

EFFECTIVE DATES FOR CLOSING LOOPHOLES LEGISLATION (PARTS 1 AND 2)

15 December 2023

- Same job, same pay for labour hire
- New workplace delegate rights
- Compulsory conciliation for PABOs
- Family and domestic violence protection (anti-discrimination)
- Right of entry changes
- WHS and workers' compensation changes
- Change to small business redundancy pay exemption

1 July 2024

- Criminal offence for industrial manslaughter
- Modern awards to include a delegate rights term
- Delegate rights to be in workplace determinations and EAs
- Exemption certificates for suspected underpayments

1 January 2025

- New criminal offence for wage theft

1 November 2024

- Regulated labour hire orders can commence

26 August 2025

- Right to disconnect – small businesses

27 February 2024

- Increase in civil penalties for certain contraventions (not small businesses)
- Franchisee access to single interest bargaining
- Transition from multi to single EAs
- Changes to intractable bargaining declarations
- Withdrawal from amalgamations
- Doubling in penalties for failure to comply with FWO compliance notice
- Technical amendment empowering FCFCOA to compel FWO compliance
- Sham contracting defence update

26 August 2024

- Definition of casual employee
- Right to disconnect (small businesses a year later)

26 August 2024 or as proclaimed

- Independent contractor disputes
- Workplace delegate rights – regulated workers
- Definition of employment
- Minimum standards and collective agreements for regulated workers
- Unfair deactivation – digital platform work
- Road transport advisory body and contractual chains
- Anti-avoidance provisions – casual employment

26 February 2025 or as proclaimed

- Model EA terms

 Closing Loopholes Part 1

 Closing Loopholes Part 2