

Modern Awards— Are you Prepared?

At dbsn group we pride ourselves on providing value added services to our clients. With the introduction of the Fair Work Act and various Workplace Relations Legislative changes we wish to ensure our clients get the best possible guidance in navigating this minefield of change.

One of the key changes to take effect under the new Fair Work system is the modernisation of awards. Modern awards are being introduced from the 1st of January 2010 and will cover most businesses in the National (Federal) system.

Who's affected?

Modern Awards will cover Employers and Employees in the National (Federal) Workplace Relations system. Modern awards will replace all existing awards (except those applying to a single enterprise). Modern awards are industry or occupation-based, and will apply to all Employers and Employees who perform work covered by a particular award.

What should I do to prepare?

Modern Award wages will start on the 1st of January 2010 (where the award contains no transitional provisions). Before the first of January, Employers will need to be aware of the Modern Award that may apply to the work they do and how their pay rates might be affected.

Dbsn group have partnered with **Essentials 4 Business** to provide clients with valuable and trusted support in navigating these legislative changes.

Essentials 4 Business are specialist providers of Industrial Relations and Human Resource Consulting services and are well respected in their field.

For a small investment of \$ 214.50 incl gst, Michalle and her team have kindly offered to provide clients of dbsn group with a brief review and assessment to assist in determining which Modern Award (or Awards) will be applicable to your business, as well as highlighting changes which may directly affect you. *(Please note costs may exceed \$ 214.50 where multiple award reviews are required).* Essentials 4 Business can also offer additional support services such as developing Employment Contracts or Workplace Agreements if required but there is no obligation to do so.

Don't delay, call Michalle today on 0418 947 296

www.essentials4business.com.au

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Under the Fair Work Act, penalties of up to \$6,600 for an individual or \$33,000 for a corporation may apply to a breach of a term of a Modern Award or National Employment Standard