

# Free Briefing – The Impact of Federalism

## “Fair Work” Legislation & What it Means for Employers and a look at the Federal OH&S System to come

You are invited to attend a free briefing on the new Fair Work laws and what they mean for employers as well as an update on the move to a federal system of occupational health and safety regulation.

**Tuesday 14<sup>th</sup> July**

**9.30-11.30am (morning tea provided)**

**Rooftop @ 370 St Kilda Road Melbourne**

### **Fair Work Act 2009**

The new Fair Work system which comes into operation in installments from 1 July 2009 brings sweeping changes to employment laws across Australia. Employers will need to review a broad range of contracts, policies, procedures and work practices in such areas as:

- Minimum employment standards and award coverage
- Enterprise agreements and contracts of employment
- Independent contractor arrangements
- Flexible working arrangements
- Performance management, discipline and termination of employment
- Employee representation and union right of entry and
- New transfer of business rules



Getting this wrong can be very costly with fines of up to \$33,000 per offence, underpayment claims retrospective for up to 6 years and a very active enforcement agency in the Workplace Ombudsman. Peter Maguire and Peta Nowacki from **Ridgeline HR** provide a practical perspective on the issues for employers.

### **A New Federal OH&S System**

The recent establishment of the Safe Work Australia Council is a significant step in the Rudd Government’s move to facilitate a harmonisation of Australia’s various State and Territory laws on occupational health and safety but what does it really mean for employers?

Gary Rowe of **Safety Action** provides a “heads-up” on issues that are likely to arise in the process.

**For bookings go to: [www.safetyaction.com.au](http://www.safetyaction.com.au)**