



Transitioning from multi-enterprise agreements

These amendments provide employers and employees with options for transitioning from a multi-enterprise agreement (either a single interest employer agreement or supported bargaining agreement) to a single-enterprise agreement at any time, as long as employees are better off overall compared with the multi-enterprise agreement.

What has changed?

These amendments allow employers and their employees that have a multi-enterprise agreement to transition to a single-enterprise agreement (prior to the agreement's nominal expiry date) as long as employees would be better off overall under the single-enterprise agreement compared with the multi-enterprise agreement.

Employee organisations will need to agree before an employer can request employees to approve a new single-enterprise agreement by voting for it. If consent is unreasonably withheld, the Fair Work Commission can issue an order permitting the employer to ask employees to vote to approve the agreement.

What do these changes mean?

Previously, transitioning to a single-enterprise agreement could only be done once the multi-enterprise agreement had passed its nominal expiry date.

These amendments will provide employers and employees with the option to voluntarily make a single-enterprise agreement at any time, as long as employees would be better off overall compared with the multi-enterprise agreement.

When will these changes come into effect?

The measure commenced on 27 February 2024.

For more information on the Closing Loopholes legislation, visit: <https://www.dewr.gov.au/workplace-relations>.