

Closing Loopholes Timeline

Measures in *italics* passed as part of the first Closing Loopholes Bill which passed 14 December 2023.
The remainder are from Closing Loopholes No. 2 which passed 12 February 2024.

15 December 2023	27 February 2024	1 July 2024	26 August 2024	1 November 2024	1 January 2025	26 February 2025
<p>Workplace union delegates – <i>more rights to not be interfered with by employer obtained.</i></p> <p>Labour hire – <i>FWC will be able to make orders about these arrangements.</i></p> <p>Domestic violence – <i>now a protected attribute.</i></p> <p>Union access WHS – <i>less barriers for officials to assist with WHS matters.</i></p> <p>FWC PABO orders about conciliation – <i>must not be contravened.</i></p> <p>Redundancy exemption limited – <i>small businesses still to pay under FEG.</i></p>	<p>Civil penalties – increase five times.</p> <p>Bargaining – exiting multi-EAs for single-EA will be easier.</p> <p>FWO compliance – will be clarified.</p> <p>Prohibited sham arrangements – defence will be harder to satisfy.</p> <p>Arbitration in bargaining – unable to provide worse terms.</p> <p>Franchisees – able to bargain under single-EA stream.</p> <p>RO withdrawal from amalgamation – old process will return.</p>	<p>Unfair contract disputes – the FWC obtains powers to resolve these disputes.</p> <p>Union access underpayments – less barriers/no notice for suspected underpayments.</p>	<p>Casual employment – expanded definition and new right of conversion.</p> <p>‘Employment’ definition – emphasis on ‘the real substance, practical reality and true nature of the relationship’.</p> <p>Right to disconnect – employees of employers with 15 or more employees granted right not to respond to their employer outside work hours where reasonable.</p> <p>Workplace delegates in regulated businesses – obtain new rights (may commence earlier by Proclamation).</p> <p>Digital platform (gig-economy) ‘employee-like’ workers – FWC set minimum standards.</p> <p>Road transport industry – FWC obtains powers.</p>	<p>‘Same job same pay’ reforms – <i>Labour Hire employees covered by a labour hire order must be paid the same as employees under the host business’ EA (the protected rate of pay).</i></p>	<p>Criminalisation of wage theft – <i>where an employer intentionally engages in conduct resulting in the underpayment of their employees.</i></p>	<p>Model terms in EAs – power to make these transferred from the Minister to the FWC.</p>
						26 August 2025
						<p>Right to disconnect – employees of small business (less than 15 employees) granted right not to respond to their employer outside work hours where reasonable.</p>