

NOTICE OF SPECIAL GENERAL MEETING

A Special General Meeting of members will take place on Thursday 18 April 2019 at the Launceston Conference Centre, 50 Glen Dhu Street, South Launceston Tasmania.

This meeting will look to approve a change to the Rules of the Association to allow candidates for election to the Primary Employers Tasmania Committee to publish a short biography on our website before each Annual General Meeting.

It is also proposed that the organisation change its official name from TFGA Industrial Association to Primary Employers Tasmania. Primary Employers Tasmania is currently the trading name of the organisation. Changing the official name of the organisation to Primary Employers Tasmania will avoid confusion with the TFGA.

More information will be forthcoming in the new year.

MEMBERSHIP NOTICES

Membership notices will be sent out in early January, 2019.

The annual fee remains unchanged at \$370 (plus GST) which represents excellent value for money, especially when compared to other service providers. Payment options include cheque, credit card or direct deposit.

EMPLOYMENT MYTH

Oral Contract?

It's preferable to have a written contract of employment/letter of offer, but verbal contracts are still binding in law. If there is a verbal agreement between parties, either side can enforce the agreement in court. Obviously, the terms of a verbal contract will be harder to prove but there are various means to do so.

It should also be noted that there are many implied terms in all contracts. Implied terms and conditions are ones that do not have to be written down, but exist because the law says they are read into contracts. Such terms include the obligation to act in good faith, confidentiality, provide work, etc.

Similarly, custom and practice can show a contractual term that has not been spoken, or can even vary a written contract of employment as the parties have, by their behaviour, agreed to such new provisions.

That said, modern awards do require some matters to be put in writing. These include the relevant award classification, notice of termination, and for part-time employees, the hours and days they are to be engaged.

Primary Employers Tasmania can provide written contracts for all your employees, be they full-time, part-time or casual. Contact Andrew to discuss your needs.

SUPERANNUATION

Recent media coverage claims that 30% of employers are either not paying superannuation contributions for their employees or not paying the correct amount.

Members are reminded that all employees are entitled to receive superannuation contributions of 9.5% of their ordinary time wages.

Penalties can be imposed if an employer does not pay super on behalf of their employees.

MEET YOUR COMMITTEE

Members are invited to join the Committee members for afternoon tea in Deloraine.

Date: Thursday, 22 February 2019

Time: 2:00 p.m.

Venue: Bush Inn, Deloraine

OFFICE CLOSURE

The office will be closed from 5:00 p.m. Thursday, 20 December 2018 and re-open on Wednesday 2 January, 2019. If you have an urgent matter you can contact Andrew on **0407 200 909**.

Felicity Richards,
President



*The Executive Committee and Staff of Primary Employers Tasmania
wish you, your family and staff a very Merry Christmas
and a Successful 2019*



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