

## **EMPLOYEE RELATIONS UPDATE – 22 SEPTEMBER 2006**

### **NEWSFLASH – AMENDMENTS TO WORKPLACE RELATIONS REGULATIONS**

On 22 September 2006, the Australian Government announced the following amendments to the Workplace Relations Regulations:

- the regulations will extend the transitional period during which employers cannot be prosecuted for failure to comply with the record-keeping obligations to 26 March 2007 (previously 26 September 2006). This will provide employers with additional time to ensure compliance with the new record keeping requirements.
- the regulations will take steps to ensure that employees cannot be penalised monetarily where they are absent from work due to illness, or for failing to meet notice or evidence requirements. The Government proposes to amend the regulations to prohibit penalties of this kind in workplace agreements, and to clarify that they will be overridden by the Australian Fair Pay and Conditions Standard.
- the regulations will clarify that the Australian Fair Pay and Conditions Standard does not apply in relation to personal/carer's or compassionate leave entitlements that accrued before the introduction of WorkChoices. This would apply for a transitional period of five years. The new regulation will not affect entitlements that have accrued since the introduction of WorkChoices.

For further information about the above amendments or compliance with the new WorkChoices legislation, please contact Kylie Reed, Partner, on (07) 3839 1233 or via e-mail, [kylie@mjsp.com.au](mailto:kylie@mjsp.com.au)