

Review of Junior Rates of Pay and Trainee wages

The Australian Fair Pay Commission (AFPC) has called for submissions on the Review of Junior Rates of Pay and Trainee wages.

MGA will make a submission on behalf of members to the AFPC in early 2008. Many members have already responded to the MGA questionnaire that was sent out in October. If you have not responded we urge you to do so as a matter of urgency.

We would also appreciate your specific comments as to how you believe changes to junior wage rates or trainee rates might affect your business, the supermarket industry and the community generally. Also whether you believe there may be viable alternatives to the current system.

We welcome your views as they are a vital part of our submissions. Please call the Workplace Relations Legal team or send your comments to employmentlaw@mga.asn.au

Upcoming Public Holidays

National Holidays

Members are advised that the following public holidays apply to all part time and full time employees:

Tuesday 25th December 2007	Christmas Day
Wednesday 26th December 2007 (proclamation Day in SA)	Boxing Day
Tuesday 1st January	New Years Day
Monday 28th January	Australia Day

This year Australia Day (26th January) falls on a Saturday. The gazetted public holiday is therefore on Monday 28th January. Staff that work on Monday the 28th January should be paid public holiday rates.

Information regarding public holiday rates of pay for your store is available on the MGA website or contact an MGA workplace advisor on (03) 9824 4111 or 1800 888 479.



GALA Recognised at the Reach Shooting Star Awards

Jim Stynes, founder of Reach, presented Grocery and Liquor Association committee member Keith Watts with the award at the annual presentation in Melbourne recently.

GALA have been supporting the Reach organisation and their charity work with youth across Australia for several years and have become an integral part of the vital income that supports the numerous courses run by Reach.

Are You Buying or Selling a Business?

If you are buying or a selling a business then you need to take care in relation to employee entitlements. MGA recommends that you read our Information Sheet on 'Transmission of Business' available on our website.

If you are selling your business then you and the purchaser will need to assess the employees' entitlements. These include accumulated annual leave, personal leave and long service leave. You may also need to consider redundancy payments if the purchaser does not intend to retain the staff.

If you are the purchaser and you intend to retain staff when you take over the business then you need to consider the award or the agreement that will affect the employees.

There are legal obligations that must be followed in regard to advising the employees and the Workplace Authority as to the award or Agreement that will determine the wages and conditions in the workplace. There are penalties if the purchaser does not advise the employees in writing in regard to the award or agreement that will affect them and the written communication must then be provided to the Workplace Authority.

Contact an MGA Workplace Adviser for further information on 03 9842 4111.