

Industrial Relations Reforms

New amendments to the Fair Work Act 2009 which came into effect on 27 March 2021 have introduced new rules in the modern workplace.

This infographic outlines some key changes to ensure your business is compliant with the developments in employment law.

Revised approval process for proposed agreements

Employers must take reasonable steps to ensure that relevant employees are given a fair and reasonable opportunity to decide whether or not to approve a proposed agreement.



New casual conversion rules

If a casual worker has been employed for over 12 months and has been working a regular pattern of hours, the employer must offer them permanent employment or provide them with reasons why they are not making them an offer.



Flexible working arrangements

- **Duties:** Employers can direct employees to perform any duties within their competency if the employee has a relevant licence/qualification and the duties are safe and reasonably within the scope of the business operations
- **Location:** Employers can direct employees to perform duties at a place that is different from normal (including home) if it is suitable, safe and reasonably within the scope of the business operations



Simplified additional hours agreement

- Eligible part-time employees can agree to work additional hours at ordinary time rates of pay by entering into a simplified additional hours agreement
- The employee's ordinary hours of work must be at least 16 hours per week
- Employers cannot force eligible part-time employees to enter into these agreements



New criminal and civil penalties

- Criminal offence introduced for employers who dishonestly engage in a systematic pattern of underpaying employees
- Civil penalty for new offence prohibiting the publication of job ads with pay rates specified as below than the relevant national minimum wage




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