

# Workplace Reform



Since 2022, Australia has experienced a surge in legislative, regulatory, and judicial changes. This has necessitated ongoing change which has been hard to keep up with amongst other business pressures. Regardless of the full picture and pressures your business may be under, these changes require employers to be compliant and up to date, or face penalties, increased costs to business amongst a bigger raft of risks. Use this checklist as a prompt to see how your team or organisation has kept up with the changes, and if you need any assistance with closing the gaps, get in touch with People Utopia.

## Workplace Relations

Predominantly due to the changes arising in the Secure Jobs Better Pay Bill & Closing Loopholes Bill, organisations need to be aware of changes and requirements such as:

- ☐ Employee bargaining rights changes
- ☐ Fixed term contracts review & compliance
- ☐ Pay Secrecy - review of contracts, policies & procedures
- ☐ Casual conversion requirements, contract wording and provision of casual hours
- ☐ Start preparing for the Right to Disconnect changes, review position descriptions, contracts, job design & organisational structures

## Positive Duty

PCBUs must take a proactive & meaningful action to prevent workplace sexual harassment, sex-based harassment, sex-based discrimination, & conduct that amounts to subjecting a person to a hostile workplace environment.

- ☐ Up to date policy and communication & continuous re-reinforcement of expectations
- ☐ Awareness, training & communication at all levels of the organisation
- ☐ Evidence of an active risk-based approach to preventing unlawful behaviours
- ☐ Understanding the causes & impacts & greatest risk to workers
- ☐ Steps to eliminate unlawful behaviour & record, monitor, evaluate & ongoing planning.

## Psychosocial

PCBUs must adopt a risk management process, including eliminating psychosocial risks, so far as reasonably practicable, or if it is not reasonably practicable, to eliminate psychosocial risks, by minimising them.

- ☐ Identify psychosocial hazards
- ☐ Assess the risks
- ☐ Control the risks
- ☐ Review the controls

## Gender Pay Equity

- ☐ Gender pay gaps to be reported publicly by WGEA in February.
- ☐ Organisations are encouraged to release a statement to explain their executive summary
- ☐ Organisations with 500+ employees are required to have policy or strategy in place addressing the 6 GE indicators.

## Wage Theft

- ☐ Large fines & jail time for deliberate acts of wage underpayment
- ☐ Review of compliance to relevant industrial instruments
- ☐ Review of application of classification and penalties
- ☐ Remedy any findings & ensure that systems are set up for compliance and periodic review

WE KNOW, IT'S A LOT!  
WE CAN ASSIST

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