

CONTROLLING COSTS AND STAFF NUMBERS

Roger Mendelson



Chartered Accountants Business in Focus

April 2013

charteredaccountants.com.au/bif



Institute of
Chartered Accountants
Australia



Welcome to this April 2013 edition.

Lawyer, author and businessman Roger Mendelson has been a shrewd observer of the Australian business scene for more than four decades. As CEO of Prushka Fast Debt Recovery, a national business with more than 40,000 clients, he knows how easy it is for a business to find itself in trouble when payment pipelines stretch out or worse, dry up altogether. We've heard from Roger Mendelson before about survival in tough conditions, and thought it was time to get his latest reading on the state of play for Australian businesses.

"Flexibility" is a buzzword in workplace relations these days, and Andrew Douglas of M+K Lawyers, who specialises in the field, says we're about to hear a lot more about it. Andrew tells us this month about the Federal Government's plans to leave a legacy after the September election which will extend employees' rights to secure, or resist, flexible working arrangements, and penalise employers who disagree.

Yet "flexibility" in staffing arrangements is key to attracting and retaining the best people, says Andrew Morris of recruitment company Robert Half, a specialist in the accounting and finance area. It's all part of the changing economic environment in which you must operate these days and Andrew will tell you what you need to know.

Also this month, we discuss the new R&D Tax rules now that "Incentive" has replaced the focus on "Concession". It's good news for companies investing in research and development, says Paul Brindle of Thomson Reuters. But there are watchouts around the documentation, as Paul explains later on this program.

We offer reminders from regular tax specialist Michael Jones, of Cummings Flavel McCormack, about holding life insurance in super; there's our regular sharemarket update; and former accountant, now coach and author, Scott Charlton, will tell you how you can make every day a great day at the office – and why it'll make so much difference to your business in the process.

Enjoy the program!

Nick Schildberger
Brand Director

Brand Director

Nick Schildberger

Advertising/Sponsorship

Nick Schildberger

nschildberger@be.com.au

Production Manager

Heather Dawson

Producer

Bob Kearsley

Technical Producer

Peter Letts

Publisher

Business Essentials Pty Ltd

ABN 73 658 681 585

405 Riversdale Road,
Hawthorn East VIC 3123

Phone 03 9882 8333

Fax 03 9882 8017

Web www.be.com.au

Business in Focus/Tax in Focus Subscription

Subscription Form

Personal details

I would like to subscribe to Chartered Accountants Business in Focus and/or Tax in Focus:

Family name	First name					
Company name	Position					
Address						
City	Country	Postcode				
Telephone	Fax					
Email	Member No.					
Age group	18 – 25 <input type="checkbox"/>	26 – 35 <input type="checkbox"/>	36 – 45 <input type="checkbox"/>	46 – 55 <input type="checkbox"/>	56 – 65 <input type="checkbox"/>	>65 <input type="checkbox"/>
Type of business	Number of employees					

Subscription Pricing

Product

- Business in Focus – Online
 Business in Focus – CD
 Tax in Focus – Online
 Tax in Focus – CD
 Business in Focus + Tax in Focus – Online
 Business in Focus + Tax in Focus – CD

Australian Prices

Members	Non-Members
<input type="checkbox"/> \$375	<input type="checkbox"/> \$475
<input type="checkbox"/> \$445	<input type="checkbox"/> \$545
<input type="checkbox"/> \$374	<input type="checkbox"/> \$475
<input type="checkbox"/> \$445	<input type="checkbox"/> \$545
<input type="checkbox"/> \$635	<input type="checkbox"/> \$835
<input type="checkbox"/> \$795	<input type="checkbox"/> \$995

Overseas Prices (excl. GST)

Members	Non-Members
<input type="checkbox"/> \$340	<input type="checkbox"/> \$430
<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
<input type="checkbox"/> \$340	<input type="checkbox"/> \$430
<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
<input type="checkbox"/> \$577	<input type="checkbox"/> \$759
<input type="checkbox"/> N/A	<input type="checkbox"/> N/A

Payment options

Please find enclosed cheque made payable to
Business Essentials Pty Ltd for

\$ _____

OR I wish to pay by

- Amex Mastercard Visa

Cardholder's name _____

Card number _____

Expiry ____ | ____

Signature _____

- To unsubscribe from further communication relating to
Training & Development products tick here.

