



# Fair Work Act 2009

No. 28, 2009

## Compilation No. 67

**Compilation date:** 26 February 2025

**Includes amendments:** Act No. 2, 2024

This compilation is in 4 volumes

Volume 1: sections 1–257  
Volume 2: sections 258–536NK  
Volume 3: sections 536NL–800  
**Volume 4: Schedules**  
**Endnotes**

Each volume has its own contents

Prepared by the Office of Parliamentary Counsel, Canberra

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## About this compilation

### This compilation

This is a compilation of the *Fair Work Act 2009* that shows the text of the law as amended and in force on 26 February 2025 (the **compilation date**).

The notes at the end of this compilation (the **endnotes**) include information about amending laws and the amendment history of provisions of the compiled law.

### Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. Any uncommenced amendments affecting the law are accessible on the Register ([www.legislation.gov.au](http://www.legislation.gov.au)). The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes. For more information on any uncommenced amendments, see the Register for the compiled law.

### Application, saving and transitional provisions for provisions and amendments

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

### Editorial changes

For more information about any editorial changes made in this compilation, see the endnotes.

### Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. For more information on any modifications, see the Register for the compiled law.

### Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

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## **Schedule 1—Application, saving and transitional provisions relating to amendments of this Act**

Note: See section 795A.

### **Part 1—Amendments made by the Fair Work Amendment (Textile, Clothing and Footwear Industry) Act 2012**

#### **1 Definitions**

In this Part:

***amended Act*** means this Act as amended by the amending Act.

***amending Act*** means the *Fair Work Amendment (Textile, Clothing and Footwear Industry) Act 2012*.

***commencement*** means the commencement of this Part.

***deemed employee*** means a TCF contract outworker who is taken by section 789BB of the amended Act to be an employee.

***deemed employer*** means a person who is taken by section 789BB of the amended Act to be the employer of a deemed employee.

#### **2 Section 789BB of amended Act applies to contracts entered into after commencement**

- (1) Section 789BB of the amended Act applies in relation to particular TCF work performed by a TCF contract outworker only if the contract for the provision of services, for the purpose of which the outworker performs the work, is entered into after commencement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 1** Amendments made by the Fair Work Amendment (Textile, Clothing and Footwear Industry) Act 2012

### Clause 3

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- (2) Subclause (1) does not prevent regulations made for the purposes of section 789BC of the amended Act, or clause 7 of this Part, from dealing with the effect, in relation to a person who is taken by section 789BB of the amended Act to be an employee, of matters that occurred before commencement.

### **3 Effect on TCF contract outworker's entitlements**

#### *Accrued entitlements not affected*

- (1) The amendments made by the amending Act do not affect any entitlement that a TCF contract outworker had accrued before commencement.

#### *Effect of modern award term requiring National Employment Standards to be applied to TCF contract outworker*

- (2) To avoid doubt, if:
- (a) a term of a modern award requires the principal of a TCF contract outworker to apply the National Employment Standards to the outworker as if the outworker were an employee; and
  - (b) because of Division 2 of Part 6-4A of the amended Act, the outworker is taken to be an employee (being a national system employee) of the principal for the purposes of Part 2-2 of the amended Act (the National Employment Standards);
- then, to the extent that the term gives the outworker an entitlement that is the same as an entitlement (the **NES entitlement**) of the outworker (as a national system employee) under the National Employment Standards, the term operates in parallel with the outworker's NES entitlement, but not so as to give the outworker a double benefit.

### **4 Fair work instruments etc. made before commencement**

- (1) This clause applies in relation to:
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Clause 5

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- (a) a fair work instrument made before commencement; or
  - (b) a transitional instrument as continued in existence by  
Schedule 3 to the Transitional Act.
- (2) A reference in the instrument to an employee or an employer does not include a deemed employee or a deemed employer, unless the instrument is, after commencement, varied to make it clear that the reference is intended to include a deemed employee or deemed employer.
- (3) This clause is not to be taken to confer a power to vary the instrument.

## **5 Application of Division 3 of Part 6-4A of amended Act**

For the purposes of Division 3 of Part 6-4A of the amended Act, an entity is not an indirectly responsible entity in relation to particular TCF work if the arrangement to which the entity is a party, being the arrangement because of which the work can be regarded as being performed indirectly for the entity, was entered into before commencement.

## **6 Application of subsection 203(2A) of amended Act**

Subsection 203(2A) of the amended Act applies in relation to enterprise agreements made after commencement.

