

Welcome to 2014: The Year of the Employment Law Reforms



ONE: Are you fulfilling your reporting obligations?

This year, the reporting obligations to the Workplace Gender Equality Agency will become more onerous and become a serious concern for most businesses.

Among other things, if you have more than 100 employees, you **must submit a public report** that addresses the six specific Workplace Gender Equality indicators.

TWO: Are you aware of the bullying reforms?

The Fair Work Amendment Act 2013 came into force on the 1st January 2014 and it gives a worker who feels that they are being bullied at work the right to apply directly to the Commissioner for an order. This complaint can be made online. The Commissioner must respond in 14 days, **giving you very little, if any, time to take action.**

A breach of an order made by The Commissioner will attract a maximum penalty of up to \$51,000 for a body corporate.



THREE: What can APL do for you?

Let us deal with these matters for you!

- As you only have 14 days after a bullying complaint is made, we offer a **24/7 service**. Contact Mr Junichi Horie on **0433 294 311** if you need immediate assistance.
- We can deal with matters **discreetly** so that the morale of the workplace is not affected and damage on the other employees is minimised.
- We can put in place **action plans and strategies** to avoid legal action from disgruntled employees.

Do these reforms have your business concerned?

If so, speak to the team at Advantage Partnership Lawyers who will assist you in working out an action plan. Call us on **9221 7555** or email us at

legal.one@advantagepartnership.net