



# COLLABORATIVE EMPLOYMENT SOLUTIONS

## OUR SERVICES

In our consultancy group we provide a strong professional and ethical approach to the giving of advice and assistance. We work in parallel with operational effectiveness, building and working with teams using a collaborative approach to respond to current and emerging issues.

### **Aspects of our Business Advisory Services:**

- Business Planning & strategic Advice to management
- Workplace Issues/Grievances and Industrial Relations
- Performance & Change Management
- Mediation & Complaint handling
- Work Health & Safety (WHS) solutions

### **Aspects of our Training and Capacity Building Services:**

- Training –WHS, Equal Opportunity, Risk management
- Organisational Health and Performance Development
- Employee/Management mentoring and coaching
- Leadership Development Programs
- Professional & Personal Development Programs

**PLAN, TRAIN,  
SOLVE & GROW.**

## CONTACT

employsolutions@iinet.net.au  
0401 714 130  
[facebook.com/employsolutions](https://facebook.com/employsolutions)  
<https://www.employsolutions.com.au/>

## **Adrian Nippes**

*Managing Director*

Adrian is a passionate advocate for local community development. Adrian has effectively lobbied in political contexts to achieve sound policy outcomes, including securing funding for significant projects across Government, not-for-profit and the private sector.



Adrian has held several senior management roles, within community, education and health sectors. He is highly regarded for having an extensive working knowledge of administrative law, industrial relations/human resources.

Adrian's ability to engage with prominent senior staff within organisations, while working inclusively with all members of the community, strategically identifying, developing, and implementing required policy is a strength.

### **Steve Stefanopoulos – Consultant**



Steve has extensive experience working in various industries including defence, power and health as well as local government, private and public sectors. His depth of knowledge on a range of human resources, employment and industrial issues as well as business development challenges that are faced by organisations has enabled him to provide relevant and timely advice to managers, employees and clients.

### **Greg Stevens- Consultant**



Greg Stevens has extensive Industrial Relations and Human Resources experience within the Trade Union movement, as a former Industrial Tribunal member, and as a workplace relations consultant. He currently consults in Industrial Relations & Human Resources projects, mainly for public and not for profit sectors. Greg works on an independent and transparent basis.

## **CLIENT TESTIMONIALS**

*"We asked Collaborative Employment Solutions to update our policies. Adrian was extremely detailed in his communication, which assisted in delivering a concise working policies and procedures to our 60+ employees. Adrian trained our management team in a manner that was measured, collaborative and relevant to our industry. We would have no hesitation in recommending Collaborative Employment Solutions to anyone that values a consultative approach to develop policy in a transparent and timely manner."*

— **Kevin Bishop**  
**General Manager - Sales Bunnik Tours**

*"Adrian Nippes of Collaborative Employment Solutions represented me as my Industrial Advocate. Adrian's extensive knowledge of and experience in industrial relations were pivotal to my Workcover claim being accepted and my successful return to full-time work. During this time, Adrian always demonstrated the utmost professionalism, courtesy, and integrity. He was calm, rational and strategic, even when faced with seasoned opposition from Senior Legal Counsel. I have unwavering confidence in Adrian's abilities and hold him in the highest esteem. I would recommend his services without hesitation."*

— **Greg Williams**  
**Recruitment Officer, SA Health**

*"Regarding my issue about an unfair dismissal in an aged care setting, I cannot speak highly enough about Steve Stefanopoulos. In a very stressful situation, he was just fabulous. He certainly knows his job and I couldn't have asked for a better outcome and with no stressful waiting around."*

— **Michelle**  
**CES client**