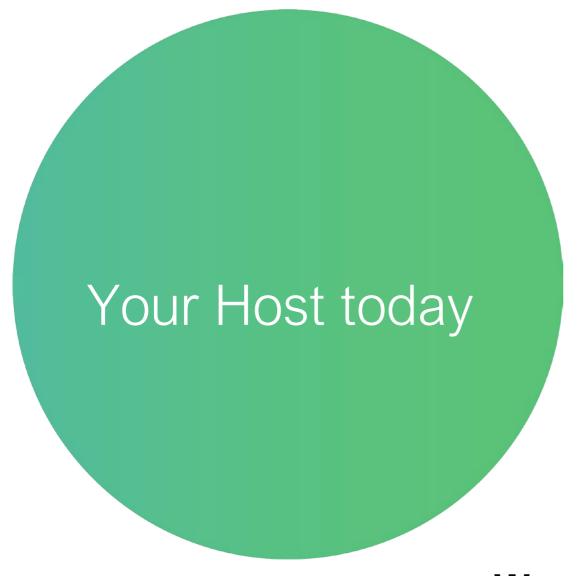


Leave, WHS & Vaccinations

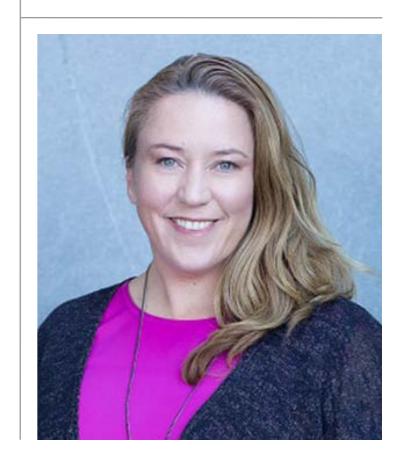
Presented by Wendy Jeffery-Lonnie





Wendy Jeffery-Lonnie
HR Manager – DFK Gooding Partners
Director - GPHR
Perth





Local knowledge.

National Connections.

Global Reach.

- Business structure & set up
- Business valuations
- Due diligence
- Accounting, tax, compliance assistance
- Strategic Planning Workshops





Disclaimer

This presentation has been prepared by Wendy Jeffery-Lonnie and is current as at 25 November 2021.

Material in this presentation is a summary only and should not be considered a comprehensive statement on any matter nor relied upon as such.

Any examples used in this presentation are purely for illustration only.

Please read the full disclaimer at the end of these slides that will be emailed to you – it is also available as a download PDF in the file section of the Go To Webinar control panel.



Today we are covering

1. Leave Management

2. Vaccinations

3. WHS and home office



Quick Poll first.....







Work
Health &
Safety Act

- \$13,320 and \$66,600 (x 10 for issues relating to vulnerable workers)
- Industrial Instruments
- Employment Arrangements
- Fair Work Act
- Consultation Procedures
- Policies and Procedures











- Understand your current position
- Review your policy
- Excessive leave definition
- Cashing our annual leave
- COVID clause
- Quarantine and self isolation





