**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) |
| **6. BARGAINING CHANGES** | | | | |
| One sided arbitration of bargaining disputes | Stop outlineStop outline Yes  No |  | | * Commenced 27 February 2024 |