

**CHARTERED**   
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

# 2026 AUSTRALIA FAIR WORK LEGISLATION AND EMPLOYMENT LAW

**Fully Accredited  
By:**

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CPD  
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# PROGRAM OVERVIEW



Australia's Fair Work framework has become more complex following **recent amendments, including the Closing Loopholes reforms, which strengthened worker protections, expanded rights for gig and contract workers, and increased compliance obligations for employers.** While the Fair Work Act 2009 sets national minimum standards, overlapping state and territory requirements and enhanced enforcement powers continue to create significant compliance challenges for employers.

This certified program is designed to provide a comprehensive and in-depth understanding of Australia's Fair Work Legislation and Employment Law. You will gain a clear understanding of the latest and most significant amendments to the Fair Work Act 2009—including **new rights for workers to challenge unfair contractual terms, updated minimum wage, superannuation guarantee and other remuneration baseline changes, the criminalisation of intentional wage underpayments, and strengthened protections against discrimination.** These reforms are transforming employer obligations nationwide, and this program will help you to navigate them confidently while fostering fairer, and legally compliant workplaces across Australia.

Furthermore, this program will equip you with the practical skills to review, update, and implement **HR policies that fully align with current legislative requirements.** You will learn how to manage **workplace investigations, handle disputes lawfully, apply modern award provisions correctly, and ensure compliance in areas such as leave entitlements, flexible work arrangements, and termination processes.** The curriculum also explores the evolving rules governing casual employment, gig-economy workers, enterprise bargaining, and minimum safe-work standards—enabling you to proactively mitigate risks, strengthen organisational governance, and uphold best-practice employment standards.

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 30 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 2026
- Fair Work Legislation Amendment (Closing Loopholes) Act 2023 & Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024
- Baby Priya's Law – Fair Work Amendment (Baby Priya's) Act 2025
- 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
- Protecting Worker Entitlements Act
- Superannuation As An NES Entitlement & Payday Super Obligations
- Closing Loopholes (Wage Theft, Super Underpayment Offences)
- 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) Act 2022 (Cth)
- 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 Legislation Amendment (Protecting Worker Entitlements) Act 2023
- Right To Disconnect Under The Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024
- 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 On Closing Loopholes Reforms (Act 2023 & Act 2024) 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 Act 2022 (Cth)
- Sexual Harassment As A Valid Reason For Dismissal And Serious Misconduct

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

- Fair Work Amendment (Paid Family and Domestic Violence Leave) Act 2022
- What Is The FDVL Used For?

# YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks 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.

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# CONTACT US TODAY

We Thank You for Your Ongoing Support  
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