



## Working Together

A range of financial support may be available to you as an employer of Aboriginal people.

Here's a snapshot.

- The Australian Apprenticeship Support Network (AASN) offers a free service to employers, apprentices and trainees to support the apprenticeship/traineeship program. More information is available at the AASN on 13 38 73 or [www.australianapprenticeships.gov.au](http://www.australianapprenticeships.gov.au).
- Construction Training Fund Grants are available to employers of registered apprentices and trainees working in WA's building and construction industry. For information or assistance contact the Construction Training Fund on 9224 0100 or visit [www.bctf.org](http://www.bctf.org).
- Employers who employ Aboriginal people, registered with Human Services and actively looking for work, can apply for an Indigenous Wage Subsidy through the Department of Prime Minister and Cabinet. For more information, call the Indigenous Employment Line on 1802 102 or visit [www.humanservices.gov.au/business/services/centrelink/indigenous-wage-subsidy/](http://www.humanservices.gov.au/business/services/centrelink/indigenous-wage-subsidy/)
- The Industry Skills Fund – The Growth Stream will help fund training places and support services to Small and Medium Enterprises (SMEs). The Youth Stream includes the Training for Employment Scholarships. For further details, call 13 28 46 or visit [www.business.gov.au/grants-and-assistance/industry-skills-fund](http://www.business.gov.au/grants-and-assistance/industry-skills-fund).

Naomi Preece, Aboriginal  
Workplace Liaison

Ph: 0403137031 or 97912209 wt@  
[bcci.asn.au](mailto:bcci.asn.au) or [www.bcci.asn.au](http://www.bcci.asn.au)



# Hillzeez Talks Payroll Tax

Glenn and Renae Callegari are the owners of well known brands Hillzeez Down South Surf Shop and Hillzeez Subculture and were named WA Retailer of the Year for 2016.

They pride themselves on “providing local access to the best styles in the best brands with a depth and width that is consistent with local consumer demand at each stage of the seasonal calendar”.

“I was born and raised in Busselton, however the Callegari family extends throughout Bunbury, Busselton, Margaret River, and I married an Albany girl,” Glenn said.

“It’s not too coincidental to find Hillzeez stores throughout these territories. It’s been a carefully-timed family expansion effort.”

Glenn started work for Hillzeez in 2002 when there were three stores and in 2011 he purchased the business.

“Previous to that I worked in corporate accounting for Wesfarmers which was an invaluable opportunity whilst completing the CPA program after graduating from Curtin University.”

“Hillzeez has existed since 1997 in the Bunbury Forum, the Prinsep Street Surfing Experience store was built out in 1999 and we continue to give the Bunbury CBD the largest independent offering in WA.

“We added a Hillzeez Subculture on Victoria Street just over 18 months ago to give Bunbury access to product and brands that have an urban influence and can’t be delivered in a core surf doorway.”



Glenn Callegari, centre, with wife Renae and brother Ryan who helps run Hillzeez.

Hillzeez’ has a staff of over 50, including casuals, across eight stores and Glenn is not happy with recent changes to WA’s Payroll Tax which he calls a “fine for employing people”.

The payroll tax-free amount for wages and super has been lifted from \$800k to \$850k.

But was this good news for Hillzeez? No.

“Unfortunately at the same time the Liberals decided to replace the term ‘threshold’ with ‘diminishing threshold’,” he said.

“Hence when I go past 850k in wages and super, I erode my threshold, which has fallen to the 700k range, so I’m being hit with record payroll tax bills at a time unemployment in Bunbury is an issue and business conditions are the worst I’ve traded in.

“I know businesses that are actively right sizing their business to get below the 850k mark, particularly those with a high labour to turnover ratio.

“I don’t blame them, but it is a bad thing, particularly for productivity and is a step backwards for national and international competitiveness, let alone local employment.”

Hillzeez prefers to look forward not back and whatever they did well last year needs to be improved this year.

“It doesn’t matter where WA is on the economic cycle, we fundamentally have the same approach: Seek, qualify and realise opportunity, no matter how small it may be today,” Glenn said.

“The life cycle of most stocked products is only 3-6 months which becomes our challenge; to meet the ever changing consumer appetite for what is next.

We know we’ve done our job when a customer didn’t know they were looking for something until they found it in our store.”

For Hillzeez, the value proposition in Chamber membership is advocacy at a macro level.

“Governments seek input from chambers regularly, thus it’s important to stay informed as a member and give input and feedback on the relevant issue of the day.

“It doesn’t mean you will agree with every public statement the Chamber will make, but that’s not an invitation for apathy either.”