

# Business Queensland Connect



July 2024

## Supports available for small businesses

Cost-of-living and rising business costs are a challenge for small businesses.

No matter where you live in Queensland, you can access [support](#) in the form of financial and wellness coaches. They are available for you as well as any of your family members who are employed in your business. If you need help in your language, a business wellness coach can make sure you get the support you need.

Have you considered a mentor? Since 2002, the [Mentoring for Growth](#) (M4G) program has helped thousands of Queensland businesses with tips and suggestions to identify opportunities and overcome challenges.

There is also the [ecoBiz program](#) which offers personalised advice to small and medium-sized businesses to help reduce waste, water and energy use that could help you save money and improve efficiency and sustainability!

A range of business health check resources are also available on the Business Queensland website on topics including [business readiness](#), [finance](#) and [digital](#).

If you're experiencing a [business-to-business dispute](#) and require mediation, consider reaching out to the [Office of the Queensland Small Business Commissioner](#). They work hard to support small businesses, offering clarity on their situation and facilitating resolution of disputes. Whether it's retail tenancy issues, business disagreements, lease maintenance advice, or bond and make-good provisions, they're there to help.



### Business Queensland Connect the podcast – episode two is live!

If you're running a small business, it's important to look after your [wellbeing and mental health](#) so you're equipped to navigate the complexities of business development and growth.

In this episode, we talk business wellness with [Martin McGlone](#). Martin is a Business Wellness Coach dedicated to helping business owners with general wellbeing, business challenges and financial counselling. Martin chats to our host Caitlin about common challenges that business owners face, overcoming barriers to discussing mental health and the link between mental health and strong business performance.



### Digital tools for small businesses

The free Digital Solutions 1:1 Support Program will help you get savvy with digital tools for your small business. Expert mentors, like those pictured above, will give you straightforward advice and introduce new digital tricks that are easy to understand and use.

Conscious Copy founder, [Amy Brae](#), recently engaged a digital expert to help produce a personalised digital action plan specific to her needs.

With the advice received, Amy integrated solutions into her business focused on two pain points she had, efficiency and security.

With dual degrees in business and psychology, combined with over 20 years of business management experience, Martin is well equipped to guide you in times of stress and adjustment. Tune in to hear what he has to say – and learn how you can connect with a business wellness coach. [Watch on YouTube](#) or [Spotify](#) – don't forget to subscribe, new episodes released monthly!

Amy used [Calendly](#) which allows clients to easily book appointments with her and password manager software which means her multiple passwords are stored securely, are easy to access and almost impossible for hackers to break.

For a nominal fee, find out the type of [digital action plan](#) that will help your small business.

## Tax update



### No more hyperlinks in ATO SMS

The ATO has now removed all hyperlinks from unsolicited SMS to make it easier for the community to identify legitimate ATO text messages and help address the issue of [ATO impersonation scams](#).

### The Instant Asset Write-off is now law

Small businesses with an aggregated annual turnover of less than \$10 million may be able to deduct the full cost of eligible new and second-hand assets [which cost less than \\$20,000](#).

Eligible assets must have been first used or installed ready for use between 1 July 2023 and 30 June 2024. The \$20,000 threshold will apply on a per asset basis, so you can instantly write off multiple assets.

The usual rules for claiming deductions still apply. You can only claim the business portion of the expense and make sure you have records to prove it.

### Small Business Energy Incentive is now law

The [Small Business Energy Incentive](#) has passed into law. Designed to support businesses to invest in assets to improve their energy efficiency and help them save on their energy bills, eligible businesses will be able to receive a bonus 20% tax deduction for investing in supports that provide more efficient energy use.

Available for businesses with an aggregated annual turnover of less than \$50 million, it applies to eligible assets and improvements up to \$100,000. The maximum bonus deduction is \$20,000 per business.

