensure compliance, reduce operational costs and enhance the employee experience.

Unfortunately, many businesses rely on manual data entry and systems that don't talk to each other, leading to inadvertent compliance blunders.

After all, navigating modern awards is notoriously complex. As a result, hundreds of employers are penalised each year for not operating their business in accordance with Fair Work.

Without the right systems in place, achieving compliance can be incredibly challenging.

Thankfully, all-in-one workforce management software helps solve these challenges by providing the checks and balances you need, across rostering, time and attendance and payroll.

Automated award compliance
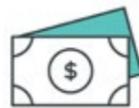
Sophisticated pay rules engine

Intelligent smart rostering

Built-in checks and balances

Challenge 1: Constant changes to awards

With Fair Work constantly changing the rules, it's little wonder businesses find it difficult to stay on top of compliance.

From increased penalty rates to new rules around annualised salaries, understanding the exact implications of each and every change can feel like an insurmountable challenge.

When payroll teams are already overstretched, it can be difficult enough just to know about each change as it happens – let alone implement the necessary processes to remain compliant.

Challenge 2: Creating compliant rosters

The burden of compliance doesn't just sit with payroll – the rostering process is the critical first step.

It's simply not possible for every store manager to be an expert on awards, which is why it's so important to have an intelligent rostering system that aligns with the relevant award.

This ensures criteria such as breaks between shifts and maximum ordinary hours are automatically accounted for – without the manager needing to understand every last detail.

Built-in checks and balances will alert managers to instances when compliance may be compromised.

### Challenge 3: Significant penalties for businesses

We all know the penalties for not complying with awards and legislation are significant.

And yet, so many businesses still find themselves inadvertently making a small mistake that leads to a hefty fine.

Most of the time, businesses don't even realise they are in the wrong until it's far too late.

Compliance doesn't have to be this hard.

Workforce management software with built-in award interpretation and pay rules will help ensure compliance from day one.
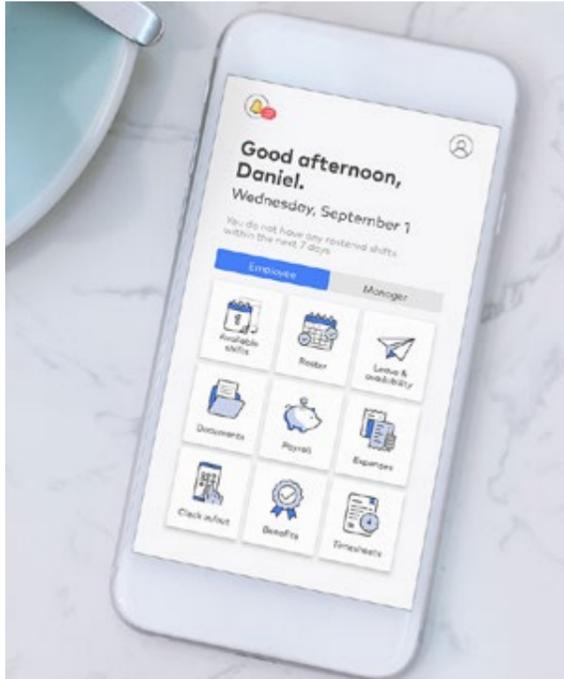
Helping Fair Work digitise and automate award compliance

Roubler worked closely with the Fair Work Commission, contributing to the team that is digitising award compliance processes Australia-wide, as part of their MAPD forum.

This consultation process is helping guide the Fair Work Commission's decisions around exact requirements for technology providers and other digital consumers to ensure businesses are always paying their employees in line with the latest changes.

The project will ultimately see Roubler have access to changes to modern awards directly from the Fair Work Commission via an API.

Ultimate peace of mind

At Roubler, we take the complexity out of modern award compliance, helping reduce the risk for your business.

We take care of award interpretation for you, with Roubler's powerful pay rules engine and built-in award interpretation.

These pay rules align with the latest changes by Fair Work, and are embedded across the entire rostering and payroll process.

Unlike other software providers, we will give you a system that is award compliant from day one, so you and your team are not at risk of misinterpreting the intricacies of modern awards.

From that point, staff with administrator-level permissions are able to authorise the latest award changes so they are automatically updated across your workforce management system.

Compliant rostering practice

Roubler was built with compliance at its core.

With Roubler, compliance doesn't just begin with payroll; it is a best practice embedded throughout your business thanks to Roubler's solution.

Relevant checks and measures are built in to ensure store managers don't make accidental mistakes when building rosters or approving shifts.

Only the appropriate users – those with the relevant knowledge and permissions levels – are able to override these settings.

This gives you the peace of mind of knowing that your business is not at risk.

Best of all, Roubler's easy-to-use software gives you everything you need to recruit, onboard, roster, manage and pay your staff, all while ensuring compliance is a priority.

Seamless workforce management

Roubler is Australia's leading cloud-based workforce management software.

We make managing your workforce simple with smart, seamless software.

We'll help you onboard, roster, manage and pay your staff from one cloud-based system, all while helping ensure compliance.

With our all-in-one software you can manage your entire workforce, creating efficiencies and enabling you to focus on achieving your broader business goals.

Roubler is designed especially for shift-based workforces, bringing all your data together in one system.

Say goodbye to messy integrations and multiple platforms, and say hello to Roubler.

Sound good? We'd love to hear from you.

Call us on +61 1300 833 137 or email info@roubler.com

Recruit
Find and attract the very best talent to join your team.

Onboard
Automate employee onboarding and go paperless.

Roster
Create efficient rosters with a single click.

Manage
Manage employees seamlessly at every stage.

Pay
Enjoy peace of mind with built-in compliance.

Find out more

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