



Autumn 2010 Newsletter

Introducing the One Solution Service

What is the One Solution Service?

One Solution is a service offered by PCM Accountants which seeks to take the headache out of managing assets and investments. We appoint a dedicated client manager to understand your position, then organise and guide you, in order to help you take control. We will then administer and organise all documentation and collate ready for tax time.

Who uses the One Solution Service?

One Solution was initially developed to help a number of our elderly clients who had multiple assets, entities and income sources, however it has since been used by families of clients who do not have the time, inclination or experience to manage a family member's financial assets.

We seek to listen, understand your position, then organise and guide you, in order to help you take control.

If you have parents or relatives that require help in getting their affairs in order this might be a good solution.

If you would like further information, please do not hesitate to call our office and speak to Shaun Thatcher.

Happy Easter



The PCM Group wishes you and your family a safe and happy Easter.

Here's hoping the Easter Bunny hops your way and brings you lots of yummy Easter eggs and Hot Cross Buns for you all to enjoy!



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Is your business at risk if key employees leave?

Unfortunately many employers don't realise until it's too late that certain employees pose a major risk to their business if they leave or become incapacitated.

Think about your employees. Do they have years of industry experience? What about intimate knowledge of your affairs? Have you locked them into confidentiality and restraint of trade agreements or can they troupe up the road and set up shop in competition? If you think "they wouldn't do that after everything I've done for them" then you might be in for a shock.

Here's a quick way to determine the risk to your business of key employees – write their names in the boxes below in terms of the impact to your business and the likelihood of departure. Anyone in a red box poses a substantial threat to your business. Then ... take action, whether it is to document their knowledge, lock them into legal agreements preventing disbursement of your trade secrets, or make them an offer that is so enticing they will never leave!

Impact of departure on your business	High	Yellow	Red	Red
	Med	Green	Yellow	Red
	Low	Green	Green	Yellow
		Low	Medium	High
		Likelihood of departure		

Website for the Season

Did you know that there's an Australian Government Website dedicated to providing financial tips and consumer protection. It's known as FIDO and has some real bite! The website covers areas as diverse as:

- Choosing a Financial Adviser
- Money tips
- Great calculators like their budget planner and super calculator
- Scams and warnings
- Explanation of super, loans, insurance, shares, managed investments
- There's even an unclaimed monies section (maybe they have some of yours!)

It's a great website has an excellent publications and resources section and importantly is operated by the government, so you know it's legit! The website address is : www.fido.gov.au.



fido Australian Securities & Investments Commission
financial tips and safety checks



Are you up to speed with the new Industrial Relations Laws?

You've probably heard in the media about new changes that came in on 1 January 2010 in an attempt to simplify our industrial relations landscape.

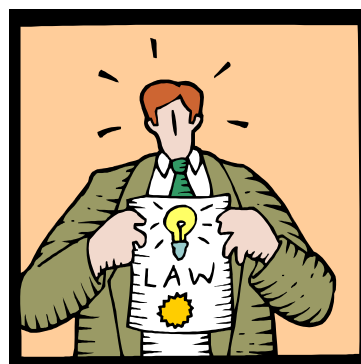
Industrial relations have long been a mess in Australia, with a mix of national and state based awards which then became even more complicated with John Howard's workplace reforms.

The jury's still out on whether the landscape has been simplified, but there are certainly areas of which you should be aware.

From 1 January 2010, employers and employees in the national workplace system are covered by the new National Employment Standards (NES). Under the NES, employees have certain minimum conditions. Together with pay rates in modern awards (which also generally took effect from 1 January 2010) and minimum wage orders, the NES provisions cannot be altered to the disadvantage of the employee.

The National Employment Standards cover:

- Maximum weekly hours of work
- Requests for flexible working arrangements
- Parental leave and related entitlements
- Annual leave
- Personal / carer's leave and compassionate leave
- Community service leave
- Long service leave
- Public holidays Notice of termination and redundancy pay



You must also provide new employees with a Fair Work Statement.

Source: www.fairwork.gov.au

John Hopkins Seminar

Property Investment Session

On the 23rd of March this year we held an information session for our clients on residential investment property. The session was conducted by 30 year property investment veteran, John Hopkins of the John Hopkins Group and was well attended by our clients.

The feedback on the session was very positive, so if you missed the session and are interested in property investment, please call Shaun Thatcher of our office who can arrange an information pack to be sent to you.

Meet our Team Member - Sheridan Honey

Sheridan Honey joined us in 2006 after spending 12 years in general management in the industries of law, computer games and financial services. She completed an MBA in 2005.

Sheridan works 3 days per week after the birth of her daughter Alexis in 2009 in the dual role of Practice Manager for PCM and consultant for our clients across many business disciplines.

She uses a tool called the Herrmann Brain Dominance Instrument (of which she is licensed practitioner) in much of her work.

In her spare time, Sheridan enjoys cooking for friends and relaxing with a good book.



Community Involvement

As some of you will know each Friday the PCM Group has a casual clothes day. This month we decided to make a gold coin donation with the proceeds going to the Scope Organisation. The Scope Organisation is a not-for-profit company providing disability services throughout Victoria to thousands of children and adults with physical and multiple disabilities.

Our donation will help to integrate disabled people into the community.

Appointment to the Bendigo Bank Board - Heidelberg

In recognition of his tremendous effort to help get the Heidelberg branch of the Bendigo Bank up and running, Brett Purchase has been appointed to the Board of the Bendigo Bank Heidelberg branch. Keeping profits local and sharing them with local community groups is something Brett encourages you to do by moving your banking business when the time suits.

Footy Tipping Competition



Yes it's that time of year again....Footy Season!!! If you would like to join our footy tipping competition for 2010 please ring Jacky at our office for full instructions on how to join. It is simple and easy and all online. There are prizes to win and a big shiny trophy with bragging rights to hold for the year. Let's see who is a footy fanatic or a footy tragic!

New Bank Account Details

Please be advised that we have changed banks. You may need to check your EFT details at your bank. Our new bank account details are :

Bendigo Bank

BSB : 633 000

Account Number : 137610176

Account Name : PCM Accountants and Business Advisors