

CHARTERED 
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

2025 AUSTRALIA FAIR WORK LEGISLATION AND EMPLOYMENT LAW

**Fully Accredited
By:**

Chartered Institute of
Professional Certifications

CPD
Certification Service



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 **providing workers the right to challenge unfair contractual terms, redefining casual employment and pathways to permanent employment, and enhancing protections against discrimination**. These changes are critical for employers to enhance worker protections, and promote fairer workplace practices across Australia.

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**.

ACCREDITATIONS



4.8



4.6





PROGRAM OVERVIEW

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 Australian Fair Work Legislation and Employment Law Compliance**. 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.

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before



Goldman Sachs



SAMSUNG



ExxonMobil



BURBERRY



citi



IKEA



VOLVO



HYUNDAI



Pfizer

Life is our life's work



Nestlé



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 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
- 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 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.

ABOUT US

49,525

Business Leaders Have
Attained Their Chartered
Certifications Since 2009

390

Certified and Fully
Accredited Programs

87%

Chartered Leaders Have
Reported Career Promotions
and Enhancements

Chartered Institute of Professional Certifications

All of Chartered Institute of Professional Certifications programs are fully accredited programs. The professional charters and designations are trademarked credentials that can only be used by professionals who have completed and passed our accredited program. It is also independently accredited by CPD as adhering to the highest standards of continuing professional principles.

CHARTERED
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

OUR FACULTY DIRECTORS

We Collaborate With
Instructors From
Renowned Institutions



HARVARD
UNIVERSITY



Wharton
UNIVERSITY of PENNSYLVANIA



Stanford University



UNIVERSITY OF MICHIGAN



**THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE**



**Columbia
Business
School**

**London
Business
School**



CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

Singapore and Asia Pacific Enquiries

Email: 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
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
Phone: +44 (020) 335 57898
Address: Chartered Institute of Professional Certifications
86-90 Paul Street
London, EC2A 4NE

USA Enquiries

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