

# NewsFlash

7 December 2009

***Is your workplace ready for the changes in the regulation of work to take effect in less than one month's time?***

**By way of reminder the National Employment Standards (NES) and new Modern Award System will take effect under *Fair Work Australia, 2009 (Cth)* effective 1 January 2010. It is important that employers review employment contracts, policies and industrial awards to ensure that they are ready for the regulatory change. This process is particularly important for employers that will become subject to the Federal jurisdiction despite historically being State-regulated in terms of workplace laws.**

Effective 1 January 2010, Australia will primarily have a national system of workplace regulation as a result of the *Fair Work (State Referral and Consequential and other amendment) Bill 2009* being supported in the Senate on 2 December 2009. As a result of the passage of this bill, all

private sector employees working in Australia, with the exception of those working in the state of Western Australia, will be covered by the *Fair Work Act, 2009 (Cth)*. This is a significant change for small employers currently subject to state workplace regulation.

It is expected that the States of Victoria, South Australia, Tasmania, Queensland and New South Wales will refer their industrial relations power, with the exception of its application to state government and agency employees as well as with respect to occupational, health and safety, discrimination and workers compensation.

Should you have any questions arising from the impending changes to the regulation of work, please contact either Kristen Lopes or Sam Ingui who head up the Workplace Relations team at CBP.

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