## **7 Regulations dealing with various matters**

*Application, saving and transitional*

- (1) The regulations may make provisions dealing with matters of an application, saving or transitional nature relating to the amendments made by the amending Act.
- (2) The provisions of this Part have effect subject to any regulations that are made for the purpose of subclause (1).

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 1** Amendments made by the Fair Work Amendment (Textile, Clothing and Footwear Industry) Act 2012

## Clause 7

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### *Application to TCF outworkers of provisions of the Transitional Act*

- (3) The regulations may make provisions dealing with how the Transitional Act applies in relation to TCF outworkers.
- (4) Without limiting subclause (3), regulations made for the purposes of that subclause may:
  - (a) provide that the Transitional Act applies with specified modifications; or
  - (b) otherwise make provision relating to how provisions of that Act apply.

### *Retrospective application of regulations*

- (5) Subsection 12(2) (retrospective application of legislative instruments) of the *Legislation Act 2003* does not apply to regulations made for the purposes of subclause (1) or (3) of this clause.

## **Part 2—Amendments made by the Superannuation Legislation Amendment (Further MySuper and Transparency Measures) Act 2012**

### **8 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Superannuation Legislation Amendment (Further MySuper and Transparency Measures) Act 2012*.

### **9 Application of sections 149A and 155A of amended Act**

Sections 149A and 155A of the amended Act apply in relation to a modern award that is in operation on or after 1 January 2014, whether or not the award was made before that day.

### **10 FWC to vary certain modern awards**

- (1) This clause applies in relation to a modern award if the award:
  - (a) is made before 1 January 2014; and
  - (b) is in operation on that day; and
  - (c) immediately before that day, does not include a term (the ***relevant term***) of the kind mentioned in section 149A of the amended Act.
- (2) The FWC must, by 31 December 2013, make a determination varying the modern award to include the relevant term.
- (3) A determination made under subclause (2) comes into operation on (and takes effect from) 1 January 2014.
- (4) Section 168 applies to a determination made under subclause (2) as if it were a determination made under Part 2-3.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 2** Amendments made by the Superannuation Legislation Amendment (Further MySuper and Transparency Measures) Act 2012

## Clause 11

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### 11 FWC to update text of certain modern awards

- (1) This clause applies in relation to a modern award if the award:
  - (a) is made before 1 January 2014; and
  - (b) is in operation on that day; and
  - (c) immediately before that day, includes a term (the ***relevant term***) of the kind mentioned in section 155A of the amended Act that specifies a fund or scheme (a ***non-complying fund or scheme***) that does not satisfy paragraph (1)(a) or (b) of that section.
- (2) The FWC must ensure that the text of the modern award as published by the FWC does not include a non-complying fund or scheme in the relevant term.
- (3) The FWC must do so by 1 January 2014 (despite section 155A of the amended Act).

### 12 Application of paragraph 194(h) of amended Act

Paragraph 194(h) of the amended Act applies in relation to an enterprise agreement that is approved by the FWC on or after 1 January 2014.

## **Part 3—Amendments made by the Fair Work Amendment (Respect for Emergency Services Volunteers) Act 2016**

### **13 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work Amendment (Respect for Emergency Services Volunteers) Act 2016*.

***commencement*** means the commencement of this Part.

### **14 Application of amendments—objectionable emergency management terms**

*Application of amendments*

- (1) The amended Act applies, after commencement, in relation to enterprise agreements approved, and workplace determinations made, before or after commencement.
- (2) Sections 254A and 281AA of the amended Act apply in relation to a matter that is before the FWC on or after commencement, even if the matter was before the FWC before commencement.

*Enterprise agreements approved before commencement—  
preservation of terms in accordance with amended Act*

- (3) If an enterprise agreement approved before commencement includes an objectionable emergency management term, a term of the agreement has effect after commencement to the extent that:
  - (a) the term can have effect in accordance with the amended Act;
  - and

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 3** Amendments made by the Fair Work Amendment (Respect for Emergency Services Volunteers) Act 2016

#### Clause 14

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- (b) it would not exceed the Commonwealth's legislative power for the term so to have effect.

## **Part 4—Amendments made by the Fair Work Amendment (Protecting Vulnerable Workers) Act 2017**

### **15 Definitions**

In this Part:

*amended Act* means this Act as amended by the *Fair Work  
Amendment (Protecting Vulnerable Workers) Act 2017*.

