



COLLABORATIVE EMPLOYMENT SOLUTIONS

OUR SERVICES

In our consultancy group we provide a strong professional and ethical approach when giving advice and assistance.

We understand that not all businesses are alike, and by using a collaborative approach, we respond by working with you, so our services are tailored to the unique qualities and requirements of your business.

Aspects of our Business Advisory Services:

- Business planning & strategic advice
- Industrial Relations & workplace issues
- Addressing performance management issues
- Mediation & complaint handling
- Work Health & Safety (WHS) solutions.

Aspects of our Training and Capacity Building Services:

- Training –WHS, Equal Opportunity, Risk Management
- Organisational reviews and policy development
- Staff performance development and change management
- Employee/manager mentoring and coaching.

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

CONTACT

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<https://www.employsolutions.com.au/>

Adrian Nippres

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, and Work Health and Safety.

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 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.

Georgia McRae - Consultant



During her career Georgia has worked in the field of industrial relations, primarily in the trade union movement as an industrial advocate. This experience, paired with her experience running her own business, means Georgia is uniquely placed to offer comprehensive, accurate and collaborative advice.

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 Nippres 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 could not have asked for a better outcome and with no stressful waiting around.”

— **Michelle**
CES client

“I recently had the pleasure of working with Georgia McRae who is incredibly compassionate, detail-oriented, and professional. She really took the time to understand my needs and concerns and went above and beyond to ensure that I received the best possible outcome. I could not have done it without her. I would highly recommend Georgia at Collaborative Employment Solutions to anyone looking for an outstanding and dedicated representation.”

— **Courtney**
CES client