

**CHARTERED**   
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

# 2024 AUSTRALIA FAIR WORK LEGISLATION AND EMPLOYMENT LAW

**Fully Accredited  
By:**

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# PROGRAM OVERVIEW

Australia's Fair Work Legislation and Employment Laws are complex. The Fair Work Act 2009 has comprehensive and detailed provisions that can be difficult to fully understand and implement as it **regulates a wide spectrum of employment arrangements across industries**, which makes it challenging for employers, especially small businesses, to fully grasp all applicable laws. In addition, while the Fair Work Act sets baseline national standards, regulations can vary across Australian states and territories adding complexity.

This certified program is designed to provide a comprehensive and in-depth understanding of Australia's Fair Work Legislation and Employment Law. You will learn about the **latest and critical amendments to the Australia Fair Work Act 2009** and new reforms such as **flexible working arrangements, the recognition of family and domestic violence as a protected attribute, extended protections for migrant workers, and updated provisions for unpaid parental leave and superannuation contributions**. These changes are critical for employers to ensure a safe, respectful, and equitable workplace, free from bullying, harassment, and discrimination.

Furthermore, this program will equip you with the skills to develop and implement effective **HR policies and procedures that align with Australian employment laws**. You will learn how to handle **workplace investigations, manage disciplinary actions, and understand the legalities around employee entitlements and obligations**. Additionally, the course will cover the complexities of Work Health and Safety obligations and the challenges of managing a culturally diverse workforce, ensuring compliance while fostering an inclusive and respectful work environment.

Upon successful completion of this program, participants will be awarded the **Certification in Australia Fair Work Legislation and Employment Law**. This prestigious certification will not only enhance your professional credentials but also signify your expertise in understanding the **intricacies of Australian employment law**. It will empower you to establish **robust compliance frameworks** within your organization, ensuring adherence to all legal obligations and contributing to a fair, equitable, and productive workplace.

## ACCREDITATIONS



4.8



4.6



# KEY SKILLS YOU WILL GAIN

## From This Program



**AUSTRALIA FAIR WORK ACT 2009  
AUSTRALIA EMPLOYMENT LAW COMPLIANCE  
DISPUTE MANAGEMENT  
MANAGING FAIR TERMINATION**

**FAIR DISMISSAL MANAGEMENT  
NATIONAL EMPLOYMENT STANDARDS' MODERN  
AWARD  
CASUAL EMPLOYMENT PROTECTION**

**WORKPLACE SEXUAL HARASSMENT LAW  
EMPLOYEE BENEFITS  
EMPLOYMENT COMPENSATION & BENEFITS  
FAMILY AND DOMESTIC VIOLENCE (FDV) LEAVE**

**UNDERSTANDING EMPLOYEE RIGHTS  
LABOUR RELATIONS  
WORKPLACE RELATIONS  
WORKPLACE BULLYING AND DISCRIMINATION  
LAW**

**INDUSTRIAL RELATIONS  
FAIR WORK AMENDMENT**

# YOUR FACULTY DIRECTOR



## Beverley Honig

Internationally Qualified Lawyer and Author of Best-Selling Book “Making Contracts Work”

Beverley Honig is a world-renowned speaker, lawyer, and author. She is a recipient of the prestigious **Top 100 Women for Influence award by The Australian Financial Review**. Currently listed in Who’s Who in Business in Australia, Beverley was also inducted into the Businesswoman Hall of Fame in 2016.

She has over 20 years’ experience as an internationally qualified lawyer who has worked in Australia, the United Kingdom, and Middle East. She also serves as a **Judge for the Essential Services Commission Appeals** and is the **Chairman of Greenville Developments** and **Director of Australia Chamber of Commerce** for over 20 years.

Beverley has also **authored several bestselling textbooks**, including “Making Contracts Works” and was a **distinguished Lecturer at the University of Melbourne and Queensland University of Technology Business School**. She is currently the CEO of an award-winning business consultancy, which has been honored by the Prime Minister of Israel for its outstanding contribution in forging international trade links.

