Timeline of Commencement Closing Loopholes Bills

Chamber of Commerce and Industry WA

December 15, 2023	February 27, 2024	July 1, 2024	August 26, 2024	November 1, 2024	January 1, 2025	February 26, 2025
The FEG small business redundancy exemption will be amended. **The FWC will be able to make labour hire orders.** **Workplace delegates will obtain new rights.** **Anti-discrimination protections for FDV victims will be strengthened.** **The effect of compliance with FWC mediation and conciliation conference orders on industrial action will change.** **Union officials can enter workplaces to assist with WHS matters more easily.**	*Franchisees will be able to bargain under the single-EA stream.* *Parties will be able to exit multi-EAs to bargain for single-EAs more easily.* *Arbitration in bargaining will be unable to provide any worse terms for employees.* *The defence to prohibited sham arrangements will be more difficult to satisfy.* *The civil penalties under the FW Act will increase fivefold.* *Effect of FWO compliance notices will be clarified.* *The old process for ROs withdrawing from amalgamations will return.*	*Union officials will be more easily able to enter workplaces without notice for suspected underpayments.* *The FWC will be able to deal with unfair contract disputes.*	*Casual employment will be defined differently with a new right of conversion.* *The definition of employment will change.* *The FWC will obtain powers relating to employee-like workers on digital platforms.* *The FWC will obtain powers relating to the road transport industry.* *Employees will have the right to disconnect and not respond to their employer after or outside work hours.* *Workplace delegates in regulated businesses will obtain new rights.*[1]	**Employers must pay employees covered by a labour hire order the same as employees under the host business' EA (the protected rate of pay).**	**Wage theft will be criminalised.**[2]	*The power to make model terms for EAs will transfer from the Minister to the FWC.*[3]

Measures in **bold** passed as part of the first Closing Loopholes Bill. Measures in *italics* passed in the Closing Loopholes No. 2 Bill.

[1] Measures in this column can commence on an earlier day if fixed by Proclamation.
[2] If the Voluntary Small Business Wage Compliance Code is declared on a later day, then that date will be when the wage theft provisions commence.
[3] The model terms provisions can commence on an earlier day if fixed by Proclamation.