

realise the potential of your business



attract, develop, retain

DST people4business

Employment contracts and agreements



“ *The problem of differentiating between contractors and employees is regarded as one of the major taxation compliance risks for SME businesses.* ”
Anon

- Do you know your risks
- Do you want peace of mind



DST people4business ensures that you will

- Act in full compliance with current ATO and independent contractor legislation
- Avoid the risk of your contractors/sub-contractors being deemed pseudo employees by the ATO
- Engage people with appropriate contracts and insurances
- Minimise the administrative burden

DST people4business

Professional Human Resource Management Solutions to support business success

Australia - Melbourne (HO), Adelaide, Brisbane, Sydney, Ballarat, Bendigo, Geelong – www.dstpeople4business.com



Employment contracts & agreements

- DSTpeople4business ensures that you engage contractors and employees under contractual agreements which comply fully with current legislation/ industrial regulations.
- The engagement of contractors for regular or prolonged periods is a common area where organisations are found to be non compliant by the ATO. Penalties can be severe and applied retrospectively!
- DSTpeople4business can eliminate this risk by a comprehensive analysis and restructure of your engagement procedures.
- DST Associates are mature business people who have experienced first hand the pressures and joys of running a business. They are committed to making HR management easier, cost effective and more likely to produce the right outcome.
- The **DSTp4b HR Management** integrated solutions allow you to build a solid base to manage your people using integrated HR information and processes.

How it works

1. We analyse existing workforce contractual documentation for compliance with current legislation
2. We analyse existing contractor work practices and administrative procedures for compliance with ATO definition of independent contractor operations
3. We recommend amendments to comply with regulations and mitigate risk
4. We provide compliant engagement contracts for contractors and employees
5. We document administrative procedures necessary to meet operational requirements for bona fide contractors
6. We manage a transition programme to implement smoothly the new model



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