### **16 Application of amendments—unreasonable requirements to spend or pay amounts**

Subsections 325(1) and (1A) of the amended Act apply in relation  
to requirements made after this clause commences.

### **17 Saving of regulations—unreasonable deductions**

Regulations in force, immediately before the commencement of  
this clause, for the purposes of subsection 326(2) of the *Fair Work  
Act 2009* have effect after that commencement as if they had been  
made for the purposes of subsection 326(2) of the amended Act.

### **18 Application of amendments—increasing maximum penalties for contraventions of certain civil remedy provisions**

- (1) Sections 539, 557A and 557B of the amended Act apply in relation  
to conduct engaged in on or after the commencement of this Part.
- (2) If:
  - (a) conduct was engaged in by a person before and after that  
commencement; and

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 4** Amendments made by the Fair Work Amendment (Protecting Vulnerable Workers) Act 2017

## Clause 19

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- (b) the conduct is part of a course of conduct referred to in subsection 557(1);  
the conduct engaged in before that commencement is to be treated as constituting a separate contravention from the conduct engaged in after that commencement for the purposes of section 557.
- (3) However, a court may still consider a contravention of a civil remedy provision (whether or not the provision is referred to in subsection 557(2)) by a person that occurred before the commencement of this Part for the purposes of determining whether a person's conduct was part of a systematic pattern of conduct referred to in paragraph 557A(1)(b).

## **19 Application of amendments—responsibility of responsible franchisor entities and holding companies**

- (1) Section 558B of the amended Act applies in relation to contraventions of civil remedy provisions by franchisee entities or subsidiaries that occur after the end of the period of 6 weeks beginning on the day this Part commences.
- (2) To avoid doubt, in determining for the purposes of paragraph 558B(1)(d) or (2)(c) of the amended Act whether a person could reasonably be expected to have had knowledge as referred to in that paragraph, a court may have regard to conduct that occurred, or circumstances existing, before the end of the period referred to in subclause (1).

## **20 Application of amendments—hindering or obstructing the Fair Work Ombudsman and inspectors etc.**

Section 707A of the amended Act applies in relation to conduct engaged in at or after the commencement of this Part.



**21 Application of power to give FWO notices**

Sections 712A to 712F of the amended Act apply in relation to an FWO notice given after this Part commences, whether the investigation to which the notice relates is begun before or after the commencement of this Part.

**22 Application of amendments relating to self-incrimination etc.**

Section 713 of the amended Act applies in relation to information given, records or documents produced or questions answered after the commencement of this Part.

**23 Application of requirement for reports not to include information relating to an individual's affairs**

Section 714A of the amended Act applies in relation to reports prepared after the commencement of this Part.

**24 Application of amendments—false or misleading information or documents**

Subsections 535(4) and 536(3) and section 718A of the amended Act apply in relation to conduct engaged in after the commencement of this Part.

**24A Application of amendments—presumption where records not provided**

Section 557C of the amended Act applies in relation to contraventions of civil remedy provisions that occur after the commencement of this Part.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 5** Amendments made by the Fair Work Amendment (Repeal of 4 Yearly Reviews and Other Measures) Act 2018

**Division 1** General

Clause 25

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## **Part 5—Amendments made by the Fair Work Amendment (Repeal of 4 Yearly Reviews and Other Measures) Act 2018**

### **Division 1—General**

#### **25 Definitions**

In this Part:

*4 yearly review of modern awards* has the meaning given by this Act, as in force immediately before the commencement of Schedule 1 to the amending Act.

*amended Act* means this Act as amended by the amending Act.

*amending Act* means the *Fair Work Amendment (Repeal of 4 Yearly Reviews and Other Measures) Act 2018*.

*Schedule 1 commencement day* means the day on which Schedule 1 to the amending Act commences.

*Schedule 2 commencement day* means the day on which Schedule 2 to the amending Act commences.

## **Division 2—Amendments made by Schedule 1 to the amending Act**

### **26 Incomplete review of modern award**

#### *Scope*

- (1) This clause applies in relation to a review of a modern award conducted as part of a 4 yearly review of modern awards if:
  - (a) the review of the modern award commenced before the Schedule 1 commencement day; and
  - (b) immediately before that day, the review of the modern award had not been completed.

