



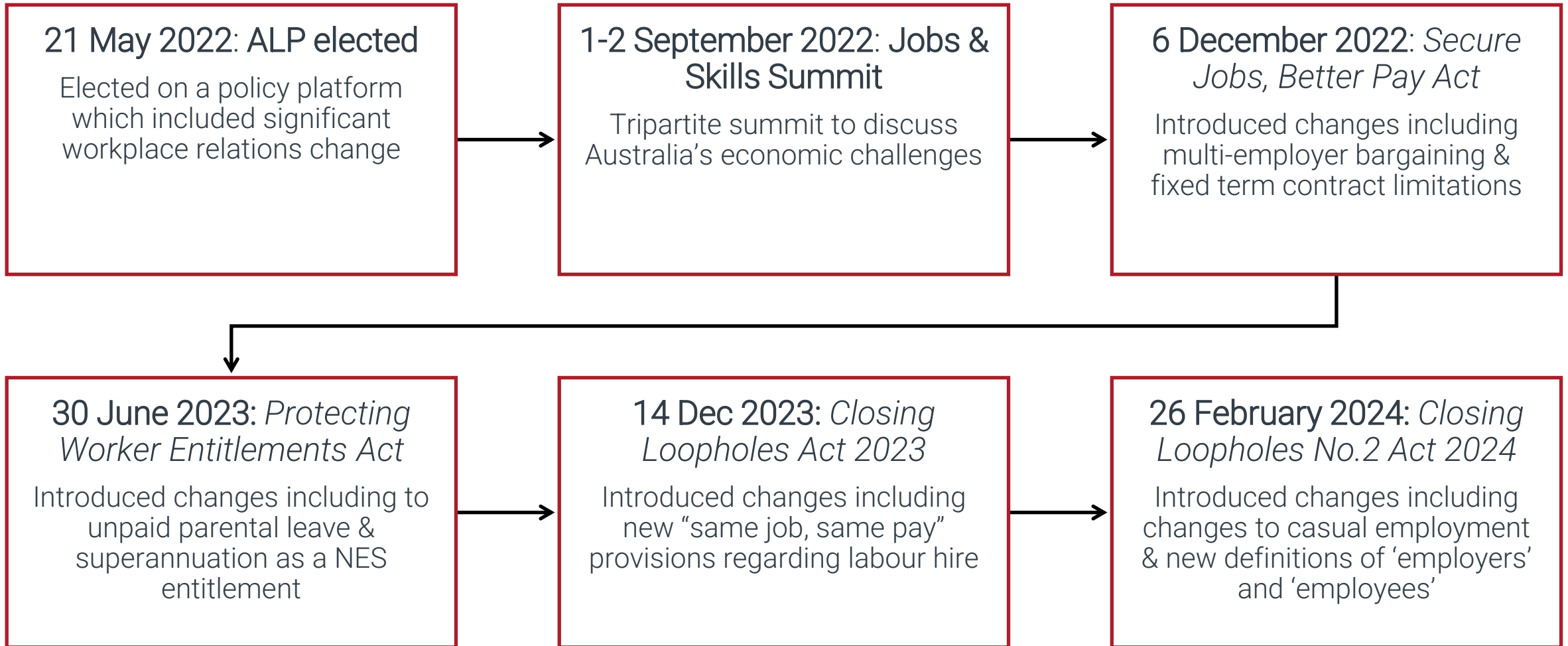
INTRODUCING

Karen Nelson

Workplace Relations Practice Lead

Ai Group Workplace Lawyers

Workplace relations regulation: the changing landscape



The big changes

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

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

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





Thank you!

Karen Nelson

karen.nelson@aigroup.com.au