

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Right to work		
Increase in lawful working age	The minimum age for employment will be raised from 17 to 18 except in certain circumstances.	No action required but be aware of the minimum required age when hiring.
Leave entitlements		
New leave entitlements to be introduced	<ul style="list-style-type: none"> (1) 5 days' paid leave for victims of domestic violence. (2) 3 days' paid and 2 days' unpaid personal leave. (3) Unpaid leave for court/jury duty. (4) 17 weeks' unpaid medical leave. (5) Employees dividing parental leave can receive 71 weeks' paid leave and 86 weeks' maternity and parental leave. Effective date: Unknown.	<ul style="list-style-type: none"> (1) Check for updates on when the new benefits kick in. (2) Review and update policies and check contracts and other documentation for compliance.
Holiday		
Increase in paid holiday entitlement	Employees will get 3 weeks' holiday after 5 years' service, and 4 weeks after 10 years. Effective date: Unknown.	<ul style="list-style-type: none"> (1) Check for updates on when the increases kick in. (2) Review and update policies, and check contracts and other documentation for compliance.
Hours of work		
New rules for rest breaks and notification of shift start times	Certain employees will get: <ul style="list-style-type: none"> (1) a 30 minute break for every 5 consecutive hours of work; (2) 8 hours of rest between work periods; (3) unpaid breaks for breastfeeding or medical reasons; (4) 96 hours' notice before the start of their work period. Effective date: Unknown.	<ul style="list-style-type: none"> (1) Check for updates on when the new rules kick in. (2) Review and update policies, and check contracts and other documentation for compliance.
Equal pay for equal work		
Prohibition on differential wage rates based on 'status'	Employers and temporary help agencies will be prohibited from paying different wage rates based on the employment status of employees unless the difference is based on seniority, merit or production. Effective date: Unknown.	Check for updates on when the prohibition kicks in.

This is a high level general update only. Legal advice should be obtained on specific circumstances.

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Termination		
Increased minimum notice periods dependant on length of service	<p>Minimum notice periods will be between 2 to 8 weeks, depending on length of service. In the event of a group termination, employers must give 8 weeks' notice to everyone.</p> <p>Effective date: Unknown.</p>	<p>Check for updates on when the new periods will apply and update employment contracts and policies accordingly.</p>
Salary and equality		
New gender pay equality rules expected to be implemented	<p>A new obligation to provide equal pay for equal work for male and female employees, and to report the results annually to the Pay Equity Commissioner, is expected to be introduced in 2019. It will apply to businesses with 10 employees or more.</p> <p>Effective date: Unknown.</p>	<p>(1) Check for updates on when the new rules kick in.</p> <p>(2) Become familiar with the new rules and update internal practices and pay rates accordingly.</p>