



PACIFIC
ACCOUNTING

Books&Wages – Business Advisors

Please call your VCFO on 1800 1800 98 to discuss



CHANGES TO FAMILY AND DOMESTIC VIOLENCE LEAVE

New laws to provide 10-days paid Family and Domestic Violence Leave come into force from 1st February 2023. Initially the changes to the leave entitlement will be for businesses with 15 or more employees. For workers in small businesses (fewer than 15 employees), the entitlement will start from 1st August 2023. These workers can continue to take unpaid family and domestic violence leave until this start date.

Paid Family and Domestic Violence Leave is available to all employees (including part-time and casual employees). Employees will be entitled to 10 days of paid leave in a 12-month period. This new entitlement replaces the existing entitlement of 5 days of unpaid family and domestic violence leave under the National Employment Standards (NES).

Employees are entitled to the full 10 days upfront and do not have to accumulate it over time. It does not roll-over if unused and renews on the employee's employment anniversary.

Employees can take this paid leave if they need to do something to deal with the impact of family and domestic violence. This could include, for example, the employee:

- making arrangements for their safety, or the safety of a close relative (including relocation)
- attending court hearings
- accessing police services
- attending counselling
- attending appointments with medical, financial or legal professionals.

Employees can take paid family and domestic violence leave at their full pay rate for the hours they would have worked if they weren't on leave. For Full-time and part-time employee this includes incentive-based payments and bonuses, monetary allowances and overtime and penalty rates. For casual employees they will be paid at their full pay rate for the hours they were rostered to work over the period they took leave.

For more information visit the Fairwork website

**FAIRWORK
WEBSITE**

COOPERATIVE RESEARCH CENTRES PROJECTS (CRCP) GRANTS

Applications for the CRCP Round 14 are now open and will close on the 2nd March 2023. The funding is for short-term, industry-led research collaborations.

Applications are open to all industry sectors however will have a focus on supporting projects in line with Government priorities, including the National Reconstruction Fund priority areas and the Science and Research priorities. Applications that have a focus on the circular economy are also encouraged to apply.

The grant will match funding of between \$100K to \$3M over 3years. With a total budget of \$44M for the grants

For more information and to apply visit Business Gov website

**BUSINESS
GOV**

HAVE YOU LODGED YOUR 2022 TAX RETURN? NEED OUR HELP?

Lodgement dates for company and individual tax returns can vary. Do you know your due date for lodgement? We can help you with lodgements for Individuals, Sole Traders, Partnerships, Trusts, and Companies. Contact your accountant to get more information.

PREVENTING SEXUAL HARASSMENT IN THE WORKPLACE

Late last year the Workplace Sexual Harassment Council in collaboration with unions, employers and employer associations launched the Respect@Work website. The website provides businesses with the tools and resources to understand, prevent and address workplace sexual harassment.

Under the Sex Discrimination Act, a person who commits workplace sexual harassment can be held legally responsible. Employers can also be held liable for workplace sexual harassment by their employees, unless they can show that they have taken 'all reasonable steps' to prevent the sexual harassment from occurring.

In November 2022 the Australian Human Rights Commission released the results of their 5th national survey, investigating the prevalence, nature and reporting of sexual harassment in Australian workplaces. Alarming, it was reported that 1 in 3 people have been sexually harassed in the workplace in the last 5 years.

For more information and to learn how you can prevent sexual harassment in the workplace visit [Respect@work website](#)

**RESPECT
AT WORK**

DID YOU KNOW? LONG SERVICE LEAVE IS PAYABLE TO YOUR CASUAL EMPLOYEES

An employee gets long service leave after a long period of working for the same employer. Long service leave entitlements are legislated by individual states and territories.

In NSW long service leave applies to most employees who are full-time, part-time and casual. Employees are entitled to 2 months paid leave after 10 years of employment, to be paid at their ordinary gross weekly wage. The Act also provides for a pro-rata entitlement after five years, if the employee is terminated (for reasons other than serious misconduct), or resigns as a result of illness, incapacity or domestic or other pressing necessity.

FEBRUARY KEY DATES

- 21 February – December monthly Activity Statement lodgement & payment due*
- 21 February – January monthly Activity Statement lodgement & payment due
- 28 February – Lodge and pay 2Qtr Activity Statement**

*For business with up to \$10M turnover who report monthly and lodge electronically

**If lodged electronically or by a registered BAS Agent

TALK TO US



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