



HERBERT
SMITH
FREEHILLS



EMPLOYMENT &
WORKPLACE
RELATIONS IN
AUSTRALIA

LEGAL GUIDE

2017

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1 INTRODUCTION

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I am delighted to introduce the 2017 edition of the Herbert Smith Freehills Employment & Workplace Relations Guide for Australia, a practical overview of Australia's employment, industrial and safety laws and regulations for our key client contacts - in-house counsel, HR, IR and safety professionals and also for executives and managers who need or want to learn more about the laws and other arrangements underpinning the employment of their people.

In the nearly 15 years since our firm commenced publication of this annual Guide, we have seen enormous changes in terms of the complexity and proliferation of Australian employment laws. This has included the nationalisation of much of the law relating to employment and work health and safety. We have also seen increased regulation surrounding the hiring and remuneration of listed company officers. We keep on top of the changes by drawing upon the breadth of skills and knowledge of our Australian team of partners and lawyers from their offices in Brisbane, Melbourne, Perth and Sydney. The depth of talent and the connectivity of relationships we have developed within our employment team in our offices across the Asia-Pacific region and the rest of the world also assists our ability to prepare a Guide of this nature, including when we

focus on the often complex interaction of domestic and international laws and contractual arrangements pertaining to international movement of staff.

I am confident that you will find much valuable information contained in this 2017 Guide and hope we continue to receive positive feedback about its value. Should you have any questions about the Guide, or wish to discuss anything else about the regulation of Australian workplaces, our partners and team members would welcome the opportunity to have a discussion with you. Our global employment team has lawyers not just in Australia, but throughout Asia, the United Kingdom, Europe, Africa, the Middle East and the USA. Should you have an enquiry in relation to an issue outside Australia we would be very happy to refer you to a member of the team who will ensure you receive the advice you seek.



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