



The Practical Implications of Recent Industrial Reform

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Magnitude of Changes



Timeline of Changes

*Fair Work Amendment
(Paid Family and Domestic
Violence Leave) Act 2022*

*Fair Work Amendment
(Protecting Worker
Entitlements) Act 2023*

*Fair Work Amendment
(Closing Loopholes)
Act 2024*

2022

*Fair Work Amendment
(Secure Jobs, Better Pay)
Act 2022*

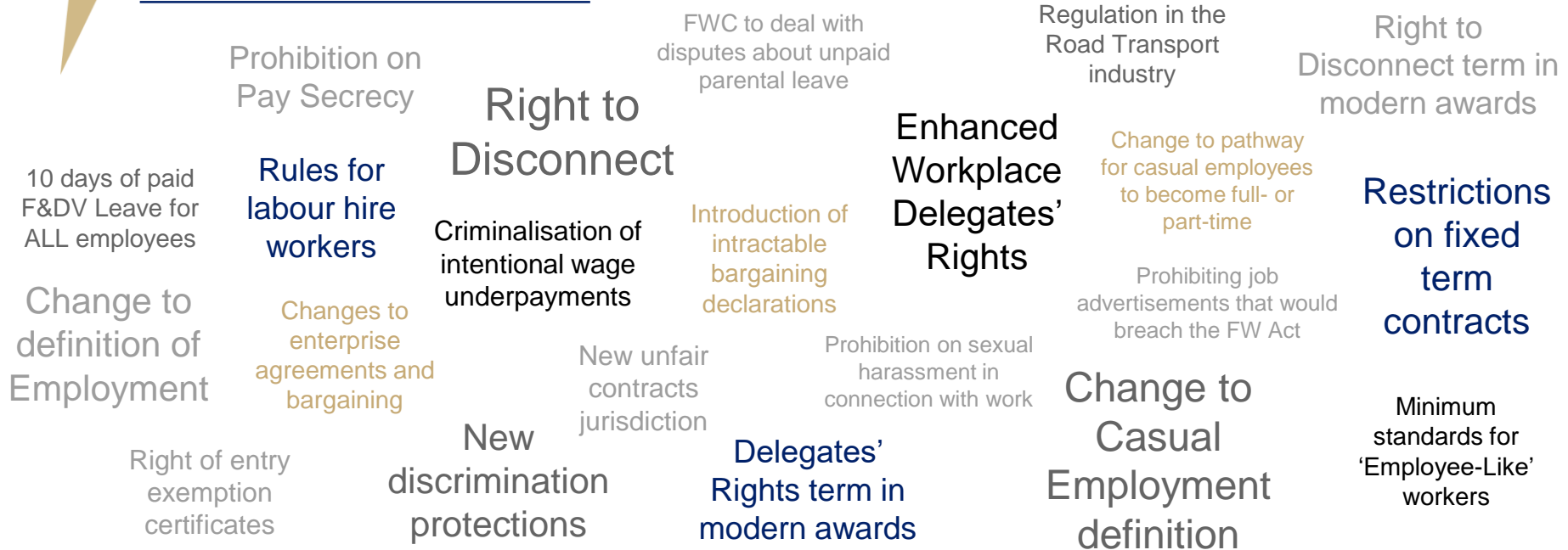
*Fair Work Amendment
(Closing Loopholes)
Act 2023*

Current

Magnitude of Changes

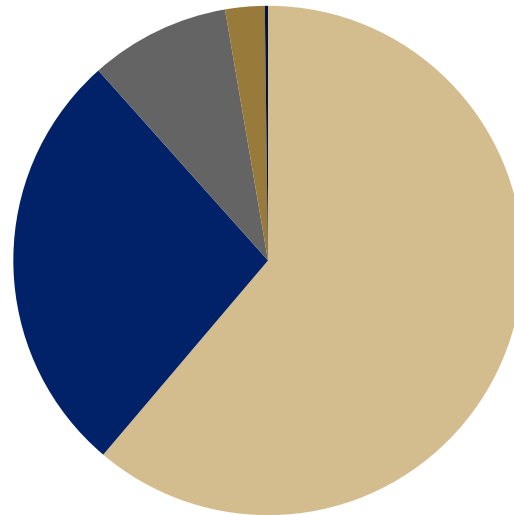


What does this look like?



Who will the changes impact?

Number of Australian Businesses measured by employment size



■ Non-Employing ■ 1-4 Employees ■ 5-19 Employees ■ 20-199 Employees ■ 200+ Employees

What does this mean for Clubs?



Clubs will feel the impacts of the industrial relations legislative reforms.




Approx. 6,500
community clubs
across AUS and NZ



The Clubs Australia
network employs over
140,000 employees

What to expect

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- A lot of change to get across!
 - More time in the Fair Work Commission:
 - Testing of the extent of new rights, including Delegates' rights and the Right to Disconnect.
 - Testing of the new definitions, including:
 - 'Employment', and
 - 'Casual employment'.
 - Greater ability to challenge management decisions.
 - Increase in compliance time and costs.
 - Harder to engage labour that isn't full-time, permanent employment.
 - A change in strategy for enterprise bargaining in light of the intractable bargaining provisions.

What next?



General guidance

- Use resources available to you.
- Review your workforce arrangements to assess compliance. Including by checking contracts for casual employees, independent contractors, and fixed term contracts.
- Review and update company-wide policies and procedures.
- Think about whether your bargaining strategy is still fit for purpose in light of the changes.
- Talk to your colleagues - why tackle the changes alone?
- Provide feedback on implementation of changes – we are in this together!
- **SEEK INDEPENDENT ADVICE**



You are not alone!



Questions?



Thank you