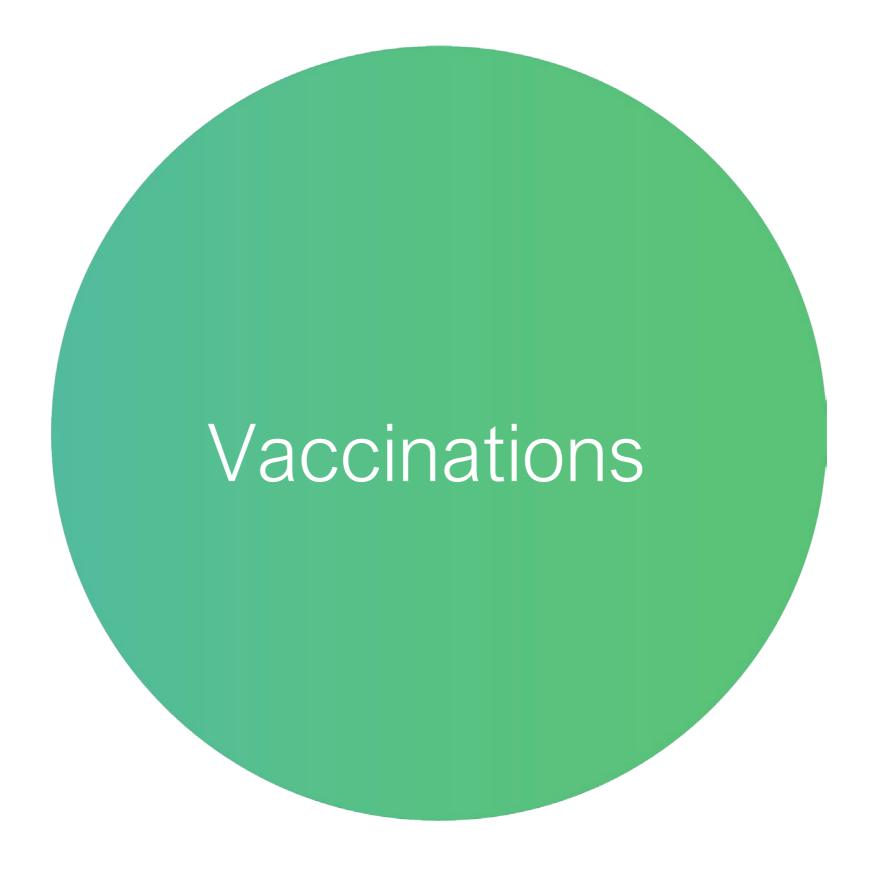
- Understand your position
- Review your policy
- Patterns and data
- When you can ask for a medical certificate
- COVID clause
- Quarantine and self isolation





- COVID RTW clause
- Communicate it
- Documentation when it does happen









- Do you want all staff vaccinated
 - WHY/WHY NOT?
- Are you willing to have staff leave?
- Articulate your reasons
- Vaccinated v unvaccinated staff









- Working from home safety checklist
- Ergonomics
- Check-in expectations
- Environmental factors





Consider:

- If your policies and procedures have evolved to meet the demands of 2022.
- Develop your RTW
- Review your WFH checklists and realign it with what is happening now and into next year
- Vaccinations consider your plan now







Local knowledge National Connections Global reach

Thank you!



Disclaimer

This presentation has been prepared by Wendy Jeffery-Lonnie and is current as at 25 November 2021. This presentation must not be copied, used, reproduced or otherwise distributed or made available to any retail client or third party. The views and opinions expressed in this presentation are those of the individual contributors and do not necessarily reflect the official policy or position of DFK Australia New Zealand and its related entities on the matter discussed.

Material in this presentation is a summary only and should not be considered a comprehensive statement on any matter nor relied upon as such. It contains general information only and does not take into account your personal objectives, financial situation or needs. It does not contain and is not to be taken as containing any financial product advice or financial product recommendation. You should therefore consider whether information in this presentation is appropriate to you having regard to these factors before acting on it. As the rules associated with the super and tax regime are complex and subject to change and as the opportunities and effects differ based on your personal circumstances, you should seek personalised advice from a licenced financial adviser and your accountant before making any financial decision in relation to matters discussed in this presentation.

It is not the intention of DFK Australia New Zealand that this presentation be used as the primary source of the readers' information but as an adjunct to their own resources and training. Any taxation information contained in the presentation are general statements and is for guidance only. It does not constitute tax advice and is based on current tax laws and our interpretation. Your individual situation may differ and you should seek independent professional tax advice.

Any examples used in this article are purely for illustration only. Past performance is not a reliable indicator of future performance. This information may contain material provided by third parties derived from sources believed to be accurate at its issue date. While such material is published with necessary permission, DFK Australia New Zealand do not accept any responsibility for the accuracy or completeness of, or endorses any such material. Except where contrary to law, we intend by this notice to exclude liability for this material. Superannuation is a means of saving for retirement, which is, in part, compulsory. The government has placed restrictions on when you can access your investment held in superannuation. The Government has set caps on the amount of money that you can add to superannuation each year on both a concessional and non-concessional tax basis. There will be tax consequences if you breach these caps. For more detail, speak with a financial adviser or visit the ATO website.

This document was accompanied by an oral presentation, and is not a complete record of the discussion held. No part of this presentation should be used elsewhere without prior consent from the author.

