



AUGUST

2022

# NEWSLETTER



08

# WORKFORCE POSITIVE

This month I met two very interesting people, Warren Hogan and Marianne Williamson. These people are in no way related and I met them at different times, however, they both demonstrated the benefits of a positive outlook - and you all know just how much I love that!

Warren Hogan is a leading Economist and formerly held the position of Chief Economist at the ANZ bank, he recently presented to my TEC group on the current state of the Australian



MARIANNE WILLIAMSON SPEAKING  
TOUR, SUNDAY JULY 25TH AT BRISBANE  
CITY HALL

economy. In my opinion he is an incredibly pragmatic professional and I felt a lot more optimistic about the economic outlook following two hours listening to Warren. Hearing first hand from such a knowledgeable specialist in the field has helped me weed-out the unhelpful, media-hyped doom and gloom scenario that is being presented to us.

What did I learn? Yes, we have rising inflation, rising interest rates and insolvency laws being reintroduced - in isolation these factors may appear as concerns. Taking into account a stable low unemployment rate and rising minimum wages we should ride the wave of an economy that was pumped full of free money by our well-meaning government and see stability again in the next 3 to 4 years if we take a slow and steady pace. I for one look forward to zombie businesses that have been kept alive by the insolvency repeal winding up and releasing their talent to the employment market. Thank you Warren and TEC for the informative and timely seminar.

I knew nothing about Marianne Williamson before my transformational brand strategist consultant and friend, Jessica Ritchie, asked me if I was interested in getting tickets to Marianne's

Brisbane luncheon. It turns out that Marianne is in fact a world renowned author (one of Oprah's personal favourites) with publishing credentials going back 30 years who was in Australia as part of her global speaking tour. Marianne was also a USA presidential candidate in 2020. Marianne's teachings focus on raising human consciousness, compassion, forgiveness, releasing judgement and building connections between people. The audience Marianne attracted was warm, with an abundance of personal stories that spoke to finding peace and healing through her practices.

Inevitably Marianne was asked, 'how do we heal the human race after a significant period of conflict, people pitted against one another' and her answer was straightforward - first we connect with ourselves. Meditation, quiet, connecting with nature - the pillars of creating wellness. Like most good advice, it was stark in its simplicity and that gave me a sense of hope. People are inherently capable and we have the tools we need to overcome any obstacle, as a Meliorist this enriched my energy and focus. I hope you also feel inspired and energised this month as we move from Winter to Spring.

*Yours in Business.* 

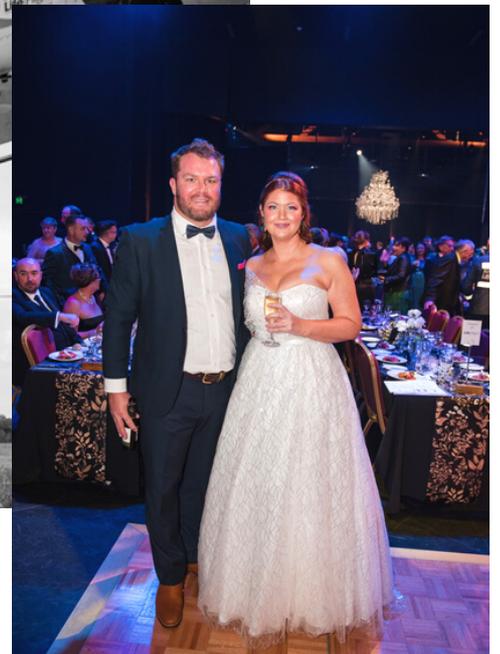
## CELEBRATING ANNIE'S 12 MONTHS OF SERVICE

This month Annie Esmonde, HR Services Intern, completes her first year of service with Workforce Positive. In her initial interview Annie demonstrated her passion for human resources and learning, sharing her work experiences and outlook on modern workplace cultures.



ANNIE ESMONDE, HR SERVICES INTERN

Since joining the team Annie has established her HR career path and capitalised on opportunities to learn and grow, sharing with the team her unique set of skills, design capabilities and ability to leverage technology to benefit both our business and client's. In just her first year in professional services Annie has conquered facilitating, Modern Award interpretation, payroll reviews and preparation of documents and campaign strategies or both internal communication and external talent search - all while developing relationships with her engaging and personable style. Congratulations Annie on an accomplished year, we look forward to supporting you in your career progression.



## LIFEFLIGHT GALA 2022

On July 16th our Director, Kearin Lowry attended the LifeFlight Gala, raising money for our local South West Queensland service. It was an absolute pleasure to be there, thank you to our host for your kind invitation. The highlight of the evening was the drama and anticipation of the Ryley Jewellery Creations mega-fundraising balloon pop. For those that aren't familiar, the Ryley team design, craft and donate a stunning and unique piece of jewellery each year especially for this cause.

