

AUGUST 2021 NEWSLETTER

If you have any question about the following, please discuss with your accountant

2021 COVID-19 NSW Support Package – Applications are now open

Pacific Accounting are here to help - we can analyse your eligibility, provide you with an independent accountant's letter and assist in your application. Contact your accountant or VCFO for more information – Ph: 1800 1800 98.

Assistance for the NSW Grants and JobSaver applications start at \$290+gst.

1. NSW Covid-19 Business Grant

- A one off Grant of \$7,500 - \$15,000 available to businesses, not-for-profits and sole traders
- Must prove a turnover of \$75K - \$50M for 2020FY
- Have a proven decline in turnover of 30%-70%

2. NSW Covid-19 Micro Business Grant

- Fortnightly payment of \$1,500 for the duration of the lockdown period
- Must prove a turnover between \$30K - \$75K for 2020FY
- Have a proven decline in turnover of 30% or more

3. JobSaver Payment

- Fortnightly payments of \$1,500 - \$10,000 based on the equivalent of 40% of your past payroll
- Must prove a turnover of \$75K - \$50M for 2020FY
- Have a proven decline in turnover of 30% or more

2021 Covid-19 Support outside of NSW

As Australia tries to manage the spread of the Delta variant of Covid, we have seen lockdowns come and go across the country. Each state government will release support once the lockdowns extend past a 2week period. Pacific Accounting will monitor support in all states and keep our clients based outside of NSW informed. Currently QLD has announced a \$5K Grant for SME's in the SEQ area. They are yet to release the full criteria or application date, it is expected to be announced in mid-August.

Payroll Review – have confidence in knowing you are doing it right!

It is becoming a regular news story, a celebrity chef or large corporation in trouble for not paying their employees correctly. Employees are more educated than ever of their rights and your responsibilities – and they have a direct line to Fairwork. If caught underpaying your employees (payroll theft), not only are you required to make amends to your employees, you may also be liable for large fines.

Under paying your employees isn't just paying them below the minimum wage – which is a big no-no, it also things you may be doing and not even aware of. Are you using the right award? Are your employees on the right level/rate? Have you given your employees all the Fairwork Docs you are mandated to provide? Then there's Overtime, Penalties, Super, Leave, STP, PAYG, Termination the list is endless.

Pacific Accounting can do a Payroll Review on your business so you can enter 2022FY with the confidence in knowing you are doing it all right! Contact your accountant or VCFO for more information and a quote.

Standing down employees without pay

Under the Fair Work Act, an employer can stand down an employee without pay where they can't usefully be employed because of a stoppage of work for any cause for which the employer can't reasonably be held responsible.

Employees who are stood down without pay are still employed for the period of the stand down. This is important to note in the circumstances where it is required to maintain your employee headcount for government assistance.

To stand down an employee using these provisions, an employer needs to be able to show that:

- there is a stoppage of work
- the employee to be stood down can't usefully be employed because of the stoppage (this isn't limited to the work an employee usually performs)
- the cause of the stoppage must be one that the employer can't reasonably be held responsible for.

This is also the case in the Enforceable Government Directions such as lockdowns in the LGA's in Sydney & Brisbane and the recent restriction for the construction industry in NSW.

Can I instruct my employees to get vaccinated?

In the current circumstances, the overwhelming majority of employers should assume that they can't require their employees to be vaccinated against coronavirus. The Australian Government's policy is that receiving a vaccination is voluntary, though it aims to have as many Australians vaccinated as possible.

There are limited circumstances where an employer may require their employees to be vaccinated. Currently these circumstances are dependent on specific laws (both federal and state) that dictate the mandatory vaccination in certain jobs and whether an enterprise agreement or other such agreement includes a provision for the requirement of vaccination.

Currently there is a federal mandate that all residential aged care workers must have received at least the first dose of a COVID-19 vaccine by mid-September 2021. And in NSW there are public health orders in place to prevent people working in specific jobs at the NSW Airport and Quarantine Vaccination Program if they haven't received the first dose of a COVID-19 vaccine.

However, legislation is changing quickly on this. Just this morning SPC food manufacturing company has announced their intention to require all employees to be vaccinated by November this year. They are the first Australian Company outside those mandated by government to do this. They may become a legal test case for this practice becoming common place.

Moving forward an employer may be able to require a prospective employee to be vaccinated against coronavirus. Employers should consider their obligations and responsibilities carefully, for example, under general protections or anti-discrimination laws. Legal advice is recommended. It is important keep up-to-date and check the legislation that may affect your state, industry or business.

For more information, please visit [Fairwork.gov.au/coronavirus-and-australian-workplace](https://www.fairwork.gov.au/coronavirus-and-australian-workplace)

Spotlight on – Andiamo

We love working with Joe and Pierre at the Andiamo Group, they deliver to their customers a personal, intimate dining experience while also having a strong focus on business growth and success. Expanding from the original trattoria in Summer Hill starting in 1997, Andiamo has 4 locations across Sydney. Now found in Rhodes, Abbotsford and Chippendale in addition to Summer Hill.

While hospitality has experienced some tough times of late with closures and restrictions due to Covid-19, Andiamo has adapted making the most of the situation. During the current lockdown, they are offering their mouth-watering stonebaked pizzas, pasta and mains for delivery and pick-up to Sydneysiders – Pacific Accounting are regulars! (And don't forget to visit them in person when Sydney opens again)

Find them here: [Andiamo Trattoria](#)

August Key Dates

21 August

- July monthly activity statement lodgement & payment due

25 August

- Lodge and pay 4Qrt Activity Statement*

28 August

- Lodge Taxable payments annual report (TPAR)

*If lodged electronically or by a registered BAS Agent



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