### Do you hire staff?

- Tax tables for employees changed on 1 July 2024. Check your payroll software is up to date and applying the new withholding rates, and use the [tax withheld calculator](#) to work out how much you need to withhold from your employees' payments.
- The super guarantee rate increased to 11.5% on 1 July 2024.
- You should have completed your [STP finalisation](#) declaration by 14 July 2024 so your employees have accurate information to lodge their income tax return.
- [Super guarantee](#) contributions are due to your eligible workers' super funds by 28 July 2024. Contributions must be paid in full, on time and to the right fund. Ensure you allow extra time for the payments to reach your employees' super funds if you are using a clearing house.

### Meeting your super obligations

Employers, you can make these simple checks to ensure your super obligations are in order:

- If your employees meet the [eligibility requirements](#) to receive the super guarantee.
- Your employees super fund details are correct and your employees TFN has been provided to the fund, and you are paying the right amount of super.
- You are paying super contributions at least four times a year, by the [quarterly due dates](#). The next due date is the 28 July 2024.
- What you need to do if you miss or make a late payment - [super guarantee charge \(SGC\) and lodge a SGC statement by the due date](#).



## Tips to manage your commercial lease

Whether you're leasing a retail shop, office space, or industrial property it's crucial to fully understand the terms and conditions before signing any agreement.

New fact sheets are now available from the [Office of the Queensland Small Business Commissioner](#) (QSBC) covering key questions, important facts, and top tips:

- [Entering a commercial lease](#)
- [Options to renew](#)
- [Ending a lease early](#)

Did you know? The Office of the QSBC work hard to support small businesses, offering clarity on their situations and facilitating resolutions in disputes. Whether it's retail tenancy issues, business disagreements, lease maintenance advice, or bond and make-good provisions, they are there to help.

If you can't find what you need, please contact the QSBC for help Monday to Friday, 8.30 am to 4.30 pm on 1300 312 344.



## Regional jobs committees have their say

The Department of Employment Small Business and Training brought together chairs from Regional Jobs Committees (RJC), project managers and stakeholders, and representatives from other government agencies at a workshop to address skilling and workforce challenges across Queensland's regional communities.

Driven by locals, for locals, RJC are strategically placed committees that prioritise the unique skilling and workforce challenges of their regions. This local focus ensures they are best placed to work closely with the Queensland Government to deliver tailored solutions that directly benefit local businesses and communities.

As part of the Queensland Government's [Queensland Workforce Strategy 2022–2032](#) RJC play an influential role ensuring the Strategy meets the evolving skilling and workforce needs across the state.

There are 12 RJC from Cairns to the Gold Coast ready to support your business. Connect with a [Regional Jobs Committee](#) today!



## Be a mentor to Queensland businesses

The intake of new volunteer mentors for the Queensland Government's free [Mentoring for Growth](#) (M4G) program is now open.

Since 2002, the M4G program has helped thousands of Queensland businesses with tips and suggestions to identify opportunities and overcome challenges to growth.

The program is looking for high-calibre business experts based in regional Queensland and/or who identify as being a First Nations person, culturally and linguistically diverse and/or have experience in any of the following areas:

- Cyber security
- Renewable energy
- Manufacturing (including marine)
- Franchising
- Chat GPT/artificial intelligence.

[Registrations close 31 July 2024.](#)

*Image: M4G Mentors, Florence Stirlin and Anna Mezhiba providing mentoring sessions at the 2023 Multicultural Small Business Expo.*



## New school and industry partnership funding

Funding of up to \$765,000 is now available for organisations to lead industry projects to help young people acquire the skills needed to participate in Queensland's growing economy.

The [Gateway to Industry Schools Program](#) (GISP) provides opportunities for industry and the education sector to work together to deliver outcomes for students, local communities and businesses. Applications close **9 August 2024**. There are eight eligible industry sectors for this round of funding:

- Aerospace
- Agribusiness
- Community Services
- Screen and Media
- Health
- Information and Communication Technology
- Minerals and Energy
- Tourism and Hospitality.

*Image: Essential Screen Skills, successful in Round 1 for the screen and media sector, utilised the funding to enhance student*

engagement, expand school partnerships, and build stronger industry connections.



### Export doors open for Queensland business

A family business which launched the first Australian doggie treats vending machine just over two years ago, will soon start exporting to the US thanks to help from the [Trade and Investment Queensland](#) (TIQ).

