

Summary of Changes
Fair Work Act 2009 (Cth)

Secure Jobs, Better Pay Bill: Key Changes at a Glance

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Secure Jobs, Better Pay Bill Key Changes

Key milestones



Sexual Harassment



- **Prohibition** of sexual harassment in connection with work
- Sexual harassment **dispute resolution process**



Bargaining Disputes & Industrial Action



- Bargaining dispute provisions, including **intractable bargaining declarations** and **workplace determinations**
- Industrial action changes including in relation to **protected industrial action**



Bargaining & Enterprise Agreements

- **Enterprise agreement termination** (e.g. removal of employer unilateral termination)
- Simplified **initiation of bargaining**
- ROC and ABCC **abolished**
- Zombie agreements sunset
- Expert Panels introduced
- Enterprise agreement approval
- **Multi-employer bargaining** including single interest and supported bargaining streams
- **Simplification / streamlining** of the BOOT



Other Changes

- **Pay secrecy** provisions in employment contracts void
- Advertising **must reflect** accurate pay
- Changes to objects of the FW Act
- Increase in **small claims to \$100k***
- Workplace **right to make flexible working request** and **dispute resolution process**
- Prohibition on **fixed term employment contracts** under certain circumstances

Note: expected timeline of changes at 6 December 2022

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ready to assist
you with
employment
and workplace
matters**

Our team



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