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# Management Guide - High Income Employees

*... easy to understand process for managing High Income Employees*



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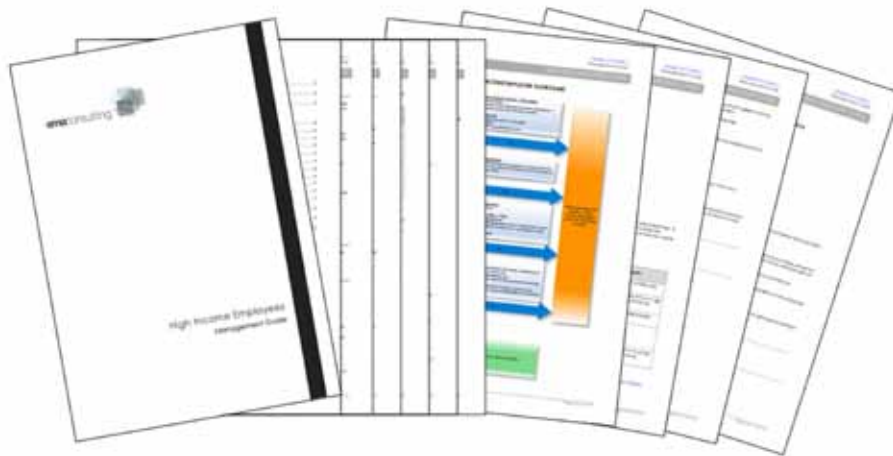
EMA Consulting's Management Guide for High Income Employees ("**HIE Guide**") provides constitutional employers with an easy to use management process for understanding their rights and obligations in respect to High Income Employees under the *Fair Work Act 2009* ("**Act**").

Modern Awards or Transitional Awards typically include obligations in respect to overtime, allowances, rates of pay, shift penalties and other obligations upon which an employer can be prosecuted or fined for non compliance. Notwithstanding this, the Act provides a mechanism which:

- allows an Employer by agreement with an Employee on a high income to effectively opt out of the Employer's Modern Award or Transitional Award obligations;
- allows flexibility, to the extent permitted by the Act, as to how certain aspects of the National Employment Standards ("NES") are to apply to the Employee;
- reduces the number of regulatory time and wages record keeping obligations that the Employer has for that Employee;
- reduces the risk of an underpayment or breach of Award claim from that Employee;
- may reduce the likelihood/need for this group employees to seek the security of an Enterprise Agreement (does not eliminate that option).

To assist in the correct application of the Act, the HIE Guide includes practical tools such as an easy to follow flowchart and template proposals and undertakings in accordance with the Act.

The HIE Guide is currently \$395 ex GST and includes 12 months of updates at no extra cost. If you are interested in the HIE Guide, you can download the order form from our website at [www.emaconsulting.com.au/products.php](http://www.emaconsulting.com.au/products.php) or contact us on our toll-free number - 1800 632 812.



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