

# Workplace law changes: June to December 2023

Below are some key workplace law changes happening June to December 2023. Use our timeline to help track each and ensure you're aware of when they take effect.



## 15% wage increase for aged care sector

Direct care and some senior food services employees in the aged care sector receive a 15% increase to minimum wages.

Find more information at [15% wage increase for aged care sector](https://www.fairwork.gov.au/aged-care) (or [fairwork.gov.au/aged-care](https://www.fairwork.gov.au/aged-care)).

30 June 2023

## Changes to Supported Employment Services Award

There are changes to:

- ✓ minimum rates
- ✓ classifications
- ✓ supported wage assessments.

Read more at [Supported Employment Services Award pay rates](https://www.fairwork.gov.au/ses-changes) (or [fairwork.gov.au/ses-changes](https://www.fairwork.gov.au/ses-changes)).



## Paid family and domestic violence leave

Employees of small business employers can access 10 days of paid family and domestic violence leave in a 12 month period.

Read more at [New paid family and domestic violence leave](https://www.fairwork.gov.au/newfdvl) (or [fairwork.gov.au/newfdvl](https://www.fairwork.gov.au/newfdvl)).

1 August 2023



## Authorised employee deductions

Employees will be able to authorise salary deductions made by their employer that are recurring and for amounts that vary from time to time.

For more information, go to [Fair Work Act changes: Protecting Worker Entitlements](https://www.fairwork.gov.au/pwe) (or [fairwork.gov.au/pwe](https://www.fairwork.gov.au/pwe)).

30 December 2023

6 June 2023



## Secure Jobs, Better Pay workplace laws

These are changes to:

- ✓ flexible working arrangements
- ✓ extending unpaid parental leave
- ✓ agreement-making
- ✓ bargaining.

Learn more at [Secure Jobs, Better Pay: Changes to Australian workplace laws](https://www.fairwork.gov.au/sjbp) (or [fairwork.gov.au/sjbp](https://www.fairwork.gov.au/sjbp)).



## Minimum wage increase

National minimum wage increases to \$882.80 per week or \$23.23 per hour.

Minimum wages under awards increase by 5.75%.

Go to [Minimum wage increase from 1 July 2023](https://www.fairwork.gov.au/awr-2023) (or [fairwork.gov.au/awr-2023](https://www.fairwork.gov.au/awr-2023)).



## Increase to superannuation guarantee

The superannuation guarantee increases to 11%.

Go to [Minimum wage increase from 1 July 2023](https://www.fairwork.gov.au/awr-2023) (or [fairwork.gov.au/awr-2023](https://www.fairwork.gov.au/awr-2023)).



## New monetary cap for small claims court

The monetary cap for small claims court increases to \$100,000.

Find out more: [Secure Jobs, Better Pay: Changes to Australian workplace laws](https://www.fairwork.gov.au/sjbp) (or [fairwork.gov.au/sjbp](https://www.fairwork.gov.au/sjbp)).



## Unpaid parental leave changes

From 1 July 2023, the Fair Work Act will include greater flexibility for employees when taking unpaid parental leave.

For more information, go to [Fair Work Act changes: Protecting Worker Entitlements](https://www.fairwork.gov.au/pwe) (or [fairwork.gov.au/pwe](https://www.fairwork.gov.au/pwe)).



## Paid parental leave changes

The current entitlement to 18 weeks' paid parental leave pay will be combined with the current Dad and Partner Pay entitlement to 2 weeks' pay.

Understand what applies at [Changes to the paid parental leave scheme](https://www.fairwork.gov.au/changes-to-ppl) (or [fairwork.gov.au/changes-to-ppl](https://www.fairwork.gov.au/changes-to-ppl)).

1 July 2023

6 December 2023



## Limits to fixed contracts

Limits to fixed term contracts, with requirements for employers to issue employees the new Fixed Term Contract Information Statement.

Check out [Secure Jobs, Better Pay: Changes to Australian workplace laws](https://www.fairwork.gov.au/sjbp) (or [fairwork.gov.au/sjbp](https://www.fairwork.gov.au/sjbp)) for more information.