



*Please call your VCFO on 1800 1800 98 to discuss*



## PROHIBITING WORKPLACE SEXUAL HARASSMENT

From 6th March 2023 amendments to The Fair Work Act of 2009 will take effect. The new rules mean that employers have a duty to take reasonable proactive steps to eliminate discriminatory behaviour and sexual harassment in the workplace. The prohibition on, and protection against, sexual harassment in the workplace extends to all workers including employees, contractors & subcontractors, volunteers, and those on work experience.

These changes mean that employers can now be held responsible (legally liable) for sexual harassment in the workplace unless they can show they took all reasonable steps to prevent the conduct.

Workplaces can help prevent sexual harassment by:

- creating a safe physical and online working environment
- providing information, instruction, training, and support about the importance of preventing and addressing sexual harassment in the workplace
- addressing unwanted or offensive behaviour early
- encouraging reporting of sexual harassment and having effective complaints procedures.

For information and resources about how to prevent and respond to reports of sexual harassment in the workplace visit the [Respect@work](#) website or the [Fair Work](#) website

**RESPECT  
@WORK**

**FAIRWORK**

# TAX RETURNS AND TAX PLANNING

Lodgement dates for companies and individuals tax returns can vary. Many 2022FY company tax returns will be due in May 2023. Pacific Accounting can help you with lodgements for Individuals, Sole Traders, Partnerships, Trusts and Companies.

It is also the opportune time for some Tax Planning. This can be of great benefit to address prior to the end of the financial year. It may be a great time invest profits into assets for your business. No one wants to pay more tax than they need too! Contact your accountant to arrange a meeting with our business advisory or tax team.

## WORK FROM HOME DEDUCTION CHANGES

During Covid the government initiated a temporary 'shortcut' method for individuals claiming work from home deductions. These changed came to an end on 30 June 2022. The revised fixed rate method provides a deduction rate of \$0.67 per hour worked from home. This covers expenses for energy (electricity and gas), internet, mobile and home phone, and stationery and computer consumables.

Employees need to satisfy the following basic criteria to use the fixed rate method:

- They performed genuine work or business activities from home,
- They personally incur additional running expenses as a result of this work,
- They keep and retain relevant records.

Due to these changes coming into effect from 1st March 2023, the following record keeping is required:

- from 1 July 2022 to 28 February 2023 - a record which is representative of the hours they worked from home.
- from 1 March 2023 to 30 June 2023 - a record of the total number of hours they worked from home (such as a timesheet, roster or diary) as well as evidence they paid for each of the expenses they incurred that are covered by the fixed rate method (for example, a phone or electricity bill).

For more information visit the ATO website

ATO

## TOLL RELIEF FOR SOLE TRADERS IN NSW

Eligible sole traders with a personal and/or business toll account, who spend more than \$375 a year on tolls can claim a 40% rebate on their tolls up to \$1,500 each financial year.

Account holders have until 30 June 2024 to claim for tolls spent in the 2023 financial year.

They can claim once a quarter, up to \$1,500 for the financial year. The same scheme will continue for 2024 financial year.

To check your eligibility and claim online visit: Service NSW

SERVICE  
NSW

# WAGE INCREASE FOR AGED CARE SECTOR

The Fair Work Commission has made a decision to increase minimum wages by 15% for some employees working in aged care. From 30th June 2023 Direct care and some senior food services employees in the aged care sector will receive this increase.

This increase applies to eligible employees covered by the:

- Aged Care Award
- Social, Community, Home Care and Disability Services Industry (SCHADS) Award
- Nurses Award

For more information visit the Fair Work website

FAIRWORK

## SPOTLIGHT ON: RESTOKE

The logo for Restoke features the word "restoke" in a bold, lowercase, orange-red sans-serif font. The letter "o" is replaced by a stylized white flame icon with a grey shadow, set within a circular frame.

We are thrilled to introduce Restoke.ai, an AI-powered back-of-house management platform that can transform a restaurant's daily operations.

This all-in-one platform streamlines recipe costing, ordering, inventory, team management, accounting, and more, while also automating routine work like preps, procedures, trainings, and compliance. AI tech automatically scans invoices, making it simple to consolidate invoices and send them to accounting platforms like Xero - updating any food cost changes along the way. It also integrates with popular tools like POS systems and rostering platforms.

If you'd like to give your profitability a boost try Restoke free for 14-days:

<https://www.restoke.ai/>

# APRIL KEY DATES

- 7 April – Public Holiday (National)
- 8 April – Public Holiday (National except TAS & WA)
- 9 April – Public Holiday (National except NT, SA & TAS)
- 10 April – Public Holiday (National)
- 21 April – March monthly Activity Statement lodgement & payment due
- 25 April – Public Holiday (National)
- 28 April – Lodge and pay 3Qrt Activity Statement\*
- 28 April – Make Super Guarantee Contributions for 3Qrt\*\*

\*Extensions apply for lodgements made by a registered BAS Agent or via the portal

\*\*Employers who do not pay the minimum contribution for 3Qrt by this date must pay the Super guarantee charge and lodge a Super guarantee charge statement by this date

## TALK TO US



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