



Commencing from the first full pay period on or after 1 March 2020, there are new rules that have been applied to a number of modern awards.

Businesses need to be aware of these changes and how they might apply to those full time employees on an annualised salary if they are covered by the affected Awards.

There are a number of administrative and other requirements to ensure compliance with the changes which include recording starting and finishing times as well as unpaid breaks taken, conducting annual wage reconciliations and reviewing employment contracts. It's important that businesses ensure that they have reviewed their arrangements to see if the changes apply to their employees, so they can ensure that they are compliant. If you are unsure, you should consider getting independent advice as the risks of getting it wrong could include possible claims of underpayment and associated penalties for breaches of a Modern Award.

More information can be found on the Fair Work website and on the link below:

<https://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/new-rules-for-annualised-wage-arrangements>

For clarification or any information on your specific circumstances, please give us a call on 4927 4588.

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