

What's changing

Bargaining for small business

Secure Jobs Better Pay information pack

From 6 June 2023, there will be changes to enterprise bargaining and agreement making.

The changes affect all businesses, not just small businesses. They are the result of amendments to the Fair Work legislation made by the Secure Jobs Better Pay Act 2022.

Changes to making agreements

Find out about changes to agreement making including changes to genuine agreement, the better off over all test (the BOOT) and multi-enterprise agreements.

- **Go to:** [Changes to making agreements](#)

Changes to multi-enterprise agreements

From 6 June, there will be 3 different types of multi-enterprise agreements:

Go to:

- [Supported bargaining agreements](#) – these replace the current low-paid bargaining agreements
- [Single interest employer agreements](#) – for two or more employers with common interests who want to jointly bargaining for a single agreement
- [Cooperative Workplace agreements](#) – for employers who have agreed to bargain together but don't have an authorisation in operation

The Commission will be able to help employers and employees make multi-enterprise agreements.

- **Go to:** [Assistance to make a multi-enterprise agreement](#)

Changes to protected action ballot orders

Some disputes during bargaining for an enterprise agreement may escalate into industrial action. Strikes, work bans and lockouts are all examples of industrial action. From 6 June 2023, the process for applying to take protected industrial action is changing. There will be additional steps, including a new requirement to attend a conference.

- **Go to:** [Changes to protected action ballot orders](#)

Other Secure Jobs Better Pay changes

Find out about how the Secure Jobs Better Pay Act is changing laws relevant to our work, including changes to disputes about sexual harassment at work, flexible work arrangements and unpaid parental leave extensions.

- **Go to:** [Secure Jobs Better Pay Act – what’s changing](#)

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