



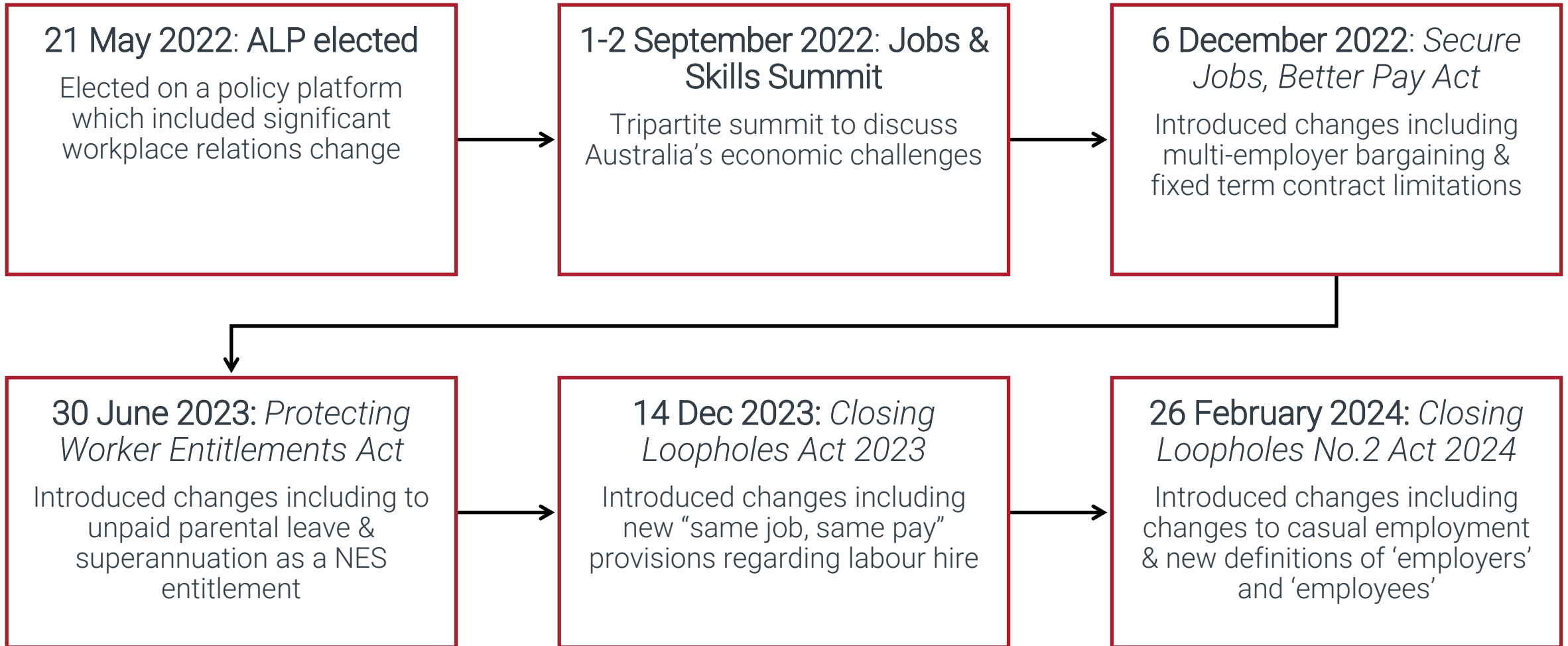
INTRODUCING

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# Workplace relations regulation: the changing landscape



# The big changes

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Limits on **fixed term contracts** (duration & number of potential renewals)

New definition of who is an **employee** and changes to **sham contracting** provisions

New definition of a **casual employee** & changes to casual conversion rights

New right for employees to **disconnect** from work

New procedural requirements about responding to **flexible working requests**

New “**same job, same pay**” rules impacting on labour hire arrangements

**Respect@Work** and the **positive duty** to avoid sexual harassment, discrimination etc

# For further information about the legislative changes

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## For recent changes to the *Fair Work Act*:

- Fair Work Commission - <https://www.fwc.gov.au/about-us/new-laws>
- Fair Work Ombudsman - <https://www.fairwork.gov.au/about-us/workplace-laws/legislation-changes>

## For information regarding Respect@Work:

- Australian Human Rights Commission - <https://humanrights.gov.au/our-work/sex-discrimination/positive-duty-sex-discrimination-act>
- Respect@Work - <https://www.respectatwork.gov.au/>

## For Ai Group members:

- Recent changes to the Fair Work Act - <https://www.aigroup.com.au/resourcecentre/fair-work-legislation-changes/>
- Respect@Work - <https://www.aigroup.com.au/resourcecentre/hr/respect-at-work/templates-tools/toolkit--complying-with-the-positive-duty-under-the-sex-discrimination-act/>

# For further information about the Australian Industry Group

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Australian Industry Group is a peak national employer association for Australian industry, linking members to the insights, services and expertise you need to be successful

Key benefits include:

- Unlimited calls to Ai Group's Workplace Advice Line
- Unlimited logins to HR and Health & Safety resource centres
  - includes hundreds of articles, templates and resources
- Award, compliance & legislative updates
  - includes national Workers' Compensation & Safety Updates
- Networking, webinars and podcasts
- Member rates across Ai Group Workplace Lawyers, HR & WHS Consulting, Training, Trade & Export Documents and more

Contact us for further information at [membership.enquiry@aigroup.com.au](mailto:membership.enquiry@aigroup.com.au)





Thank you!

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