

### LEGISLATION IN EFFECT

#### *Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019*

- The Act received Royal Assent on 12 March 2019 mandating the requirement for employers to have a compliant policy in place by 1 January 2020.

#### *Corporations Amendment (Strengthening Protections for Employee Entitlements) Act 2019*

- The Act received Royal Assent on 5 April 2019 toughening penalties on directors for actions that exploit the Fair Entitlements Guarantee (FEG). Employers need to be familiar with new provisions to avoid inadvertent breaches.

#### *Labour Hire Licensing Act 2018 – Victoria*

- Victoria's Labour Hire Licensing Scheme is in effect. Providers have until 29 October 2019 to lodge an application.

#### *Labour Hire Licensing Act 2017 – South Australia*

- South Australia has recommenced labour hire licensing. Applications must be lodged by 31 August 2019.

### BILLS INTRODUCED OR UPDATED

#### *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019*

- Reintroduced and passed the House of Representatives, with minor amendments to better align measures with the Corporations Act. Referred to a Senate Committee for inquiry and report by 25 October 2019.

#### *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019*

- Reintroduced and passed the House of Representatives. Changes include extending commencement to 12 months and removing offences and penalties related to disclosures by employers. Also referred to Senate Committee.

#### *Work Health and Safety (Industrial Manslaughter) Amendment Bill 2019 – South Australia*

- SA Greens have introduced Bill to introduce an industrial manslaughter offence in WHS laws.

### ON THE RADAR

#### *4 yearly review of modern awards – Annualised Wage Arrangements [2019] FWCFB 4369*

- Employers have until 1 March 2020 to adjust their time recording and payment procedures to comply with the annualised salaries model clauses recently introduced in a number of awards.

#### *Fair Work Amendment (Casual Loading Offset) Regulations 2018*

- Automatically re-tabled on the first sitting day of the new Parliament and will stand unchallenged unless the ALP introduces a new disallowance motion within 15 sitting days (by 12 September 2019).

#### *Migration Amendment (Offshore Resources Activity) Bill 2019*

- Repeal of Labor's 2013 extension of the migration zone. Unlikely to be prioritised by Morrison Government.

#### *Modern Slavery Act 2018 – New South Wales*

- Legislation referred to a Parliamentary Committee for inquiry of amendments and interaction with Federal legislation.

#### *Bluescope Steel (AIS) Pty Ltd v Australian Workers' Union [2019] FCAFC 84*

- The Full Federal Court provides clarity to employers on their obligations to make superannuation contributions on behalf of workers who are remunerated on annualised salary arrangements. Read the [case summary](#) for employer obligations.

### EMPLOYER CHECKLIST

- Review your current whistleblowing policies to be compliant by 1 January 2020.
- VIC and SA labour hire providers to commence their labour hire applications by the respective deadlines.
- Review current annualised salary arrangements to determine the scope of impact the introduction of model annualised salary clauses has on your business. Refer to the AMMA [factsheet](#) for more information.

For more information or support please contact the AMMA team [policy@amma.org.au](mailto:policy@amma.org.au).