



Workplace Relations Calendar 2024

KEY CHANGES IN 2024

6 DECEMBER 2023

- Two-year limit on fixed term employment contracts comes into effect, with employers required to issue a **Fixed Term Contract Information Statement** to employees engaged under fixed term employment contracts.

15 DECEMBER 2023

- Applications to the Fair Work Commission for new types of orders relating to labour hire employees;
- New discrimination protections for employees experiencing family and domestic violence (FDV), meaning that it is now unlawful for an employer to take adverse action (ie: dismissal) because an employee has been experiencing FDV;
- Small business employers who have fewer than 15 employees left as a result of downsizing due to insolvency or liquidation, may still be required to pay redundancy entitlements to any remaining employees;
- Improved new rights and protections for workplace delegates;
- Improving the workers compensation claims process for certain first responders who experience post-traumatic stress disorder (PTSD);
- Expanding the remit of the Asbestos Safety and Eradication Agency to cover silica;
- Union officials assisting state or territory workplace health and safety representatives will no longer be required to obtain a right of entry permit under the Fair Work Act 2009; and
- Compulsory conciliation conferences will now be required where the Fair Work Commission has made a protected action ballot order.

1 JANUARY 2024

- Superannuation becomes an entitlement under the National Employment Standards (NES), meaning that employees may now take action to claim unpaid super from employers.

27 FEBRUARY 2024

- The Workplace Gender Equality Agency will publish the first private sector gender pay gaps.

1 APRIL 2024

The Workplace Gender Equality Agency will mandate new reporting requirements for employers, including the requirement to:

- provide more comprehensive age, location and remuneration workforce data;
- Employers with 500 or more employees will be required to have a policy or strategy on the six Gender Equality Indicators; and
- report on sexual harassment, harassment on the grounds of sex or discrimination as mandatory.

14 JUNE 2024

A new guide for arranging rehabilitation assessments is required to be prepared and introduced by Comcare.

1 JULY 2024

- Awards and enterprise agreements must include a term that reflects the improved new rights and protections for workplace delegates.
- A new criminal offence is introduced for industrial manslaughter, amending the *Work Health and Safety Act 2011* to strengthen Commonwealth work health and safety offences and penalties. Particularly significant for Commonwealth employers, Category 1 offence penalties increase from \$3 million to \$15 million for a body corporate, from \$600,000 to \$3 million for a person conducting a business or undertaking or an officer, and from \$300,000 to \$1.5 million for any other person. Additionally, a new imprisonment term of 25 years can apply to an individual duty holder found to be in contravention of these new laws.

26 AUGUST 2024

- Changes to casual employment, including a new definition of casual employment and pathway to permanent employment.
- The right to disconnect commences giving eligible employees the right to refuse unreasonable after hours contact from employers and/or third parties. Applies to small business employers from 26 August 2025.

1 JANUARY 2025 (THESE CHANGES WON'T START BEFORE 1 JANUARY 2025)

- Intentional underpayment of wages by employers will become a criminal offence.
- There are significant new penalties introduced, with fines of \$7.825 million for a company or \$1.565 million for an individual, including up to a maximum of 10 years imprisonment for an individual found to be in contravention of these new laws (note: exclusion for small business employers).



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