

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Health and safety		
Significant changes to workplace health and safety law	<p>Changes to existing health and safety law will give companies greater responsibility for ensuring the health and safety of their contractors' employees and impose heavier penalties for violations.</p> <p>Effective date: Unknown. The draft law is still to be approved.</p>	<p>(1) Keep track of how this progresses.</p> <p>(2) Become familiar with the new obligations if using outside contractors, and update internal practices accordingly.</p>
Working hours		
Reduced cap on weekly working hours to apply to mid-sized companies	<p>(1) In 2018, new legislation reduced maximum weekly working hours to 52 (down from 68 hours). The new cap was scheduled to apply to employers in 3 stages, depending on company size.</p> <p>(2) Employers with at least 300 employees had to comply from July 1, 2018. Employers with at least 50 and fewer than 300 employees ("mid-sized companies") must comply with the changes by July 1, 2020.</p> <p>Effective date: Although the change won't affect mid-sized companies until July 1, 2020, preparation for the change during 2019 is recommended.</p>	<p>If you are a mid-sized business:</p> <p>(1) diarise the compliance date;</p> <p>(2) conduct a staff-wide audit of current working hours;</p> <p>(3) commence the reorganisation of working schedules in good time to ensure compliance.</p>