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# PROGRAM AGENDA

## **MODULE 1: OVERVIEW OF THE KEY CHANGES TO AUSTRALIAN EMPLOYMENT LAW**

- Review of Employment Legislation
- Key Changes And Amendments To Australia Fair Work Legislation In 2024
- Role Of The Fair Work Ombudsmen

## **MODULE 2 - INCREASES TO MINIMUM WAGE RATES FOR NATIONAL SYSTEM EMPLOYERS**

- Changes To The Minimum Wage Rates
- National Employment Standards' Modern Award

## **MODULE 3 - NATIONAL EMPLOYMENT STANDARDS' MODERN AWARD IN AUSTRALIA**

- Understanding The Australia Modern Awards Under Fair Work Act 2009
- Who Do Modern Awards Apply To?
- Employment's Obligation To Employees When Modern Award Applies
- What Are The Types Of Common Awards

## **MODULE 4 - UNFAIR DISMISSAL AND TERMINATION PROTECTION THRESHOLDS**

- Overview Of The General Protections And Adverse Action Landscape
- The Legal Risks Involved In The Termination Of An Employee's Employment
- Updates To Superannuation Guarantee Rate
- Managing Staff For Under Performance, And When WHS Is Raised

## **MODULE 5 - PROCEDURAL FAIRNESS**

- How To Ensure Procedural Fairness During The Investigation And Disciplinary Process
- Types Of Protection From Unfair Dismissal

## **MODULE 6 - FAIR WORK AMENDMENT - SAME JOB/SAME PAY**

- Overview Of The Same Job Same Pay (SJSP) Obligation
- The Fair Work Legislation Amendment (Secure Jobs, Better Pay) Bill 2022
- Enterprise Bargaining



# PROGRAM AGENDA

## **MODULE 7 - FIXED TERM, FLEXIBLE WORK, CASUAL EMPLOYMENT AND THE FAIR WORK ACT**

- Fixed Term Contract Employees
- Flexible Work Arrangements
- Changes To Fair Work Act (Fair Work Amendment (Protecting Worker Entitlements) Bill 2023)
- Fair Work Amendment (Right To Disconnect) Bill 2023
- Overview Of The New Casual Employment Regime
- What Is The Statutory Definition Of Casual Employment?
- Which Employees Have A Right To Request Casual Conversion?
- Can You Refuse A Request For Casual Conversion?
- New Rules Around Double-Dipping And Casual Loading

## **MODULE 8 - STABILITY FOR INSECURE WORKERS**

- Latest Changes To Protect Insecure Workers' Job Security
- Minimum Standards For Workers In "Employee-Like" Engagements
- Protection For Migrant Workers

- Establishing Minimum Safe Working Standards

## **MODULE 9 - ROADMAP FOR RESPECT: REFORMS TO WORKPLACE SEXUAL HARASSMENT LAW**

- Sex Discrimination And Fair Work (Respect At Work) Amendment Bill 2021
- Sexual Harassment As A Valid Reason For Dismissal And Serious Misconduct

## **MODULE 10 - FAMILY AND DOMESTIC VIOLENCE (FDV) LEAVE**

- Updates On The The Fair Work Amendment (Paid Family And Domestic Violence Leave) Bill 2022
- What Is The FDVL Used For?

# YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certification's programs are unique as they provide you with professional charter designation and mark that can be used across your lifetime once you have completed our programs.

Upon completion of this comprehensive program, you will earn the prestigious **Certification in Australia Fair Work Legislation and Employment Law**, a globally recognized and lifelong designation that will distinguish you as an expert in current employment law, adhering to Australia's Fair Work legislation. This achievement will bolster your professional credentials, enhancing your resume and CV to showcase your comprehensive knowledge and expertise to potential employers.

Developed by the **Chartered Institute of Professional Certifications** and certified by the **CPD Certification Service**, this program adheres to the highest continuing professional principles, ensuring that your certification reflects your dedication to excellence in your field.



# ABOUT US

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# OUR FACULTY DIRECTORS

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# CONTACT US TODAY

We Thank You for Your Ongoing Support  
of Our Programs

## **Singapore and Asia Pacific Enquiries**

Email: [advisor@charteredcertifications.com](mailto:advisor@charteredcertifications.com)  
Phone: +65 6716 9980  
Address: Chartered Institute of Professional Certifications  
1 Gateway Drive  
#20-04 Westgate Tower  
Singapore 608531

## **Australia and New Zealand Enquiries**

Email: [advisor@charteredcertifications.com](mailto:advisor@charteredcertifications.com)  
Phone: +61 3 9909 7310  
Address: Chartered Institute of Professional Certifications  
530 Little Collins Street, Level 1  
Melbourne VIC 3000, Australia

## **UK, Europe and Middle East Enquiries**

Email: [advisor@charteredcertifications.com](mailto:advisor@charteredcertifications.com)  
Phone: +44 (020) 335 57898  
Address: Chartered Institute of Professional Certifications  
86-90 Paul Street  
London, EC2A 4NE

## **USA Enquiries**

Email: [advisor@charteredcertifications.com](mailto:advisor@charteredcertifications.com)  
Phone: +1 888 745 8875  
Address: Chartered Institute of Professional Certifications  
99 Wall Street #3936  
New York, NY 10005