



Peter's story, understanding your legal responsibilities

'Direct employment ensures that financial control of a persons supports is in their hands or those of a family member or trustee,' Peter Gibilisco.

Peter Gibilisco manages Direct Employment in the same way many people would manage a small business.

Living in Noble Park, Peter, 50, stresses that people considering Direct Employment need to understand their legal responsibilities and obligations.

'As a Direct Employer you'll need to be familiar with a range of things, such as WorkCover and taxation laws,' says Peter.

'This can be quite complicated and may mean that you'll have to register for things like pay withholding from the Australian Taxation Office (ATO).

'With pay withholding for example, the direct employer is responsible for calculating how much tax to withhold from their employees pay and is then responsible for paying this amount to the ATO.'

Peter, who has a physical disability, says his university studies gave him the skills he needs to employ and manage a number of support workers.

'My background in accounting and PhD in sociology have helped me to understand and meet my legal obligations as a direct employer,' says Peter.

'The biggest challenge I face is however around the day-to-day management of my support workers.

'My advice is that people thinking about Direct Employment consider whether they have the time and resources to do things like organise rosters, oversee payroll, and manage staff.'

When asked if he'd recommend Direct Employment to others, Peter's response is a resounding yes.

'Direct Employment empowers the person with a disability and allows them to use their funding to obtain the quality of care they want and need,' says Peter.

'I have a lot of control and would definitely recommend Direct Employment to other people.'

Tips from Peter

- The Australian Taxation Office's online tax withheld calculator can assist direct employers to meet their taxation requirements.
- Direct Employers must understand their insurance requirements and must continue to hold insurance through the Victorian Managed Insurance Authority (VMIA).
- Direct Employers must also have a WorkCover policy that covers their workers in the event that they are injured in the workplace.
- Direct Employers can order or download some of the forms they need to get started, such as the Tax File Number declaration form, from the [Australian Taxation Office's website](#).