

WORKPLACE RELATIONS CALENDAR



KEY CHANGES IN 2023

With the introduction of the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* and the *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022* this calendar has been prepared to help with workplace relations changes in 2023.

6 DECEMBER, 2022

Significant amendments made to the Fair Work Act in these areas:

- ✔ New object of the Act to promote job security and gender equality
- ✔ Equal remuneration
- ✔ Prohibiting pay secrecy
- ✔ Anti-discrimination special measures
- ✔ Termination of enterprise agreements after the nominal expiry date
- ✔ Sunsetting 'zombie' agreements
- ✔ Changes to initiating enterprise bargaining
- ✔ Dealing with errors in enterprise agreements
- ✔ Communications to be made available in multiple languages

JANUARY 7, 2023

Advertisements for jobs cannot include pay rates below and in breach of:

- ✔ Fair Work Act, or
- ✔ Fair Work Instrument (ie: enterprise agreement, award or the National Employment Standards)

MARCH 6, 2023

- ✔ Prohibition of sexual harassment in the workplace
- ✔ Fair Work Commission has expanded powers to deal with disputes about sexual harassment
- ✔ Creation of two new expert panels on gender equality and the care and community sector

JUNE 6, 2023

- ✔ Changes to the way enterprise agreements are made
- ✔ Amendments to the Better Off Overall Test (BOOT test)
- ✔ Increased access to multi-employer bargaining
- ✔ Fair Work Commission has expanded powers to deal with disputes about flexible working and unpaid parental leave
- ✔ More employees able to request access to flexible working arrangements

JULY 1, 2023

- ✔ Increase to the monetary cap for recovery of unpaid entitlements in the Fair Work Act
- ✔ Establishment of the National Construction Industry Forum

DECEMBER 6, 2023

- ✔ Two-year limit on fixed term employment contracts comes into effect
- ✔ Employers required to issue a Fixed term employment information statement

MORE INFORMATION

To access more information about these changes, please refer to the resources on our website: www.humanifyhr.com.au/resources

Or alternatively to find out how we can assist you manage your business through these workplace changes, please contact our team at hello@humanifyhr.com.au to find out how we can support your organisation.