

## **NEWS FLASH**

### **Urgent WorkChoices Compliance Deadline**

#### **Does your Record Keeping Meet the New Requirements?**

**Monday 18<sup>th</sup> September, 2006**

The new requirements for record keeping come into effect 27 September. At that date all Companies must be compliant with the new legislation.

#### **Which employees does it affect?**

If you have employees that earn a base salary of \$55,000.00 or less per year, the new legislation requires you to keep various records relating to time at work. Some employees that earn more than \$55 000.00 will also be subject to the legislation where they can earn overtime. Records must also be kept regarding various matters pertaining to pay and all types of leave.

#### **What if I don't comply?**

As indicated in today's Australian Financial Review, there are many companies that are not yet compliant.

The Office of Workplace Services (OWS) will be conducting random audits of Businesses commencing after 27 September. Fines of up to \$2750.00 per breach may result from false or incomplete records.

#### **What about Confidentiality issues?**

Several Employers that I have spoken to have voiced concerns regarding confidentiality issues arising out of these new laws. For example, by making certain employees keep records (those earning less than \$55,000.00) and not those earning more, staff will have a good idea about what their colleague's earn. Your business will need to develop a strategy to deal with possible fallout from the process.

**For further information on these issues or to seek a quick compliance audit please contact me on 0401 244 418 or at [abland@blandslaw.com.au](mailto:abland@blandslaw.com.au)**