

Changes to Victoria's Fair Jobs Code

From 1 September 2024, the Victorian Government's Fair Jobs Code will apply to all tender and procurement contracts valued at \$1 million and above.

The Fair Jobs Code came into effect on 1 December 2022 and enables the Victorian Government to use its purchasing power to promote secure employment, fair labour standards and compliance with employment, workplace and industrial laws.

The Fair Jobs Code is a key part of the Victorian Government's commitment to rewarding suppliers and businesses participating in Victorian Government contracts or significant business expansion grants who are compliant with all applicable employment, industrial relations and workplace health and safety obligations.

The Victorian Government recently made changes to the Fair Jobs Code by lowering the threshold for pre-assessment certificate applications from \$3 million for direct contracts and \$10 million for subcontracts to **\$1 million** (exclusive of GST) for all contracts.

There are no changes to the \$500,000 threshold for business expansion grants.

Commencement

Victorian Government departments and agencies will need to implement the updated Fair Jobs Code to procurement processes from **1 September 2024**.

Changes to the Fair Jobs Code

In addition to lowering the application threshold, the following changes have also been made:

- **aggregate contract values** of all current Victorian Government contracts will be declared in the application
- **Director identification numbers** of all directors associated with the applicant ABN will be provided in the application
- **Standard 1** will require the applicant hold relevant licences and registrations for relevant employment, industrial relations and workplace health and safety laws

- disclosure of **Provisional Improvement Notices** by workplace regulators within the last 3 years, if an enforceable undertaking and/or adverse ruling has been declared
- unions and industry associations are identified as employee and employer representatives
- confirm the status of universities as suppliers by **changing the definition of agency** in the Fair Jobs Code to be the departments and entities subject to Victorian Government Purchasing Board policies
- enhance agency data capture on Fair Jobs Code plans and business expansion grants
- provide the names of all certificate applicants as well as certificate holders on the Fair Jobs Code public register at Buying for Victoria
- continue the exemptions for public entity suppliers and community service providers funded by Department of Health and Department of Families, Fairness and Housing.

Next steps

The Victorian Government has committed to a transition period to enable departments, agencies, suppliers and businesses time to implement the changes by **1 September 2024**.

The Department of Jobs, Skills, Industry and Regions will provide ongoing support and education to suppliers and businesses including information sessions from June to August 2024 to support businesses understand their obligations under the updated Fair Jobs Code and new threshold requirements.

Suppliers and businesses can register to attend a 45-minute online information session on the changes to the Fair Jobs Code, allowing time for questions from participants. Register at <https://www.trybooking.com/CSCPL>

Further information

For more information on the changes to the Fair Jobs Code, including FAQs and an instructional video that walks through the application process, please visit [Fair Jobs Code | buyingfor.vic.gov.au](https://www.buyingfor.vic.gov.au) or contact fairjobscode@ecodev.vic.gov.au.

Media release

<https://www.premier.vic.gov.au/creating-fairer-and-safer-jobs-victorians>