



# SECURE JOBS BETTER PAY

## key start dates

### 2022

---

#### 7 December

- ✓ Changing the objectives in the Fair Work Act to include promoting:
  - job security
  - gender equality
- ✓ Prohibiting pay secrecy
- ✓ New protected attributes under the Fair Work Act:
  - breastfeeding
  - gender identity
  - intersex status
- ✓ Sunsetting of 'zombie' agreements
- ✓ Fair Work Commission has powers to correct errors in enterprise agreements
- ✓ Changes to how bargaining can be started through the Fair Work Commission
- ✓ Updates to rules for agreements to allow the Fair Work Commission to terminate an agreement after its nominal expiry date

### 2023

---

#### 7 January

- ✓ Job advertisements can't include pay rates that would breach:
  - the Fair Work Act, or
  - a fair work instrument (such as an award or enterprise agreement)

#### 6 February

- ✓ Abolition of the Australian Building and Construction Commission (ABCC)

#### 6 March

- ✓ Prohibition of sexual harassment in the workplace
- ✓ Creation of expert panels at the Fair Work Commission to focus on pay equity and the care and community sector
- ✓ Transfer of the Registered Organisations Commission's functions to the Fair Work Commission

#### 6 June

- ✓ Changes to agreement making
- ✓ Increased access to multi-employer bargaining through:
  - single-interest bargaining
  - supported bargaining
  - cooperative bargaining
- ✓ Changes to extending unpaid parental leave, including giving the Fair Work Commission the power to deal with disputes
- ✓ More employees being able to access flexible working arrangements

#### 1 July

- ✓ Creation of the National Construction Industry Forum
- ✓ Increase in monetary cap for recovering unpaid entitlements via the small claims process

#### 6 December

- ✓ Limiting the length of fixed term contracts, with the Fair Work Commission having powers to deal with disputes
- ✓ Requirement to give Fixed Term Contract Information Statement



Fair Work  
OMBUDSMAN