Gala attendees race to secure a balloon for their chance to win. Here is an action shot of Kearin bidding for the attention of the sellers.

Congratulations to LifeFlight on raising near \$500,000 on the night and to our client, Ryley Jewellery Creations for bringing so much joy and excitement to the event. Workforce Positive are proud to support the service with a pledge of \$1,000, to offer your support click on any of the images above.

## 1 OCTOBER 2022: MINIMUM WAGE INCREASE

While most minimum adult wages under awards increased as of 1st July this year, some awards in the Aviation, Hospitality, and Tourism industries will not increase until the first full pay period from or after 1st October.

Let's look at the numbers. The national minimum wage has now increased for most awards by 5.2%, with the new national wage minimum now sitting at \$812.60 per week or \$21.38 per hour, as well as the minimum rates of pay in modern awards by either \$40 per week or 4.6% (whichever is greater, but not both). So, what does this mean for your business? Put simply, the changes come into effect in the first full pay period from or after 1st October, which varies from business to business depending on your payroll cycle. However, if your payroll cycle is weekly, the changes will come into effect on Monday, 3rd October 2022.

If you sit within one of these industries, are you prepared and ready to navigate these changes? For assistance, we encourage you to reach out to the Workforce Positive team.



**1 OCTOBER PAYRISE  
INDUSTRIES AFFECTED:  
AVIATION, HOSPITALITY &  
TOURISM**



## PARLIAMENT SET TO INTRODUCE LEGISLATION ON 10 DAYS' PAID DOMESTIC VIOLENCE LEAVE

Family and domestic violence (FDV) affect the health, welfare, and social wellbeing of many individuals worldwide; regardless of race, age, ethnicity, sexual orientation, or economic status. FDV comes in many forms, and is not always of a physical nature. Services Australia (2022) define FDV as behaviour that is violent, threatening, controlling, or intended to make you or your loved ones feel scared and unsafe. The 2016 Australian Bureau of Statistics census revealed that approximately 2.2 million Australians have experienced physical and/or sexual violence and emotional abuse from a partner, 3.6 million Australians have experienced emotional abuse from a partner, and roughly 2.2 million Australians have experienced sexual violence since the age of 15.



IMAGE SUPPLIED BY SUNSHINE COAST NEWS

With the hopes of improving the economic security, safety, and accessibility to support services for individuals experiencing FDV, Prime Minister Anthony Albanese announced on Friday 22nd July the Australian Government's intention to introduce legislation on 10 days of paid FDV leave. In May this year, the Fair Work Commission ruled a historic decision to grant 10 days' paid FDV leave to millions of workers. Following the ruling, the Australian Council of Trade Unions pushed to have the leave introduced to the National Employment Standards (NES), establishing the

leave as a minimal entitlement for employees across all Australian states. You may be wondering exactly which employees are included in the increased FDV coverage. Well, according to the Fair Work Commission's ruling, all full-time, part-time, and casual employees, and employees on a pro-rata basis, will be covered.

For more information on how to navigate FDV as an employer, visit the [Fair Work Ombudsman 'Employer Guide to Family and Domestic Violence'](#) or reach out to Workforce Positive.



Our client and friend, Troy Morgan, has kicked off a fundraiser in memory of his beloved Dad. Can you help? Click through to donate to Dementia Australia.

## AS OF 1 JULY, THE NEW FINANCIAL YEAR OFFICIALLY BEGAN.

When was the last time you reviewed your employment contracts?

If you need any assistance as you review, renew, or revise your contracts, call or email Workforce Positive. Our contact details are provided below.

[kearin@workforcepositive.com](mailto:kearin@workforcepositive.com) | +61 411 299 5330



## ROB LOCH, CONGRATULATIONS ON YOUR RETIREMENT!

This month, Dr Rob Loch, the Director of Landloch celebrated his retirement and our Director Kearin Lowry was fortunate enough to attend the festivities. Rob and Kearin started working together in 2013, and looking back, Landloch is quite possibly Workforce Positive's first client. It has been an absolute pleasure to work with Rob, and the leadership team on various engagements that have taken us to all of the Landloch locations in Queensland, Western Australia and New South Wales. Retirement and the transition of business can

can be quite a process and Rob shared great insight into his own journey to this point, most poignant was that he felt comfortable that 'now' was the right time because of the people in the team, he is incredibly proud of the team and sees his moving into a new stage will provide space for the team to grow and continue to innovate Landloch's services.

Rob, congratulations again, thank you for all of the laughs and great conversation over the years. Here is a photo of Rob on the bagpipes sharing his love of music with colleagues, family and friends.