

newsletter.

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PRINCIPAL BEAN COUNTER & BAS AGENT

As we enter the new financial year, sickness across all industries has been affecting how we run business. Our coolest winter has seen sick, carers & personal leave increase exponentially. Know that you are not alone if you are feeling the sting of sick leave.

Know your Leave Entitlements

Employees are allowed to take as much paid sick or carers leave as they have accumulated. There is no maximum amount that can be taken at one time.

Unpaid Pandemic Leave is up to 2 weeks if your employees are unable to work due to COVID-19. This applies to the following awards:

- Aged Care Award
- Ambulance & Patient Transport Industry Award
- Aboriginal & Torres Strait Islander Health Services Award
- Health Professionals & Support Services Award
- Supported Employment Services Award
- Social, Community, Home Care & Disability Services Award

This is in effect from 15 July 2022-31 Dec 2022.

Other unpaid leave regardless of the award or contract in place is at the discretion of the employer & should be negotiated with your employee. Have a chat with any employees where reoccurring absences are found.

Building Compliant Rosters

In recent weeks we've seen Fair Work crack down on businesses failing to afford employees their break entitlements. Breaks are included in every Modern Award & Enterprise Bargaining. [Tanda](#) has a great 3 min read on break essentials.

New & Developing

Land Tax Update
FairWork Ombudsman
Priorities
Changes to Hair & Beauty
Award
STP2 Rollout in Xero

For Your Attention

Paid Family & Domestic
Violence Leave
Fuel Tax Credit Due to End
Director IDs

Upcoming Lodgement Dates

Upcoming Compliance
Deadlines

Wellbeing

Imposter Syndrome
Health & Wellness Tips

CHECK US OUT ON:



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

Every referral is most appreciated.

Land Tax Update

30th June has brought changes to the calculations of Land Tax in QLD. While your principal place of residence is excluded, the calculations apply to the total value of your Australian Land. QRO requires a declaration to be submitted if you own land in Queensland & in another State or Territory. More details [here](#).

FairWork Ombudsman Identifies Priorities for FY23

1. Hospitality: Fast food, restaurants, & cafes
2. Agriculture
3. Sham Contracting
4. Large Corporate & University Sectors
5. Contract Cleaning

Building a culture of compliance can help you avoid being flagged.

Changes to the Hair & Beauty Industry Award

The Hair & Beauty Industry Award has been reviewed & rewritten using plain language by the Fair Work Commission (FWC). This is to make the award simpler & easier to understand & includes penalty rate changes for casual employees, changes to overtime for full-time & part-time employees. You can read more about the changes [here](#).

STP2 Rollout in Xero

You may have noticed some differences in Xero Payroll in the past few weeks. Xero's transition tools are now available to assist in working through the changes made in new employee setup in Xero Payroll. The updated timeline from Xero is as follows:

Stage one: Transitioning your existing employee profiles to be STP Phase 2 compliant. This means providing new details on existing staff, like whether they're an employee or contractor. Some of you may already be testing out the new employee set up process as part of the limited release so will be familiar with these fields.

Stage two - coming soon: Next, you'll need to identify, & update pay items with the new earnings categories as defined by STP Phase 2. New earnings categories like Directors' fees, Bonuses & Commissions are already available in Xero Payroll, if you want to get a head start.

Stage three - coming soon: This is the final step in the STP Phase 2 transition & breaks paid leave into additional subcategories. Xero has a guided payroll experience to help update existing leave categories to meet the new [reporting requirements](#).

We are already making these changes for our payroll customers. If you need further information or assistance, please reach out.

Paid Family & Domestic Violence Leave

The Fair Work Commission has recently decided to introduce paid domestic violence leave into all modern awards. If passed, the new entitlements will commence on 1 February 2023 for all employees employed other than by a small business employer.

Small business employers (less than 15 employees) will be given an additional transition period of six months (to 1 August 2023) to get ready for the changes.

Upcoming Lodgement Dates

BAS/IAS MONTHLY

Oct IAS	21 NOV
Nov IAS	21 DEC

BAS QUARTERLY (VIA AGENT)

Sept Qtr 1	25 NOV
Dec Qtr 2	28 FEB

SUPER GUARANTEE

July-Sept	28 OCT
Oct-Dec	28 JAN

Imposter Syndrome

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

You'd be forgiven if you thought this was the new buzz word in the business world. Defined as 'a feeling that you've only succeeded due to luck, & not because of your talent & qualifications'.

I first heard of it last month, granted I don't get out much, I'm far too busy these days. A quick google search has 15 podcasts & 18,300,000 results just today. Imposter Syndrome is not at all a new concept. In fact, it's been around since the mid 1970's, coined by Pauline Clance & Suzanne Imes, both psychologists.

The Tedx I was introduced to by my significant other was by Mike Cannon Brookes, I highly recommend it by the way. If you have been feeling the effects of Imposter Syndrome, or want to learn more about it, check out some resources below. You can use it to your advantage, plenty have in the past & you're bound not to be the last to do so.



Health & Wellness Tips



Exercise



Drink Water Regularly



Minimize Your Sugar Intake



Read Books



Get Enough Sleep



Eat More Fruits and Vegetables

Fuel Tax Credit Rates Due to End

As of 28th September 2022, the excise & equivalent customs duty rates are due to end for petroleum-based products. It has been predicted that initial rises will be to the tune of 20c per litre.

What does this mean for your business?

Businesses who are using fuel in heavy vehicles will be able to claim fuel tax credits from 28th September.

It is very important to keep accurate records to support any claims made during the fuel relief period.

When 'i' is replaced By 'we'

Even 'illness' Becomes 'Wellness'