

Making sure your employees are in line with minimum standards is crucial and not meeting these requirements could result in financial penalties and damage to your reputation as an organisation.

There have been some recent and significant changes regarding the annualization of wages and minimum wage increases, that we would like to bring to your attention.

Many employers are not aware that their employees fall under an award, it can be confusing to work out what your employees are entitled to, so we would like to offer you our support to review your contracts and employees against the legislative changes and provide you with a report of what you may need to change to remain compliant.

Legislative changes in more detail:

Annualised Award Changes

In July 2019, the Fair Work Commission handed down a decision for annualised wages as part of its four yearly review of modern awards. The decision requires employers to comply with certain new modern award annualised wage clauses from **1 March 2020** – but only in relation to employees who are paid an annualised wage, as opposed to a salary under a contract of employment.

A full list of the awards affected can be found on the Fair Work Commission's website.

Minimum Wage Increases

The Fair Work Commission announced a 1.75% increase to minimum wages, this applies to all award wages.

From the 1st of July 2020 there began a three-tiered minimum wage increase. The increases were applied as follows.

1st of July 2020- Frontline Healthcare and Social Assistance Workers, Teachers and Child Care and Other Essential Services

1st of November 2020- Construction, Manufacturing and a range of other industries

1st of February 2021- Accommodation and Food Services, Arts and Recreation Services, Aviation, Retail and Tourism.

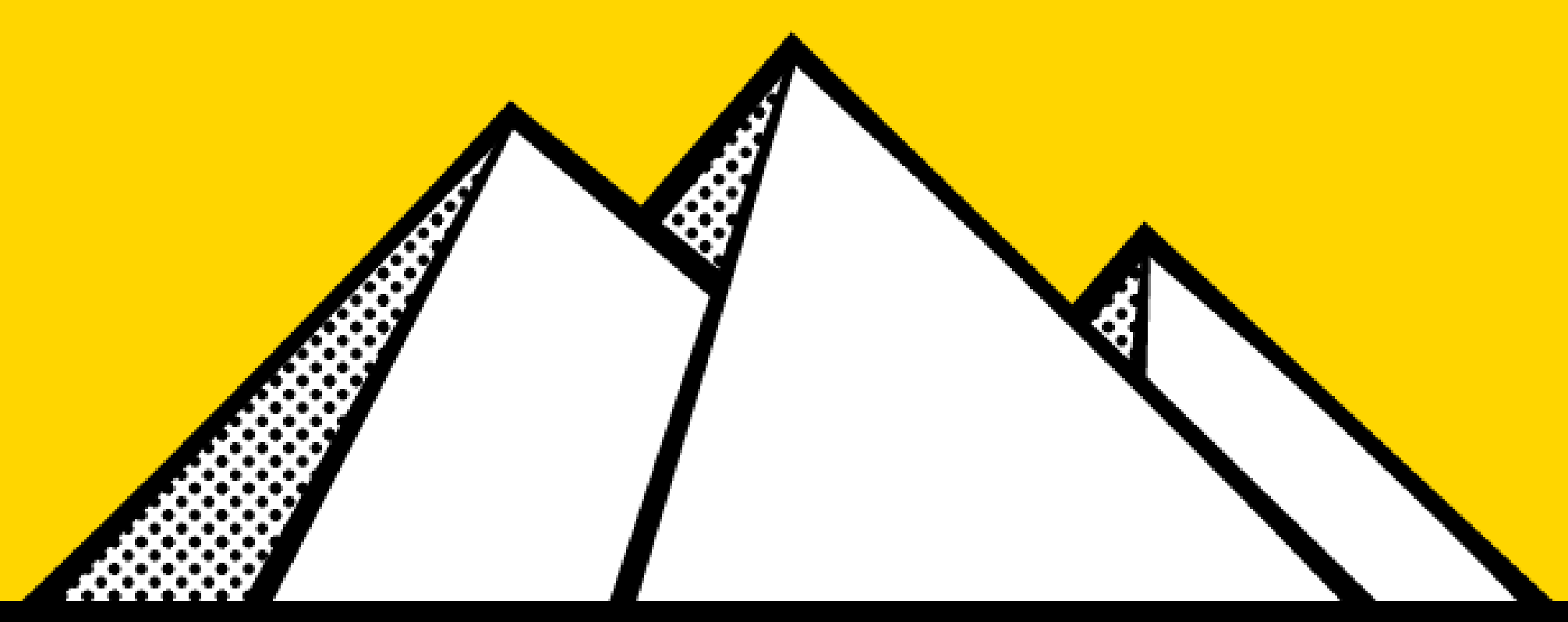
How can A-HA help?

We've made it simple:

We are offering a one off fee of \$650 (plus GST) to review your employment contracts.

If you want to know more about our HR Partner services or our offer about how these new changes can affect your business, get in touch.





Worried that you may need more HR support for your business?

Complete our checklist below and if you answer 'No' to any of the questions you may want to send us an email or give us a call. We can provide outsourced HR support bespoke to what you need.

HR CHECKLIST

| | YES | NO |
|---|--------------------------|--------------------------|
|  Are you on top of legislative changes that can easily slip through the radar? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Do you have recruitment and onboarding practices that will help attract and retain the very best? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Do you have a dedicated HR team member? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Do you have a strategy and process around remuneration and reward? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Does your performance review process add value to individuals and the business? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Are people given the resources and support to develop and thrive in their roles and career? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Do you have policies that protect the physical and psychological health and wellbeing of your people? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Do people feel part of the team, so they can thrive and bring diverse perspectives to the table? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Are your leaders inspiring, approachable and strategic? | <input type="checkbox"/> | <input type="checkbox"/> |
|  Do you have a clear vision and clear values that connects people towards a common goal? | <input type="checkbox"/> | <input type="checkbox"/> |

Did you answer **NO** above to 'Are you on top of legislative changes'?