



Employment Law Matters

Essential updates – from recent wage review decisions, to holistic wellbeing case study reviews, and legal insight on that tricky topic of relationships at work.

New Financial Year newsletter

Minimum wage decision announcement

The Fair Work Commission's Minimum Wage Panel has announced that, effective July 1st, the national minimum wage and Modern Award minimum rates are to be increased by 3.5%. In short, what does this mean?

- the National Minimum Wage increases to \$719.20/ week or \$18.93/hour
- National Minimum Wage or Modern Award rates compliance is to apply for the first full pay period on or after 1 July 2018
- Enterprise Agreements need to reflect new minimum base rates in existing EAs
- For new EAs, the new minimum base rates are a baseline for "better off overall" (BOOT) testing
- Some allowances may also need to increase

Other threshold changes

- The high income threshold, which limits an employee's eligibility to pursue an unfair dismissal claim, increases to \$145,300, from \$142,000. The exception is if they are under an award or agreement
- Unfair dismissal compensation is now &72,650, capped at half the high income threshold.
- The Eligible Termination Cap (ETP) threshold will increase to \$205,000

Holistic wellbeing case studies

Wellbeing and inclusion – a SEEK case study review

Wellbeing has become a key priority for SEEK, where they are actively creating an environment where employees can thrive. Click [here](#) for a case study review on how they recognise the strong relationship between wellbeing and inclusion.

How to measure the effectiveness of wellbeing programs at work

Shailendra Tripathi (Head of Work Health and Safety at QBE Australia) shares some thoughts on benchmarking programs, assessing participation rates, and applying measurements which help customise employee assistance and support programs. View [here](#).

Valuing the multigenerational workforce

Priya Subrahmanyam, Head, People & Culture at the Credit & Investments Ombudsman looks at strategic approaches to managing multigenerational workforces. She challenges stereotypes, looks at key motivators for different generations, and facilitating engagement. View [here](#).

5 key tips for employers on navigating consensual relationships & dating between employees.

Courtesy of Bianca Seeto, Partner & Accredited Specialist from FCB Lawyers. For the full article click [here](#). Bianca and colleagues are also speaking in Brisbane, Sydney and Melbourne at September's [HR Law Masterclass](#) conference

As always:

For the latest Fair Work decisions click [here](#).

For the latest news from the Fair Work Ombudsman, click [here](#).

Scheduled events which may be of interest to you:

Managing Ill & Injured Employees Masterclass

[New Zealand](#): Wellington 24th July; Auckland 30th July

[Australia](#): August, Brisbane, Sydney, Melbourne, Perth. Dates to be announced soon.

3rd Annual Graduate Employment Outcomes & Industry Partnerships Conference

[Sydney](#) 30 July – 1 August

2nd annual Public Sector Workforce Planning & Organisational Capability

[Canberra](#). 4th – 6th September 2018

3rd annual Performance Management & High Performance Teams

Strategic engagement and talent initiatives to drive performance

[Sydney](#): 17th – 18th September 2018.

5th annual HR Law Masterclass conference roadshow, September 2018

[AUSTRALIA](#): Brisbane 10th September; Sydney 12th; Melbourne 13th; Perth 17th; Adelaide 19th

[NEW ZEALAND](#): Wellington 25th; Auckland 27th September.