

FAIR WORK ACT 2009 CHANGES SNAPSHOT

There is a lot of legislative reform occurring in this space at the moment. This snapshot outlines the major changes affecting most employers, with some already in effect, with others still to come throughout 2023.

Contact Nine Yards or Law Squared to know more.



PAY SECRECY

Pay secrecy clauses in employment contracts (and any related documentation relating to remuneration) are now prohibited. Penalties come into effect from July 2023 for all businesses.



FIXED TERM CONTRACTS

From 7 December 2023, fixed-term and maximum-term engagements will be limited to a maximum of 2 years or 1 renewal (whichever comes first). There are exceptions that apply, including (but not limited to) roles that rely on Government funding and seasonal / peak work.



FAMILY & DOMESTIC VIOLENCE LEAVE

10 days' paid domestic violence leave now forms part of the National Employment Standards. There are requirements for employers on how leave is recorded and tracked for privacy purposes.



PARENTAL LEAVE

From 1 July 2023, Parental Leave Pay and Dad and Partner Pay will combine into one payment. It will increase from 18 weeks to 20 weeks. There are now additional obligations on employers to consider and respond (within 21 days) for any extension requests up to 24 months.



FLEXIBLE WORK REQUESTS

From 6 June 2023, flexible working arrangements requests can be made by pregnant employees or employees who have immediate family / household experiencing family or domestic violence.



DISCRIMINATION PROTECTIONS

Attributes have now been broadened to include breastfeeding, gender identity, and intersex status.

THIS IS AN EVOLVING & COMPLEX SPACE

Nine Yards & Law Squared partner to provide our clients insightful, pragmatic advice and support. Please reach out if you have any questions about what the changes mean for your business.