

Employment Relations (Trial Periods) Amendment Bill

Presented to the House in accordance with Standing Order 272

This legislative statement supports First Reading of the Employment Relations (Trial Periods Amendment Bill (the Bill).

The objective of the Bill is to enable businesses that have 20 or more employees to include a 90-day trial period in a new employee's employment agreement.

The Bill extends the availability of 90-day trial provisions to all employers.

Trial periods can be included in a new employee's employment agreement by employers with 20 or more employees the day after the Bill receives Royal Assent.

To achieve this, the Bill:

1. Replaces section 67A of the *Employment Relations Act 2022* (the Act) with a new section that removes references to "small-to-medium-sized employer" and instead refers to "employer".
2. Amends section 67B of the Act by replacing "small-to-medium-sized employer" in sub sections 67B(1), 67B(5)(a), and 67B(5)(b) with "employer".