

# CLOSING LOOPHOLES LEGISLATION WORKSHOP

## KEY COMMENCEMENT DATES FOR CHANGES

### 2023

#### 15 December

- Same Job, Same Pay changes for labour hire workers
- Small business redundancy exemption
- New workplace delegate rights

### 2024

#### 27 February

- Significant increase to penalties
- Sham contracting changes
- One sided arbitration of bargaining disputes

#### 1 July

- Right of entry changes for suspected underpayments
- Workplace delegates rights terms for employee in modern award and enterprise agreements

#### 26 August

- Changes to the definition of casual and casual employee-choice
- Right to disconnect for non-small businesses

#### 26 August (or an earlier date by proclamation)

- Independent contractor unfair contract terms disputes
- New definition of employee and employer
- New protections for gig workers
- New protections for road transport workers

#### 1 November

- Regulated labour hire arrangement orders can commence operation

### 2025

#### 1 January

- Wage & superannuation theft offence\*\*

#### 26 August

- Right to disconnect for small businesses

\*\*The later of 1 January 2025; and the day after the Minister declares a Voluntary Small Business Wage Compliance Code