

newsletter.

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PRINCIPAL BEAN COUNTER & BAS AGENT

Welcome to the New Year! We hope all our wonderful clients had a relaxing Christmas and New Years break. Do you have any business goals for the year?

Here at mybookworks we have a goal to focus on Client Relations. As we navigate 2023 we will be looking for ways to foster our relationship with you. We will reinstate regular Client visits & look forward to meeting with you soon. Lets take a look at all the changes this Quarter.

Paid Family & Domestic Violence Leave

Employees will soon be able to access 10 days of paid family & domestic violence leave within a 12 month period. This extends to Full, Part-Time & Casual employees, from **1 February 2023**. Small business have a staggered start if you have less than 15 employees, they will have access from the **1 August 2023**. Unpaid leave entitlements remain in place until paid leave is able to be accessed, at which point the paid leave replaces the unpaid leave entitlement.

Leave renews each year on each employee's work anniversary & is not accumulated if it is not used. All employees have access to the full 10 days from the relevant start date above. The employees full pay rate applies, including any relevant loadings, allowances, overtime or penalty rates etc. that would apply during the period taken.

The definition of family & domestic violence has been clarified inline with these changes. Family & Domestic violence means any violent, threatening or other abusive behaviour by an employee's close relative, current or former intimate partner or member of their household that both: seeks to coerce or control the employee & causes them harm or fear.

Taking Leave

Employees can use leave: to make arrangements for their safety or the safety of a close relative, attend court hearings, counselling, appointments with medical, financial or legal professionals or accessing police services. Evidence required to be provided to access leave includes: documents issued by police or court, a statutory declaration, support service documents.

Payslips & Confidentiality

It is important to note that family & domestic violence leave cannot be made a note of on payslips, nor leave balance. This important measure has been introduced for the safety of employees to reduce risk. Employees must keep accurate records of leave balances & maintain confidentiality at all times.

For Your Attention

Paid Family & DV Leave

Secure Jobs & Better Pay
Bill

ABN Changes

Your Yearly Business
Review

Upcoming Lodgement Dates

Upcoming Compliance
Deadlines

Wellbeing

Building Goodwill into your
Business

CHECK US OUT ON:



Our firm is built upon referrals and
working with people like you!

Every referral is most appreciated.

Secure Jobs and Better Pay Bill

How will it affect your business?

The Secure Jobs and Better Pay Bill 2022 was passed in November 2022 as an amendment to the Fair Work Act 2009. Some changes start immediately, and others will roll out over the next six months to a year. The act amends workplace relations laws relating to many aspects of employment. While not every new law will affect every employer, it's essential to understand the extensive changes that are coming.

Main Changes

- Flexibility of working hours, enabling workers to negotiate hours that suit them.
- Collective enterprise bargaining allows employers within the same industries to negotiate common pay and conditions agreements.
- Changes to the enterprise bargaining system to make it easier for employees to initiate bargaining for an enterprise agreement where existing enterprise agreements have expired.
- Fixed term contract limitations will constrain the number of times a contract can be renewed. This should result in employers offering permanent positions to workers once the contracts have ended.
- Pay secrecy clauses in employment agreements must be removed, meaning an employer cannot force an employee to keep from discussing their pay with colleagues.
- The right to protection from sexual harassment means employers must be proactive in fostering an environment free from sexual harassment.
- Changes to the better off overall test (BOOT) should make assessing whether a proposed agreement passes the test simpler.
- Equal remuneration principles to promote gender pay equality.

What Next?

The Bill has brought significant reforms to employee entitlements that make it more important than ever to ensure your employment agreements comply with the new laws. There will be more updates next year about the changes, but in the meantime, let us help you prepare for the new laws that will affect your business.

Building Goodwill into your Business

Mel Harvey BNur BHealth Sci, Cert III Bus Admin BEAN MANAGER & PA

Did you know that your acts of goodwill add value to your business & can give you a competitive advantage. While goodwill is intangible, it covers brand reputation, intellectual property & relationships, both internal & external. Developing a trusted & benevolent way to work with your stakeholders adds value above & beyond any financial value of your business & assets.

Core Values

Every business should have a set of core values. What are yours? They shape your reputation, the way you conduct business. Putting goodwill front and centre adds kindness, thoughtfulness, honesty, integrity & respect at the core of your business.

Nurture Relationships

Treat your employees, customers & suppliers well, they are one of your biggest assets. The more you nurture these long-term valued relationships, the more likely it is that your customers will become your advocates for your brand. Nothing beats quality word of mouth referrals.

ABN Changes

New Accountability measures have been set out in draft legislation. Once in effect this will mean additional measures to ensure details on the ABN register is updated annually & no more than 2 outstanding income tax returns.

The regulator will have the ability to cancel your ABN for 2 or more outstanding income tax returns on or after 1 July 2022 & also unconfirmed ABN details from the 1 July 2024.

Your Yearly Business Review

The beginning of the new calendar year is a great time to review the past year & reflect on what worked well & what changes & new measures you want to implement.

Reviewing the year with an objective person allows you to acknowledge all that happened, the wins, the perceived failures, with valuable insight to help you make the most of 2023.

When goal setting you might like to think about how well you faced the challenges of 2022, what you enjoyed the most and analyse where you are in terms of meeting your overall business goal: the reason your business exists.

Upcoming Lodgement Dates

BAS/IAS MONTHLY

| | |
|---------|--------|
| Jan IAS | 21 FEB |
| Feb IAS | 21 MAR |

BAS QUARTERLY
(VIA AGENT)

| | |
|-----------|--------|
| Dec Qtr 2 | 28 FEB |
| Mar Qtr 3 | 25 MAY |

SUPER GUARANTEE

| | |
|---------|--------|
| Oct-Dec | 28 JAN |
| Jan-Mar | 28 APR |