Let's talk about...

Pay Secrecy

What's new

The changes to the Fair Work Act mean that employees are now free to talk about their wages AND hours or any factors connected to their wages.

Employers **can no longer** make employees agree to wage secrecy in new employment contracts OR target employees (adverse action) for sharing information about their pay.

As of 7 DECEMBER 2022, new employment contracts and Enterprise Agreements **must not** include pay secrecy clauses.

As of 7 JUNE 2023, employers who include such clauses will be liable for penalties $$$$$.



Pay secrecy in your workplace

If your current contract was signed prior to 7 Dec 2022 and contains a pay secrecy clause you are still bound by that, but only until the contract is varied or ends.

Support the change by:

1. Checking your contract.
2. Starting the conversation with your colleagues.
3. Calling your organiser if you and your colleagues identify any problems.

MORE RESOURCES

Call your Organiser and ask about support.

IEU SOUTH AUSTRALIA

P: 8410 0122
E: enquiries@ieusa.org.au
213 Currie Street
Adelaide SA 5000

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