#### *Saving*

- (2) Despite the repeal of:
  - (a) Division 4 of Part 2-3 (which deals with 4 yearly reviews of modern awards); and
  - (b) paragraph 582(4)(a) (which deals with directions by the President); and
  - (c) subsections 616(2) and (3) (which deal with the FWC's functions etc. that must be performed by a Full Bench);by the amending Act, those provisions continue to apply, in relation to the review of the modern award, as if those repeals had not happened.
- (3) Despite the repeal of paragraph 582(4)(a) (which deals with directions by the President) by the amending Act, a direction given by the President to an FWC Member under that paragraph that was in force immediately before the Schedule 1 commencement day continues to have effect, in relation to the review of the modern award, as if that repeal had not happened.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 5** Amendments made by the Fair Work Amendment (Repeal of 4 Yearly Reviews and Other Measures) Act 2018

**Division 2** Amendments made by Schedule 1 to the amending Act

## Clause 26

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- (3A) If, after the commencement of Part 5 of Schedule 1 to the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022*, the FWC is considering, under repealed Division 4 of Part 2-3 (as continued in force under subclause (2)), whether an amendment to a modern award is justified by work value reasons, the FWC's consideration of those work value reasons must:
- (a) be free of assumptions based on gender; and
  - (b) include consideration of whether historically the work has been undervalued because of assumptions based on gender.

### *Common issues*

- (4) For the purposes of this clause, it is immaterial whether the review of the modern award is conducted in relation to an issue that the modern award has in common with another modern award.

## **Division 3—Amendments made by Schedule 2 to the amending Act**

### **28 Application of amendments—when employees have genuinely agreed to an enterprise agreement**

- (1) The amendments of section 188 of this Act made by Schedule 2 to the amending Act apply in relation to an application made under section 185 of this Act for approval of an enterprise agreement if the application is made:
  - (a) on or after the Schedule 2 commencement day; or
  - (b) before the Schedule 2 commencement day, if circumstances covered by subclause (2) apply.
- (2) The circumstances covered by this subclause are:
  - (a) on or before the Schedule 2 commencement day, the FWC had neither approved, nor refused to approve, the enterprise agreement; or
  - (b) before the Schedule 2 commencement day:
    - (i) the FWC approved, or refused to approve, the enterprise agreement; and
    - (ii) an application was made under section 604 for an appeal against the decision to approve, or refuse to approve, the enterprise agreement; and
    - (iii) the FWC had not yet made a final decision on the appeal; or
  - (c) all of the following apply:
    - (i) within 21 days before the Schedule 2 commencement day, the FWC approved, or refused to approve, the enterprise agreement;
    - (ii) immediately before the Schedule 2 commencement day, an application had not been made under section 604 for an appeal against the decision to approve, or refuse to approve, the enterprise agreement;

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 5** Amendments made by the Fair Work Amendment (Repeal of 4 Yearly Reviews and Other Measures) Act 2018

**Division 3** Amendments made by Schedule 2 to the amending Act

## Clause 28

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- (iii) within 21 days after the FWC approved, or refused to approve, the enterprise agreement, an application is made under section 604 for an appeal against that decision.

Application, saving and transitional provisions relating to amendments of this Act  
**Schedule 1**  
Amendments made by the Fair Work Amendment (Repeal of 4 Yearly Reviews and  
Other Measures) Act 2018 **Part 5**  
Amendments made by Schedule 3 to the amending Act **Division 4**

Clause 29

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## **Division 4—Amendments made by Schedule 3 to the amending Act**

### **29 Application of section 641B of the amended Act**

Section 641B of the amended Act applies in relation to alleged  
misbehaviour or incapacity of an FWC Member occurring before  
or after the commencement of Schedule 3 to the amending Act.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 6** Amendments made by the Fair Work Amendment (Corrupting Benefits) Act 2017

Clause 30

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## **Part 6—Amendments made by the Fair Work Amendment (Corrupting Benefits) Act 2017**

### **30 Disclosure by organisations and employers**

The amendments of Subdivision A of Division 4 of Part 2-4 made by Schedule 2 to the *Fair Work Amendment (Corrupting Benefits) Act 2017* apply in relation to a proposed enterprise agreement for which the access period under subsection 180(4) begins on or after the commencement of this Part.



