**CLOSING LOOPHOLES CHANGES WORKSHOP**

**REFORMS CHECKLIST**

| **Area of reform** | **Are you likely to be impacted by the change?** | **Potential Action Items** | **Commencement** |
| --- | --- | --- | --- |
| **1. RIGHT TO DISCONNECT**  |  |
| New employee right to disconnect | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 or 2025 for small businesses
 |
| **2. NEW DEFINITIONS OF EMPLOYMENT**  |
| Changes to the definition of casual and casual employee-choice  | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024
 |
| New definition of ‘employee’ (may effect current & future independent contractors) | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 (or earlier by proclamation)
 |
| **3. WAGE COMPLIANCE**  |
| Same Job, Same Pay changes for labour hire workers  | Stop outlineStop outline Yes  No |  | * Commenced 15 December 2023 but orders can only commence operation from 1 November 2024
 |
| Wage & Super Theft Offence  | Stop outlineStop outline Yes  No |  | * Commencing 1 January 2025
 |
| Significant increases to penalties  | Stop outlineStop outline Yes  No |  | * Commenced 27 February 2024
 |
| Sham contracting changes  | Stop outlineStop outline Yes  No |  | * Commenced 27 February 2024
 |
| Small business redundancy exemptions  | Stop outlineStop outline Yes  No |  | * Commenced 15 December 2023
 |
| Independent Contractor Unfair contract terms disputes | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 (or earlier by proclamation)
 |
| **4. DELEGATES AND UNION POWER**  |
| New workplace delegates rights  | Stop outlineStop outline Yes  No |  | * Commenced 15 December 2023
* 1 July 2024 delegates rights terms added to awards
* From 30 June 2024 all EA voted on must contain delegates right term
 |
| Right of entry changes for suspected underpayments | Stop outlineStop outline Yes  No |  | * Commencing 1 July 2024
 |
| **5. NEW PROTECTIONS FOR EMPLOYEE-LIKE WORKERS**  |
| Gig workers  | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 (or earlier by proclamation)
 |
| Road Transport workers  | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 (or earlier by proclamation)
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| **6. BARGAINING CHANGES**  |
| One sided arbitration of bargaining disputes | Stop outlineStop outline Yes  No |  | * Commenced 27 February 2024
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