

## Don't get tripped up by the new 'roster' laws

Work Industrial Relations  
Human Resources



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1 January saw a number of changes with the Fair Work Act 2009 (Cth) and all Modern Awards. One of the changes related to the changing of regular rosters or ordinary hours of work. A 'regular roster' refers to a regular and systematic work arrangement i.e. set days or hours etc.

It is now a requirement for the employer to consult with employees before changing their hours. Below are some key points you will need to consider:

- All employees must be consulted prior to a change (full-time, part-time and casual if they have a regular roster)
- Check that any other terms in awards or employment contracts do not restrict or conflict with the changes you are proposing
- Give the employee information about the proposed change
- Ask the employee for feedback ie impact it may have, family responsibilities etc (employer must consider these views)

At present these rules do not govern enterprise agreements, but similar regulations may apply, so it is important to check any relevant industrial instruments.

*Source: HC Online, Cameron Edmond, 26 February 2014*