

SALARIED STAFF UNITED NEWSLETTER

June 2023 CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

Member Case Study 1

Member:

Is it better to cash out my leave or use it?

SSU Response

This is a common question we get asked by members looking at retiring or changing jobs. The main considerations are super and tax, and the answer may depend on your personal circumstances. If you resign and are paid out accrued entitlements such as Annual and Long Service Leave:

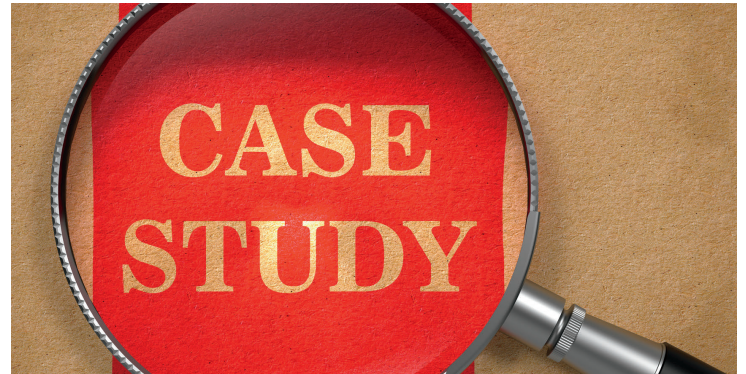
- you may miss out on company super as these payments aren't classified as OTE (ordinary times earnings) and do not attract the Super Guarantee
- you will be taxed in the year you are paid out. Depending on your income it may be advantageous to plan your best pay-out date especially if you are retiring.

Entitlements can be considerable for long-serving employees (\$000's). It's wise to consider whether to consume your leave or have it paid out on your resignation and to maximise your superannuation contributions. The timing of a pay-out may affect your tax.

Note: Tax rates change from 1 July 2024.



Contact SSU to help you plan!



Member Case Study 2

Member:

I have been approached by my manager to do a secondment for a period. What should I do as I would like to have a change but don't know what I need to ask for.

SSU Response:

First, that is great news if that is what you want to do, however there are some things that you need to ensure you get in writing first, including:

1. A letter stating what the terms and conditions are e.g. Travel money, Higher duties allowance, will your rate of pay change?
2. At the end of the secondment will you return to your existing role? i.e. what will your position be at the end of the secondment?

It's important you contact SSU to help and guide you through the process.

Tip! If you've paid your SSU subscription by salary deductions, your year's payments will be reported on your ATO Payment Summary. Make sure you claim your tax deduction.

We hear and support you!

SSU Site Visits

Dave Haydon from the SSU visited SSU members in Perth during May.

A massive shoutout to Heather Asher (Concrete Logistics) who is a long term SSU member, for assisting Dave and making the trip worthwhile for SSU and Members.



*Heather enjoys her 44th year at Holcim at the end of August this year!!
What an achievement! Congrats Helen!!*

Humes site at Welshpool also welcomed Dave, warmly hosted by Wayne Gonsalves, (Production Supervisor).

*Wayne is a proud
SSU Executive Council Member.*



*Well done and thanks again to
Heather and Wayne!*

Look out for more SSU site visits.

Tip! Share your newsletter with colleagues by email or printing & posting on your news board

Web: www.salariedstaffunited.com.au

 **SALARIED STAFF UNITED**

Phone: 07 3667 7477

IR Updates

Completing the Puzzle



Working from Home

Fair Work Act – Your Rights

There have been changes to the Fair Work Act around Flexible Working Conditions and there are rules about how to make a request and how employers need to respond.

- Some employees can request flexible working arrangements.
- Employees need to have worked for the same employer for at least 12 months.
- Employers need to follow a process

See page 3 of this publication for more details and if you have questions, contact SSU Support for answers

Next Edition:

Terminology, Pay and Conditions

SSU: 2023 Elections Executive Council Members

SSU is required to hold elections bi-annually for members of the Executive Council. The Australian Electoral Commission (AEC) has recently conducted the 2023 elections. As the number of applicants did not exceed the number of positions available, all nominees were elected to office without the need for a postal vote.

More details in the next newsletter, in the meantime, you can find information regarding the recent successful applicants at:

<https://www.salariedstaffunited.com.au/files/29/Latest-News/166/20230621-E2023-39-Declaration-of-Results-Uncontested-SSU.pdf>

Further nominations will be called for shortly by the AEC for unfilled positions.

Email: support@salariedstaffunited.zoho.desk.com.au

Flexible Working Arrangements Fair Work Act – Changes

From 6 June 2023, the FW Act inserts a new section 65A, which requires an employer who receives a request for flexible working arrangements to:

Meet with an employee to discuss their flexible work request; and

- where the employer intends to refuse the flexible work request, agree upon alternative changes to the employee's working arrangements and note the agreed changes in the employer's written response; or
- if the employer still intends to refuse the request, outline the employer's reasonable business grounds for refusal and address the following:
 - changes to the employee's working arrangement that would accommodate (to any extent) the employee's circumstances and that the employer would be willing to make; or
 - that there are no such changes the employer could make to accommodate the employee's circumstances.

For the first time, the Act introduces a dispute resolution mechanism for circumstances where an employer has:

- refused a flexible work request; or
- not provided a written response to a flexible request within 21 days; and
- the parties are unable to resolve the dispute through discussion at the workplace level

Where an agreement can't be reached, the FWC now has powers to intervene and make binding orders on the parties.

Contact SSU Support if you have any questions about working from home or other flexible working arrangements.