

### **2025 Is Off to a Busy Start!**

We hope everyone had a chance to relax and spend quality time with loved ones over the holiday season. As we kick off the new year, we're excited about the growth and opportunities ahead for our team at NS8.

One of the highlights is welcoming Les Cameron as a permanent member of our team! Many of you may already know Les from safety audits and would agree he's a tremendous asset to our team. With extensive experience as a former WorkSafe Vic inspector and expertise in Occupational Health and Safety, Les brings a wealth of knowledge to help keep your workplace safe and compliant.

### **Safety Audits**

When was the last time you conducted a full safety check of your premises? Now is the perfect time to assess the health and safety of your workplace. A thorough safety audit can help identify practical, cost-effective ways to improve your business while reducing the risk of costly work cover claims or damages. Let us assist you in keeping your workplace safe and efficient.

### **Employment Contracts**

New updates to casual employee definitions and minimum pay rates came into effect on 1 January 2025 for most awards (with changes to the Horticulture and Pastoral Awards taking effect from 1 April 2025). These updates include:

- Changes to entry-level classification definitions.
- Maximum time limits of up to six months for introductory classifications.
- Adjustments to pay rates for these classifications.

If your business operates under enterprise agreements, employees must now be paid at least the updated classification rate specified under the relevant award.

Unsure how these changes impact your business? We're here to help! Reach out to us to review your employment contracts, award classifications, and pay rates to ensure compliance.

### **Conclusion**

We look forward to supporting your business throughout the year. Let's make 2025 a safe, productive, and prosperous year together!

If you have any questions or need assistance, don't hesitate to reach out—we're just a call or email away.



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