

MINIMUM CONDITIONS OF EMPLOYMENT REGULATIONS 2022

836. Hon Nick Goiran to the parliamentary secretary representing the Minister for Industrial Relations:

I refer to the *Minimum Conditions of Employment Regulations 2022*, and I ask:

- (a) what was the catalyst for bringing about these amendments to the regulations;
- (b) who was consulted prior to these amendment regulations being finalised;
- (c) did any person consulted raise any concerns;
- (d) if yes to , what were these concerns;
- (e) have the finalised amendment regulations addressed these concerns; and
- (f) if no to (e), why not?

Hon Matthew Swinbourn replied:

- (a) The *Industrial Relations Legislation Amendment Act 2021* amended the *Minimum Conditions of Employment Act 1993* to remove the exclusions to the definition of “employee”, delete the employment record keeping obligations (with all employers required to comply with the record keeping obligations in the *Industrial Relations Act 1979*) and introduce provisions relating to reasonable deductions for the benefit of an employer. The *Minimum Conditions of Employment Regulations 2022* are consequential to these amendments.
- (b) There was extensive consultation on the *Industrial Relations Legislation Amendment Act 2021* with a wide variety of stakeholders, including on the matters dealt with by the *Minimum Conditions of Employment Regulations 2022*. As such, no further consultation occurred given stakeholders had already been consulted on the subject matter of the Regulations.
- (c) Not applicable
- (d) Not applicable
- (e) Not applicable
- (f) Not applicable