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Haycroft Workplace Solutions

Australia's foremost workplace experts

WORKPLACE BUZZ

AUGUST, 2009

Fair Work Act

The following article was written by our consultant Anita Moss and shown in the Queensland Wine Industry Association, July 2009 Qld Wine E-Newsletter:

From the 1 July 2009, the Fair Work Act will be up and running. Businesses, and small business in particular have a right to be concerned. Throughout this complex legislation there a myriad of issues that businesses will need to deal with, make changes to their business practices or beware the consequences.

The 1st July (for constitution corporations only i.e. Pty Ltd) brings with it new rules for unfair dismissal which effectively puts both larger and small businesses on the firing line for potential claims. Small businesses (those with less than 15 employees) will have to have an employee there for 12 months before that employee can bring a claim against them; larger businesses will have a 6 month period before claims can be made. The issue comes not with employers doing the wrong thing all the time when it comes to dismissals, but how easy it is for an employee to make a claim; and how hard the disruption can be on business.

There are also changes to union right of entry rules, and transfer of business provisions. Both of these can be hurdles for a business to overcome.

The Queensland State Government is currently considering transferring their powers to the Federal Government which could

- Fair Work Act
- Welcome on board!
- Superannuation, it's all Changed - as Usual
- Spotlight on our client: Ciccio's Pasta Bar
- Forward to a Friend
- Unsubscribe



also mean these rules would apply to sole traders and partnerships down the track.

The 1st January 2010 has even more changes which will affect how businesses employ their staff. The National Employment Standard will set 10 minimum conditions for all employees. Things such as maximum hours of work, annual leave, personal/carer's leave, long service leave and redundancy are just some of the areas.

Then there are the modern awards, which are likely to increase many employers base employment costs, which increases in penalties and casual loadings.

To help you work through this minefield Haycroft Workplace Solutions will be speaking at our conference on Monday 27th July. They are a privately owned business, with experience in the wine industry. They provide solutions to many areas of business, with the aim of creating easy to use, productivity boosting results.

Welcome on board!

The team at Haycroft Workplace Solutions would like to extend a very warm welcome to our new clients and we look forward to a mutually beneficial future working with you. Our clients include:

- Brumby's Applecross
- Brumby's Padbury
- Brumby's Katherine
- Terrazza Applecross
- Terrezza Nedlands

Superannuation, it's all Changed - as Usual

To most employers and members alike, superannuation and the rules and regulations surrounding it is both ever changing and confusing.

New regulations began this new financial year largely about contribution limits, salary sacrificing and changes to the Government co-contribution.

Common queries from members include:-

- How does the Government co-contribution work?
- What is Salary Sacrificing?
- When can I receive my superannuation benefits?
- Centrelink and the aged pension - How does it work?



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- How do I prepare for retirement?
- How should I receive my super? - A lump sum or pension?
- What are my insurance benefits? - How do I nominate a beneficiary?
- How do I select the right investment portfolio?
- What should I be doing during this global economic crisis?

Nick Beauchamp provides superannuation and insurance services to Haycroft Workplace Solutions and their associated superannuation members.

Nick is quite happy to arrange a time (at no cost), to meet up with employers or members and can be available for staff meetings or member seminars before during lunchtimes or after work, in fact any time that's convenient.

Call on 07 3349

3966

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Spotlight on our client: Ciccio's Pasta Bar

Ciccio's is a lively mix of modern Mediterranean colour and rustic Aussie charm. The polished floor, corrugated iron features and timber bar are complemented by a dramatic, lime-green ceiling. Offering a wide selection of Italian favourites, with plenty of pasta, pizza, chicken and veal choices, the servings are extremely generous. There are plenty of wines available by the glass, plus a small reserve list, if you're in the mood to indulge.

You can find Ciccio's Past Bar at 471 Adelaide St, Brisbane, and can call (07) 3831 9499 for reservations.

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