

# Tiger Consulting Asia

***AUSTRALIA***





# Where are we?

## **Tiger Consulting Australia (provide by Managed Payroll Solutions)**

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# Key Country Facts

## Official Language

Australian English is a major variety of the English Language and is used throughout Australia. Although English has no official status in their constitution, Australian English is Australia's de facto official language and is the first language of the majority of the population.

## Currency:

Australian Dollar (AUD)

## Time Zone:

Australia is divided into three separate time zones:

- Australian Eastern Standard Time (AEST) covers the eastern states of Queensland, New South Wales, Victoria, Tasmania, and the Australian Capital Territory. AEST is equal to Coordinated Universal Time plus 10 hours (UTC +10).
- Australian Central Standard Time (ACST) covers the state of South Australia, the town of Broken Hill in western New South Wales, and the Northern Territory. ACST is equal to Coordinated Universal Time plus 9½ hours (UTC +9½).
- Australian Western Standard Time (AWST) covers Western Australia. AWST is equal to Coordinated Universal Time plus 8 hours (UTC +8).



# Key Country Facts

## **Capital City:**

Canberra is the Capital of Australia.

## **Laws and Customs:**

Australia follows a Westminster system of government and law inherited from the British who originally colonized the country. There are two main political parties and a number of minor parties, which make up the Commonwealth Parliament. Each state and territory also has its own government.

## **Cultural observations:**

Australian society is made up of people from a rich variety of cultural, ethnic, linguistic, and religious backgrounds, and this is a defining feature of modern Australian society. Aboriginal and Torres Strait Islander people have inhabited Australia for tens of thousands of years. Most Australians are immigrants or the descendants of immigrants who arrived during the past two hundred years from more than 200 countries. The most commonly spoken language in Australia is English, and the most commonly practiced religion is Christianity, although foreign languages and other religions are also common.



# Establishing a company/legal entity in Country

## **Employment:**

Locals may work at will. Foreign workers and expatriates must possess valid work visas prior to commencing work.

## **Working Hours:**

Full-time employees- 38 hours from Mon-Fri.

Parents and caregivers can ask for a change in working arrangements to care for young children under school age or children under 18 with a disability.

## **Banking and payments:**

The banking sector in Australia consists of a number of banks licensed to carry on banking business under the Banking Act 1959, foreign banks licensed to operate through a branch in Australia, and Australian-incorporated foreign bank subsidiaries. The banking system is liquid, competitive, and well developed. For the past 10 years ended in mid-2013, Commonwealth Bank got the first rank of Bloomberg Riskless Return Ranking with returned a risk-adjusted 18%. Westpac Bank set in fourth with 11% and ANZ Bank set in seventh with 8.7%.

## **Visas & work permits:**

Legal workers are Australian citizens, permanent residents, and non-citizens with Australian visas that allow them to work.

Most temporary visa holders have permission to work while in Australia. Some visas do not allow non-citizens to work while they are in Australia such as visitor visas, while some only allow a limited amount of work such as working holiday and student visas.



# Establishing a company/legal entity in Country

## Public Holiday

Employees are entitled to an official holiday with full pay on the following days:

New Year's Day	January 1
Australia Day	January 26
Canberra Day	March 11 (ACT only)
Adelaide Cup	(date will move slightly each year)(South Australia only)
Good Friday	(date will move slightly each year)
Easter Saturday	(date will move slightly each year)
Easter Monday	(date will move slightly each year)
ANZAC Day	April 25
May Day	(date will move slightly each year)(Northern Territory only)
Western Australia Day	(date will move slightly each year)(WA only)
Queen's Birthday	(date will move slightly each year)
Family and Community Day	(date will move slightly each year)(ACT only)
Labour Day	(date will move slightly each year)
Melbourne Cup	(date will move slightly each year)(Victoria only)
Christmas Day	December 25
Boxing Day	December 26



# Tax & Social Security

There are many forms of taxation in Australia. Individuals and companies in Australia may be required to pay taxes or charges to all levels of government: local state and federal governments. Taxes are collected to pay for public services and transfer payments (redistribution of economic wealth).

Income taxes are the most significant form of taxation in Australia, and collected by the federal government through the Australian Taxation Office. Australian GST revenue is collected by the federal government, and then paid to the states under a distribution formula determined by the Commonwealth Grants Commission.

## **Reporting requirements**

There are no employer reporting and withholding requirements in the UAE.

## **Employment Law**

There is no federal tax in the UAE so there are no federal withholding obligations.



# Employees

## **Payslips:**

Monthly available on web-site, pdf or paper.

## **Holiday allowance:**

Paid days off on public holidays unless it's reasonable to ask the employee to work.

## **Annual Leave:**

4 weeks paid leave per year, plus an extra week for some shift workers.

## **Parental leave:**

Up to 12 months unpaid leave, the right to ask for an extra 12 months unpaid leave and other types of maternity, paternity, and adoption leave.

## **Community service leave:**

Up to 10 days paid leave for jury service (after 10 days is unpaid) and unpaid leave for voluntary emergency work.

## **Personal/caregiver's leave:**

10 days paid personal (sick) / caregiver's leave, 2 days unpaid caregiver's leave and 2 days compassionate leave as needed.

## **Long service leave:**

A transitional entitlement for employees as outlined in an applicable pre-modernized award, pending the development of a uniform national long service leave standard.





# Benefits to the employee in country

## **Pension**

The Department of Social Services helps to support seniors with programs, services and benefits, and payments, through grants and funding for organizations providing services for seniors.

## **Expatriates:**

### ***Accommodation***

Australia offers limitless choices in accommodations. They offer a huge variety of choices from luxury resorts, boutique hotels and self-serviced apartments to rustic country pubs, backpacker accommodations, and camping facilities. You can expect friendly service and the best standards in whichever budget range you choose. Research ahead of time about the different types of accommodations, amenities they offer, and how much they might cost.

### ***Transportation***

There are many forms of transportation in Australia. The nation is highly dependent on road transport. There are more than 300 airports with paved runways. An extensive rail network is available for passengers that connect many rural areas to major metropolitan centres. The mining sector is reliant on rail to transport its product to Australia's ports for export.

## **Food**

Contemporary Australian cuisine combines British and indigenous origins with Mediterranean and Asian influences. Australia's abundant natural resources allow access to a large variety of quality meats, and to barbecue beef or lamb in the open air is considered a cherished national tradition. The great majority of Australians live close to the sea and Australian seafood restaurants have been listed among the world's best.

# CONTACT INFORMATION



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