Brisbane's [Chewy Chews](#) produces a range of 100% natural, veterinary recommended and Australian-made dog treats, all sold online and from the convenience of Australia's first dog treat and toy vending machine.

What started with two pilot machines in Brisbane in late 2021, has grown to almost 100 locations across Australia with plans now to break into the North American market with support from TIQ.

TIQ have helped thousands of businesses go global, achieving life-changing business success, and they want to help more through their [Your Passport to Export Success program](#).

The TIQ global network is powerful, and the demand for Queensland goods and services internationally grows each day. TIQ is calling for more Queensland businesses to get in touch with them, large or small, and in every region of the state.

There is no cost to access TIQ's international networks and local knowledge with a range of government grants and initiatives to help you along the way.

*Image: Samantha and Massimo Guida launched Chewy Chews in 2021 and have not looked back! Samantha is pictured with their two young children.*



### Meet CHABOO – Aboriginal art, home décor, graphic design and murals

Casey Coolwell-Fisher is a Quandamooka and Nunukul Woman of Minjerribah (North Stradbroke Island). Alongside her husband Roy Fisher, a Wakka Wakka man from Cherbourg, they co-founded [CHABOO](#), a 100% Indigenous owned and operated small business. Their focus on hand-painted home décor, murals, and graphic design pieces serves as a medium for storytelling, showcasing Indigenous Australian culture and traditions.

CHABOO's online presence expands their reach, allowing them to share their artwork and cultural narratives globally. Their commitment to authenticity and community empowerment through art is noteworthy, contributing to the preservation and celebration of Indigenous Australian art and culture.

Casey's background as an artist and graphic designer underscores her role in bringing these narratives to life. Through her creative work, she captures the essence of identity, culture, and human experiences. This blend of artistry and storytelling creates visuals that resonate deeply, fostering a greater understanding and appreciation of Indigenous perspectives.

Casey's dedication to her craft and heritage not only enriches the artistic landscape but also strengthens connections across communities, celebrating our shared humanity through art.

*Image: CHABOO co-founders, Roy Fisher and Casey Coolwell-Fisher with Bubba Roy.*



### Safety Advocates inspire safer work practices

Queensland Safety Advocates, [Debbie and Dan Kennedy](#) visit workplaces to share their story after their son's preventable death while working in the ceiling space of a Cairns school.

Safety Advocates, like Debbie and Dan travel to workplaces across Queensland year-round and free of charge to share



### Embrace flexible work arrangements

[Business Queensland](#) has new resources to help employers develop and manage flexible working arrangements that can benefit both employees and businesses. A large proportion of employers featured flexible work options in job ads last financial year, highlighting the growing trend across different industries and business sizes.

Flexible work is more than just remote working. It includes

the impacts an injury or death can have on workers and their families and to prompt discussion about work health and safety.

Each Safety Advocate has a unique, powerful story to share that will inspire you and your staff to continually look for safer work practices. [Book your Safety Advocate visit today.](#)

*Image: Queensland Safety Advocates (from left to right): Don and Julie Sager, Debbie and Dan Kennedy, Mario and Jodie Cocco, Garry Nichols, and Jed Millen. Safety Advocates Bill Martin and Gavan McGuane are not included in the image.*

options like varied work locations and hours. Employers who embrace flexibility see increased productivity, reduced absenteeism, and lower recruitment costs. Employees, on the other hand, value flexible work as a significant workplace benefit, making it an attractive offering in the current competitive labour market.

Powered by the Queensland Government's [Queensland Workforce Strategy 2022–2032](#), the new resources include case studies and courses to help you effectively implement flexible work practices. Visit [Business Queensland](#) today.



### Back to Work open to more employees

From 1 July 2024, the eligibility criteria of the Queensland Government's [Back to Work program](#) has been extended to include individuals who identify as culturally and linguistically diverse and who have been unemployed for at least 8 weeks.

The program also offers a range of free online short courses for small businesses to acquire skills to help recruit and retain their employees. The latest course open for enrolment '[Cultural diversity in the workforce](#)' will help employers understand how to develop an inclusive work environment.

