

# Workplace Relations Calendar 2024



## KEY CHANGES IN 2024

With the introduction of the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023* and the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023* several new workplace relations changes will come into effect throughout 2024 and beyond.

This calendar has been prepared to highlight key changes to help employers, leaders, business owners and HR practitioners prepare for key workplace relations changes in 2024.

### 6 DECEMBER, 2023

- ✔ Two-year limit on fixed term employment contracts comes into effect.
- ✔ Employers required to issue a [Fixed Term Contract Information Statement](#) to employees engaged under fixed term employment contracts.

### 15 DECEMBER 2023

Significant amendments made to the *Fair Work Act 2009* by the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023*, in these areas:

- ✔ Employees, unions and host employers can now apply 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 are generally not required

to pay redundancy entitlements. However, a small business who has 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, noting this change will be reviewed nine months after it comes into effect; 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 under the Fair Work Act 2009, in addition to any other remedies available to them under existing superannuation guarantee laws.

## 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.
  - ✔ Employers will be required to report on sexual harassment, harassment on the grounds of sex or discrimination as mandatory.

## 14 JUNE 2024

- ✔ A new guide for arranging rehabilitation assessments and examinations 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.

## 1 JANUARY 2025

**(NOTE: 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.

## MORE INFORMATION

To access more information about these changes, please refer to the resources on our website:

<https://www.humanifyhr.com.au/resources>

Or alternatively to find out how we can assist you with these workplace relations changes, please contact our team at [hello@humanifyhr.com.au](mailto:hello@humanifyhr.com.au) to find out how we can support your organisation.

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