**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 |



This workshop and accompanying publications have been funded by the Australian Government Department of Employment and Workplace Relations through the Productivity, Education and Training Fund grant program.”