



Job security and gender equality

Establishing two new Expert Panels in the Fair Work Commission

These amendments form part of an Australian Government commitment to improve job security and put gender equality at the centre of the workplace relations system.

What has changed?

The *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* amends the *Fair Work Act 2009* (the Act) to establish two new Expert Panels in the Fair Work Commission (the Commission) – one for Pay Equity and one for the Care and Community Sector – to hear wage-related matters and help address low wages and challenging workplace conditions faced in the care and community sector.

To support the panels:

- four new Commission members with expertise in gender pay equity, anti-discrimination, and the care and community sector will be appointed, and
- a dedicated research unit will be established to ensure Commission members have the resources and evidence they need to effectively hear complex and technical wage related matters.

The Government has committed \$20.2 million over the forward estimates to achieve this goal.

What do these changes mean?

Previously, the Commission was not required to have members appointed with specific expertise in pay equity or the care and community sector.

These amendments ensure pay equity claims and relevant award variation applications are considered by Commission members with knowledge and experience in these areas. A dedicated research unit will ensure that the Commission is supported with data and facts needed to help inform its work.

When will these changes come into effect?

The changes will come into effect on 6 March 2023, or an earlier date to be fixed by proclamation. This aims to give the Fair Work Commission time to establish the Expert Panels.

For more information on the Secure Jobs, Better pay package visit:

www.dewr.gov.au/workplace-relations.