**CLOSING LOOPHOLES CHANGES WORKSHOP**

**PREPARATION CHECKLIST & ACTION ITEMS**

| **Area of reform** | **Are you likely to be impacted by change?** | **Potential Action Items** | **Notes** |
| --- | --- | --- | --- |
| **RIGHT TO DISCONNECT**  |  |
| New employee right to disconnect | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 or 2025 for small businesses
 |
| **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)
 |
| **WAGE COMPLIANCE**  |
| Same Job, Same Pay changes for labour hire workers  | Stop outlineStop outline Yes  No |  | * Commenced on 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 |  | * Commencing 27 February 2024
 |
| Sam contracting changes  | Stop outlineStop outline Yes  No |  | * Commencing 27 February 2024
 |
| Small business redundancy exemptions  | Stop outlineStop outline Yes  No |  | * Commenced on 15 December 2023
 |
| Independent Contractor Unfair contract terms disputes | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 (or earlier by proclamation)
 |
| **DELEGATES AND UNION POWER**  |
| New workplace delegates rights  | Stop outlineStop outline Yes  No |  | * Commencing 26 August 2024 (or earlier by proclamation).
* 1 July 2024 delegates rights terms added to awards & EA’s
 |
| Right of entry changes for suspected underpayments | Stop outlineStop outline Yes  No |  | * Commencing 1 July 2024
 |
| **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)
 |
| **BARGAINING CHANGES**  |
| One sided arbitration of bargaining disputes | Stop outlineStop outline Yes  No |  | * Commencing 27 February 2024
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