

The Future - Post Election

A new Government will inevitably mean changes in our workplaces but the question that everyone is asking is "How radical will the change be?" Before the election, the Labor Party had released its policy on industrial relations and, although we will see changes, they may not be so radical.

We have been told to expect a new organisation to be created which will be called 'Fair Work Australia.' It is expected to be a 'one stop shop' which will resolve unfair and unlawful dismissals. It will also settle industrial disputes and set minimum wages and award conditions. We can expect new processes and procedures to be implemented, but we anticipate that it will be some time before the new body comes into existence.

There will be 10 new employment standards which will establish a minimum safety net for Agreements. The Labor Party has said that it would like to see the introduction of uniform long service leave, a doubling of unpaid parental leave and the introduction of standard redundancy pay.

Collective Agreements between employers and employees will continue in the future with the requirement that they meet a no disadvantage test. Eventually, Collective Agreements will be approved by 'Fair Work Australia'. The Labor Party favours collective bargaining and has stated that it will phase out individual Australian Workplace Agreements.

The exemption that small businesses have enjoyed from unfair dismissal laws is likely to disappear in the near future and the exemption is only likely to apply to businesses with fewer than 15 employees. A Fair Dismissal Code will be designed to assist small businesses to deal with dismissal issues.

The details of the new Labor Government's industrial relations laws have not been released yet. MGA will monitor the changes as they are introduced and will inform Members as soon as they are known.

Master Planning
Retail Design
Building Design
Construction Documentation
Project Supervision

Award winning store design.
Contact our office to discover how
we can help you achieve success.

Phone +61 3 9542 9300
Email info@trg-aus.com

Paragon Building Suite 37,
799 Springvale Road Mulgrave, Vic 3170



Junior Wage Rates Review Halted

The new Minister for Industrial Relations, Ms Julia Gillard, asked the Australian Fair Pay Commission (AFPC) to stop the review of Junior wage rates late last year. The AFPC agreed to the request and also agreed to halt its creation of pay scales.

MGA had held a number of discussions with Members on this important issue and the effects that the enquiry may have had on businesses.

The Labor Government said that it was more concerned with the modernisation of Australian awards than reviewing junior wages and that the review would cause uncertainty for employers and employees.

The AFPC will continue to set minimum wages and this will continue until Labor's new industrial relations laws are implemented in 2010.

The outcome of the minimum wage rates review is expected in mid 2008.

MGAV Agreement – Renegotiation

Members who are a respondent to the MGAV/SDA Agreement will be aware that it is due to expire in July 2008. MGA held an open Forum for members in December 2007 in order to plan for negotiating a new agreement.

The members who were able to attend discussed some of the issues that they would like to see addressed in a new agreement. It was decided to form a representative Committee consisting of both large and small retailers who would be able to provide different views on what might be included in a new agreement.

The committee will meet in early February with MGA. All members who are currently respondents to the agreement, or other members who would like to be involved in the negotiation of an agreement are invited to provide their views and comments to MGA. Please contact the Employment Law team at MGA on 03 9824 4111.

The logo for ozjob, featuring the word 'ozjob' in a lowercase, rounded, sans-serif font inside a white circle with a red border.

www.ozjobfindit.com

Simply go to www.ozjobfindit.com
and register your store today to place
your free job advertisements.