

human connections

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ISA Group mobilises Austal Ships recruits

A team of ten Fabricator/Welders recently came through our skills testing, visa processing and mobilisation program, landing in Western Australia within our 8 week timeframe. ISA Group wishes them the best of luck in their new roles with Austal Ships in Henderson!



New recruits ready to start working with Austal Ships in WA.

Contract and employment changes during tough times

Some business sectors continue to do it tough during the current economic climate.

If this is the case for your business, careful thought and due process needs to be followed if you're contemplating making any changes to contractual terms or retrenching staff.

If you're an employer with employees who hold 457 visas you need to pay particular attention to ensure that you don't fall foul of indirect discrimination legislation.

This can be a tricky area so please contact our HR professionals at ISA for advice and/or support on these issues. Don't expose your business to unnecessary risks!

Contact Julie Hillier on julie@isa.com.au or phone 08 9346 8888.

ISA Group

Immigration, recruitment, human resources and organisational development services

When you can't find skilled workers locally, ISA Group offers your business a global recruitment and immigration solution. We take away the hassle and expense of sourcing, testing and relocating skilled workers from overseas to your workplace.

With proven experience in a range of industries, ISA Group can tailor a solution to your business requirements.

Contact ISA Group on **08 9346 8888**, or email info@isa.com.au.



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Superannuation changes from 1 July

From 1 July 2013, the Superannuation Guarantee rate increased from 9% to 9.25%.

The rate will increase gradually over 7 years, reaching 12% by 2019. If you have been making super contributions at the minimum 9% rate, you need to adjust payments to the new rate from 1 July 2013.

This table shows the increased rate for super guarantee payments each year.

Start date	Super guarantee rate
1 July 2013	9.25%
1 July 2014	9.50%
1 July 2015	10%
1 July 2016	10.50%
1 July 2017	11%
1 July 2018	11.50%
1 July 2019	12%

MySuper

From 1 July 2013, super funds can start providing a new type of super account called 'MySuper'.

MySuper will replace existing default accounts offered by super funds. A default fund account is one chosen by you for an employee who does not choose their own super fund.

From 1 January 2014, if an employee has not completed a Choice of Fund form, you must pay super contributions into a fund that offers a MySuper account.

It's a good idea to check with your current default fund to find out whether they will be offering a MySuper account.

Temporary Skilled Migration Income Threshold increase

The Department of Immigration and Citizenship (DIAC) has increased the Temporary Skilled Migration Income Threshold from \$51,400 to \$53,900, effective 1 July 2013.

This means that for all new nominations where the market rate for a position is less than \$53,900 per annum, the position cannot be nominated under the 457 program.

For existing employers who sponsor 457 visa holders there is a requirement to ensure that local market rates are met, along with terms and conditions of employment at time of application, and for you to maintain this commitment throughout the employment period.

To demonstrate this commitment, ISA Group recommends that businesses have in place a documented annual salary review process where it can consider:

- increases to the DIAC minimum market salary rate (introduced on 1st July each year);
- the local market salary rate of the occupation in Australia;
- performance of the business and performance / contribution of the employee; and
- terms and conditions of any local employees in the same role.

This will hold a business in good stead if it is monitored by DIAC.

Where you don't intend to recruit any further 457 employees in an occupation in the future, i.e. where you don't wish to maintain participation in the 457 visa scheme, there is no need to increase an existing 457 visa holder's salary to meet the new DIAC minimum market rate.

Contact us should you need advice about employee income thresholds and how to cover DIAC requirements.