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WORKPLACE RELATIONS UPDATE: Secure Jobs, Better Pay: A guide to the reforms

On 6 December 2022, the [Fair Work Amendment \(Secure Jobs, Better Pay\) Act 2022](#) (**Secure Jobs, Better Pay Act**) took effect.

The **Secure Jobs, Better Pay Act** makes changes to the *Fair Work Act 2009* (Cth) (**FW Act**). Some aspects of the changes have deferred start dates (as indicated in the resources below).

The Secure Jobs, Better Pay Act reforms a number of industrial and workplace laws, including:

- enterprise bargaining
- fixed-term contracts
- sexual harassment and discrimination
- prohibition on pay secrecy clauses
- gender equity, and
- job security measures.

These are some of the most significant changes to the federal workplace relations system since the introduction of the FW Act.

Secure Jobs, Better Pay: A guide to the reforms

LPA has prepared three guides about the changes, as part of our series on the Secure Jobs, Better Pay Bill.

Click on the links below to access each topic:

- **[Series 1: Enterprise Bargaining and Agreements](#)** - includes changes to multi-employer bargaining, BOOT, and agreement making process.
- **[Series 2: Sexual Harassment and Discrimination](#)** - includes changes to laws around sexual harassment and discrimination.
- **[Series 3: Job Security Measures](#)** - includes changes to flexible work arrangements, fixed term contracts, new Fair Work objects and pay secrecy.

Further Resources

The Fair Work Commission has released information about the changes to the FW Act, including:

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The Australian Human Rights Commission has developed a website which includes a number of resources about creating safe, inclusive and respectful workplaces:
[Respect@Work](#)

For more information please contact

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