The Institute of Chartered Accountants Australia respects the privacy of individuals and acknowledges that the information you provide on this form is protected by the Privacy Amendment (Private Sector) Act 2000. The information collected by the Institute is used for the purpose of processing your registration and providing you information (via email and/or mail) on upcoming events, specific products and services provided by or associated with the Institute. To access a full copy of our policy visit: charteredaccountants.com.au/privacy_policy

Free Post

Send this form, accompanied by a cheque to:

Business Essentials Pty Ltd
Reply Paid 579
Hawthorn East, VIC, 3123
Australia

Free Fax

1800 656 351

Free Call

1800 039 098

Please Note: Upon payment this notice becomes a tax invoice.
Please retain a copy for your records.

Business Essentials Pty Ltd ABN 73 658 681 585
405 Riversdale Rd Hawthorn East VIC 3123 Australia

The Institute of Chartered Accountants Australia, Incorporated in
Australia Members' Liability Limited, ABN 50 084 642 571.



**Institute of
Chartered Accountants
Australia**

Information

For more information about the topics discussed on this program, please contact the relevant organisations listed below.

ECONOMIC UPDATE

Professor Neville Norman,
Melbourne University
neville.norman@unimelb.edu.au

MANAGING STAFF THROUGH CHANGING ECONOMIC TIMES

Andrew Morris, Robert Half
www.roberthalf.com.au

R&D TAX CHALLENGES AND INCENTIVES

Paul Brindle, Thomson Reuters
paul.brindle@thomsonreuters.com
www.thomsonreuters.com.au
www.thomsonreuters.com

WATCHOUTS ON FLEXIBLE EMPLOYMENT RULES

Andrew Douglas, M+K Lawyers
andrew.douglas@mk.com.au
www.mk.com.au

CONTROLLING COSTS AND STAFF NUMBERS

Roger Mendelson, Prushka Fast Debt Recovery
T: 03 9872 7229
roger@prushka.com.au
www.prushka.com.au

BUILDING A \$100 MILLION BUSINESS

Creel Price, Accelerate Global
T: 1300 464 388
www.accelerateglobal.com
www.decisionship.com

HOLDING LIFE INSURANCE IN SUPER

Michael Jones, Cummings Flavel McCormack
T: 03 9252 0800
enquiries@cfmc.com.au
www.cfmc.com.au

SHAREMARKET UPDATE

Elio D'Amato, Lincoln Stock Doctor
T: 1300 676 333 or 03 9854 9444
www.lincolnindicators.com.au

HAVING A GREAT DAY IN THE OFFICE

Scott Charlton
scott@scottcharlton.com.au
Scott's publication "Partnering with Financial Planners: A guide to growth for accounting firms" is available from:
www.thomsonreuters.com.au/icaa
www.scottcharlton.com.au

