



## Compliance Essentials e-bulletin July 2010

July sees some interesting changes to operational Human Resources from the start of the month. Here we highlight some of the issues with information links, but first a helping hand from the ATO for smaller business.....

### **Superannuation Clearing House Facility**

As of 1 July 2010 the ATO are offering businesses with less than 20 employees the option of taking advantage of a free of charge superannuation clearing house facility, enabling small businesses to reduce their administration in relation to superannuation. More information is available on the ATO website, follow the link [Free superannuation clearing house for small business](#).

### **Fair Work Australia**

The time has come to review the transition to Modern Awards. Employers should check relevant awards for transitional requirements - some Awards require a transition from 1 July 2010, some Awards postpone the transition until 2011. Employers need to be aware of pay related requirement in the Award(s) applying to their business - casual loading, leave loading, penalty rates and employee entitlements in particular - as well as the transition requirements. A fact sheet summarising employer obligations in relation to Modern Awards can be found at [Modern awards fact sheet](#).

Also, as of 1 July, Fair Work Australia has increased the higher earnings threshold to \$113,800 per annum, and this amount is now quoted as part of the Fair Work Information Statement – it is a requirement that a Fair Work Information Statement to be given to every new employee, see [Fair Work Statement](#)

### **Minimum Wage**

The new minimum wage was applicable for wages paid from 1 July 2010 - more information available at the Fair Work Australia website [Minimum Wage](#)

### **Workers' Compensation - Return to Work**

Legislative changes require that businesses with a rateable remuneration of \$2m or more for the previous year have an appointed Return to Work Co-ordinator on a permanent basis. A business with a rateable remuneration of less than \$2m must appoint a Return to Work Co-ordinator for the duration of a workcover claim. For clarification it is recommended that employers liaise with their appointed agent for workers' compensation purposes or with the Victorian Workcover Authority. [Return to Work Coordinators - WorkSafe Victoria](#)

*The contents of this document are for information purposes only. It is not intended to be advice and you should not act specifically on the basis of this information alone. If expert assistance is required, professional advice should be obtained.*