



July 2023

ClubED

Bite-Sized Learning

CEI Monthly Newsletter



Club Education Institute

This *Bite-Sized Learning* module provides an overview of the significant workplace relations legislation introduced by the Labor Government in 2022 and the implications for clubs. It highlights key changes in sexual harassment laws, family and domestic violence leave, enterprise bargaining, paid parental leave, pay secrecy and fixed-term contracts. Additionally, it emphasizes the importance of compliance with existing workplace relations laws and creating a safe and inclusive workplace environment. The upcoming [Clubs Australia WR&HR Conference](#) will also offer an opportunity for clubs to learn more about these changes.

Key Changes in Legislation

- **Sexual harassment laws** — extensive changes in both discrimination legislation and workplace relations legislation.
- **Family and domestic violence leave** — additional 10 paid days per year has been added to the National Employment Standards.
- **Enterprise bargaining** — modernisation of the workplace bargaining system including new multi-enterprise bargaining laws, changes to the BOOT (Better Off Overall Test), restriction on the termination of enterprise agreements after their nominal expiry and termination of zombie (pre-2009) enterprise agreements.
- **Paid parental leave** — an increase from 18 to 20 days.
- **Pay secrecy** — removal of pay secrecy clauses in employment agreements.

Our motto is to work for peace based on social justice. Our mandate is to improve the condition, health and safety of all workers.

David A Morse

- **Fixed-term contracts** — prohibition of fixed-term contracts longer than two years.

Compliance and Responsibilities

- The Fair Work Ombudsman has been taking a hard-line approach to combatting employee underpayments.
- Clubs are responsible for providing a safe workplace environment in relation to sexual harassment and discrimination as well as psychological safety at work.
- There is an increased need for clubs to ensure compliance with existing workplace relations laws.
- Importance is placed on understanding and complying with the Registered & Licenced Clubs Award and any relevant club enterprise agreement.



For assistance regarding how these changes might impact your club, please reach out to the [ClubsNSW Workplace Relations team](#).

The [Clubs Australia WR&HR Conference](#) from 14–15 August 2023 at the Sydney International Convention Centre, offers clubs leaders, management and HR professionals an excellent opportunity to familiarise themselves with these changes and gain valuable insights.

Available Training

- Sexual Harassment Training for Clubs — self-paced online or face-to-face
- Crisis Communication and Media Training
- Mandatory Director Training
- Governance Refresher for Club Boards

Please contact ClubsNSW L&D Manager Reyna Mendes at rmendes@clubsnsw.com.au for more information or visit the *Training* tab at clubsnsw.com.au.

Upcoming Dates

CEI SEMINARS

Far North Coast (North & South)

13 July, 5:00–7:00pm
Ballina RSL

Northern Metro

13 July, 9:00–11:00am
North Ryde RSL

Riverina & South West

16 July, 2:30–4:30pm
Broken Hill Musicians Club

Eastern Metro

18 July, 9:00–11:00am
Yarra Bay Sailing Club

Newcastle & Hunter Valley

20 July, 8:00–10:00am
Wallsend Diggers

Central West

22 July, 3:00–5:00pm
Dubbo RSL

Southern Tablelands

8 August, 3:00–5:00pm
Club Malua

Central Coast

29 August, 8:00–10:00am
Ettalong Diggers

MANDATORY DIRECTOR TRAINING

Far North Coast

25–26 July, 9:00am–3:00pm
Nambucca Heads Bowling Club