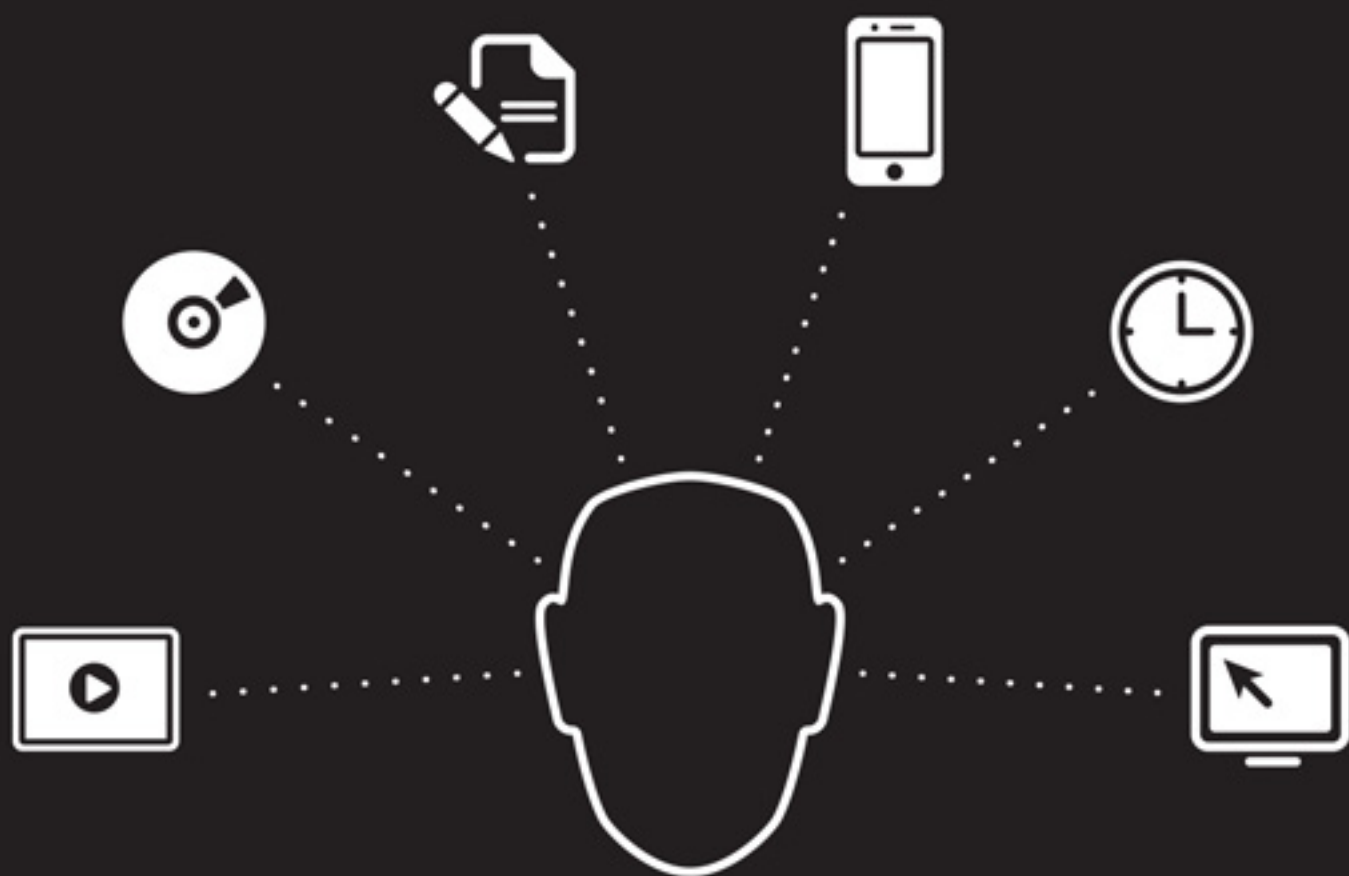
Hear and now



Keep abreast of the latest development in business and tax in your car, at your desk, or even on the bus!

Your annual subscription will consist of monthly audio updates either on hot topics in business or the latest tax news.

You can choose to have your subscription delivered each month on CD or online. The online version has an optional MP3 download capability enabling you to keep up-to-date via your iPOD®, compatible mobile phone, PDA or any other MP3 device.



Flexible learning solutions

The finance and accounting landscape is constantly changing and our **eLearning** portfolio makes staying ahead easy. The availability of a wide variety of online training options and topics allows you to complete your CPE hours with the flexibility you need.

To find out more about the flexible **eLearning** options visit charteredaccountants.com.au/elearning