

Bulletin

Workplace Relations



Reference No. 'Closing Loopholes'/dh-9-23

Date: 26/09/2023

OPPORTUNITY FOR MEMBERS TO BE HEARD: Important survey on proposed 'Closing Loopholes' amendments to Fair Work Act

Dear Member

As outlined in our last [Bulletin](#), the Albanese Government has introduced its next tranche of proposed industrial relations changes into federal parliament. The *Fair Work Legislation Amendment (Closing Loopholes) Bill 2023* (the Bill) proposes major changes to the Fair Work Act 2009 (the Act), including in relation to:

- casual employment;
- compliance with and enforcement of the Act (including the introduction of criminal penalties for deliberate underpayments and significant increases for other contraventions);
- union delegate rights;
- labour hire ('Same Job, Same Pay'); and
- 'employee-like' independent contracting arrangements.

The Senate Education and Employment Legislation Committee is currently inquiring into the Bill. A copy of the 284-page Bill and its accompanying 521-page Explanatory Memorandum is available [here](#) and [here](#).

VACC is looking to collect evidence to inform Government on the practical impact of the changes proposed by the Bill on businesses operating in the automotive industry. VACC therefore invites members to complete a short survey via the link below.

Importantly, your responses will assist VACC, the Motor Trades Association of Australia (MTAA) and the Australian Chamber of Commerce and Industry (ACCI) prepare and strengthen the value of the submissions to the Senate Inquiry on the Bill.

You should only complete the survey once.

The survey will close on 3 October 2023 and can be accessed [here](#)

The survey is anonymous. Neither your details, nor the details of your organisation, will be collected if you complete the survey – unless you choose to provide your contact details to enable us to follow-up issues raised.

Members seeking further information are encouraged to contact VACC's Workplace Relations team on 03 9829 1123 or ir@vacc.com.au

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