

Employment law update

1 July 2011 was a significant date for employers on three separate issues, namely:

1. Fair Work Australia's 2011 Annual Wage Review decision which awarded a 3.4% increase in the Federal Minimum Wage and Award Rates takes effect from the first pay period commencing on or after 1 July 2011 - have you reviewed your people's wages and allowances to ensure compliance?
2. Paid Parental Leave is to be administered by employers from 1 July 2011 - have you registered with the Family Assistance Office so that you can receive payments/reimbursements in respect of any of your employees who make a claim for Paid Parental Leave with that office?
3. Directors' superannuation liability took effect from 1 July 2011 meaning that Directors will be personally liable for unpaid employer superannuation contributions - are you up to date with your contributions for employees and are you sure that any contractors that you use are not really employees for superannuation purposes?

And a reminder that the Equal Opportunity Act 2010 takes effect from 1 August 2011. Have you considered the implications for your business?