

IR OMNIBUS BILL – FACT SHEET

Award Flexibilities

Flexible Work Directions

- All awards will include the provision for employers to whom an identified modern award applies to give “flexible work directions” to their employees to perform different duties and work in a different location in line with the recent JobKeeper amendments.
- These provisions will only apply temporarily for 2 years after the commencement of the new legislation.
- An employer can only give a direction if they have information that leads them to a reasonable belief that the flexible work arrangement is a necessary part of a reasonable strategy to assist in the revival of the employer’s enterprise.
- A flexible work direction includes a minimum rate of pay guarantee and a requirement for the employer to follow a consultation process prior to implementation.

Simplified Additional Hours Arrangements

- 12 awards will also be amended to introduce “simplified additional hours arrangements” or “flex up” provisions to allow eligible part time employees to take on more work without imposing overtime rates on employers. These arrangements are voluntary and can be terminated on 7 days’ notice.
- These arrangements will only apply to the following awards:
 - Business Equipment Award 2020;
 - Commercial Sales Award 2020;
 - Fast Food Industry Award 2010;
 - General Retail Industry Award 2020;
 - Hospitality Industry (General) Award 2020;
 - Meat Industry Award 2020;
 - Nursery Award 2020;
 - Pharmacy Industry Award 2020;
 - Restaurant Industry Award 2020;
 - Registered and Licensed Clubs Award 2010;
 - Seafood Processing Award 2020; and
 - Vehicle Repair, Services and Retail Award 2020.

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