



# Changes for regulated workers and businesses

Find out when changes for regulated workers and businesses in the gig economy and road transport industry could affect you.

New laws affecting regulated workers and businesses start on **26 August 2024**, but that doesn't mean you can make an application, or that we can make an order straight away. Qualifying periods or consultation requirements may need to be satisfied first.

	When an application can be made
<b>Unfair deactivation and unfair termination for regulated workers</b>	<p>Applications can be made from <b>26 February 2025</b>.</p> <p><b>What you need to know</b></p> <p>To be eligible a worker is required to have worked for the digital platform or road transport business for at least <b>6 months from 26 August 2024</b>. Periods of work before 26 August 2024 do not count. This means you can't lodge a valid application until <b>26 February 2025</b>.</p> <p> Read about <a href="#">Unfair deactivation or termination for regulated workers</a></p>
<b>Unfair contract terms for independent contractors (note –not confined to regulated workers)</b>	<p>Applications can be made from <b>26 August 2024</b>.</p> <p><b>What you need to know</b></p> <p>To be eligible an independent contractor must have made a services contract with another party <b>on or after 26 August 2024</b> and meet other requirements.</p> <p> Read about <a href="#">Independent contractor disputes about unfair contract terms</a></p>

Regulated worker  
minimum  
standards orders  
and guidelines,  
and  
road transport  
contractual chain  
orders and  
guidelines

Applications can be made from **26 August 2024**.

**What you need to know**

While an application can be made from 26 August 2024, new laws set timeframes and consultation requirements that must be met before a decision setting a standard can be made.

For minimum standards or contractual chain orders, these include:

- publishing a notice of intent and draft order
- genuinely engaging with those to be covered by the order
- affected persons must have a reasonable opportunity to make submissions on the notice and draft order
- for road transport minimum standards and contractual chains orders, an order cannot operate until **12 months** after a notice and draft order is published, or **6 months** in urgent circumstances.

These requirements do not apply when making guidelines, which are not legally binding. However, we will still consult.



Read [how we consult about regulated worker minimum standards](#)



Read about [regulated worker and contractual chain standards](#)

Employee-like  
and road  
transport  
collective  
agreements

Applications to register a collective agreement can be made from **26 August 2024**.

**What you need to know**

While an application can be made from 26 August 2024, there are consultation requirements that need to be met before an application is submitted. A collective agreement must follow the process and timeline set out in the Fair Work Act.



Read about [collective agreements](#)

## Where to get help

You can ask your union or employer organisation or seek independent legal advice about the new minimum standards and protections.



Read about [where to find legal help](#) on our website