Discover more about how [Back to Work](#) incentive payments and other support can benefit your business today.



### Free workforce planning support

The Queensland Government-funded e-learning program, [Workforce Evolve](#) is helping employers think differently about who they hire and how to retain them.

With practical frameworks and tools to put your learning into action, you will be better equipped to:

- keep employees
- support and manage a diverse team
- provide flexible work practices
- implement change to continually improve workplace practices.

Not sure if Workforce Evolve is right for you? [Book a complimentary chat](#) with a Workforce Coach to see how this free program can benefit your business.

## Awards



### Nominations now open for the 2025 Australian of the Year Awards

These prestigious awards celebrate the significant achievements and contributions of extraordinary Australians who are making a positive difference within their community and across the nation.

The [Australian of the Year Awards](#) gives Queenslanders the opportunity to nominate individuals who show courage and inspire us to make our own contribution to a better Australia. It could be a family member, friend, work colleague or community leader.

Nominations can be made across four categories:

- Australian of the Year

- Senior Australian of the Year (those aged 65 years or over)
- Young Australian of the Year (those aged between 16 to 30 years)
- Australia's Local Hero.

Nominations close **31 July 2024**.

## Events

### [August is Multicultural Queensland Month](#)

#### Multiple events, in-person or online across the state

Taking place each August, Multicultural Queensland Month (MQM) celebrates a more inclusive multicultural Queensland through learning, action, and celebration. There are events, festivals, and performances from cultural exhibitions to food festivals and learning opportunities taking place across Queensland.



How to integrate MQM into your workplace:

- Invite a guest speaker to present on inclusion best practices or share their migration story.
- Organise training on anti-racism, unconscious bias, or inclusive workplace practices.
- Encourage staff to share their stories and insights on fostering inclusivity.

Did you know? Queenslanders speak more than 190 languages and come from more than 220 countries and territories!

## Grants

### Industry Research Foundations program

Small to medium-sized businesses are invited to apply for funding of up to \$90,000 for Advance Queensland's [Industry Research Foundations program](#).

Successful businesses will be connected with a Queensland Masters, Honours or PhD graduate to help progress innovative products, services or process ideas towards commercialisation.

Applications close **29 July 2024**.



### Supporting women in male-dominated industries

Applications are now open for the [Women in Industry grant program](#). Apply for up to \$150,000 in grants to challenge ongoing barriers and drive change!

Through the [Queensland Workforce Strategy 2022 - 2032](#) and targeted initiatives such as the [Women in Manufacturing Strategy 2023](#) we are unlocking economic potential for women and supporting better inclusion of women in sectors important to Queensland's growing economy.

Applications close **9 August 2024**.

## Grow your own regional workforce

The [Grow your own regional workforce funding](#) is designed to help address workforce attraction, development and retention challenges specific to your industry and region. Up to \$2 million of funding is available to organisations to deliver projects to support more locally driven initiatives.

This program is funded by the Queensland Government through Jobs Queensland as part of the Queensland Government's [Good people. Good jobs: Queensland Workforce Strategy 2022–2032](#).

Applications close **9 August 2024**.



## Fisheries Structural Adjustment Scheme

The [Fisheries Structural Adjustment Scheme](#) supports holders and lessees of eligible primary commercial fishing licences and fishery symbol holders. It also supports skippers, crew members and businesses who are affected by the closure of certain fisheries in the Great Barrier Reef region, changes to the Great Sandy Marine Park zoning plan and the introduction of new gillnet free areas in the Gulf of Carpentaria.

The following assistance is now available under Stage Three of the Fisheries Structural Adjustment Scheme:

- Payment for surrender of certain fishing nets
- Grants for removal of equipment related to use of relevant mesh nets
- Business diversification grants.

The Queensland Rural and Industry Development Authority (QRIDA) will assess all applications and administer payments. Applications close **30 January 2025**.

The Queensland Government respectfully acknowledges the Traditional Owners of the lands and seas from across Queensland.

We pay our respects to Elders past, present and emerging for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander people across the state.



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