## **Part 8—Amendments made by the Fair Work Amendment (Family and Domestic Violence Leave) Act 2018**

### **39 Entitlement to unpaid family and domestic violence leave**

- (1) Subdivision CA of Division 7 of Part 2-2, as inserted by the *Fair Work Amendment (Family and Domestic Violence Leave) Act 2018*, applies in relation to an employee whose employment started before the commencement of that Act as if the period:
  - (a) starting on that commencement; and
  - (b) ending on the first day after that commencement that is an anniversary of the day the employment started;were a 12 month period.
- (2) For the purposes of this clause, if an employee is employed by a particular employer:
  - (a) as a casual employee; or
  - (b) for a specified period of time, for a specified task or for the duration of a specified season;the start of the employee's employment is taken to be the start of the employee's first employment with that employer.

### **40 Resolving uncertainties and difficulties about interaction between enterprise agreements and unpaid family and domestic violence leave**

- (1) On application by an employer, employee or employee organisation covered by an enterprise agreement that was made before the commencement of the *Fair Work Amendment (Family and Domestic Violence Leave) Act 2018*, the FWC may make a determination varying the agreement:

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 8** Amendments made by the Fair Work Amendment (Family and Domestic Violence Leave) Act 2018

#### Clause 40

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- (a) to resolve an uncertainty or difficulty relating to the interaction between the agreement and the following (the ***unpaid family and domestic violence leave provisions***):
    - (i) the provisions of Subdivision CA of Division 7 of Part 2-2;
    - (ii) section 107, to the extent that it relates to taking leave under that Subdivision; or
  - (b) to make the agreement operate effectively with the unpaid family and domestic violence leave provisions.
- (2) A variation of an enterprise agreement under this clause operates from the day specified in the determination, which may be a day before the determination is made.

## **Part 9—Amendments made by the Fair Work Amendment (Improving Unpaid Parental Leave for Parents of Stillborn Babies and Other Measures) Act 2020**

### **41 Definitions**

In this Part:

***amending Act*** means the *Fair Work Amendment (Improving Unpaid Parental Leave for Parents of Stillborn Babies and Other Measures) Act 2020*.

***Schedule 1 commencement day*** means the day on which Schedule 1 to the amending Act commences.

***Schedule 2 commencement day*** means the day on which Schedule 2 to the amending Act commences.

### **42 Amendments about stillbirth, death and hospitalisation of children**

*Unpaid parental leave*

- (1) The amendments of Division 5 (parental leave and related entitlements) of Part 2-2 made by Schedule 1 to the amending Act apply in relation to the stillbirth or death of a child on or after the Schedule 1 commencement day, subject to subclauses (2) to (4).
- (2) Section 78A (hospitalised children), as inserted by Schedule 1 to the amending Act, applies in relation to a child born on or after the Schedule 1 commencement day.
- (3) The amendment of section 84A (replacement employees) made by Schedule 1 to the amending Act applies if:

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 9** Amendments made by the Fair Work Amendment (Improving Unpaid Parental Leave for Parents of Stillborn Babies and Other Measures) Act 2020

## Clause 43

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- (a) an employer engages the replacement employee on or after the Schedule 1 commencement day; and
- (b) the child in relation to whom the other employee is taking unpaid parental leave was not stillborn, or did not die, before that day.

### *Unpaid special maternity leave*

- (4) The amendments of section 80 (unpaid special maternity leave) made by Schedule 1 to the amending Act apply to a pregnancy that ends on or after the Schedule 1 commencement day.

### *Compassionate leave*

- (5) The amendments of Subdivision C (compassionate leave) of Division 7 of Part 2-2 made by Schedule 1 to the amending Act apply in relation to a permissible occasion that occurs on or after the Schedule 1 commencement day.

## **43 Amendments about flexible unpaid parental leave**

### *Application provision*

- (1) The amendments of Division 5 of Part 2-2 made by Schedule 2 to the amending Act apply in relation to a child if the child's date of birth, or day of placement, is on or after the Schedule 2 commencement day.

### *Transitional provision—giving notice of taking flexible unpaid parental leave*

- (2) If:
  - (a) before the Schedule 2 commencement day, an employee gives notice to an employer in accordance with subsection 74(1) of the taking of a period (the ***initial leave period***) of unpaid parental leave under section 71 or 72 in relation to a child; and

Clause 43

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- (b) the child's date of birth or day of placement is on or after the Schedule 2 commencement day;  
then the employee may, during the 1-month period starting on the Schedule 2 commencement day, give the employer written notice of the taking of flexible unpaid parental leave.
- (3) The notice under subclause (2) must specify the number of days of flexible unpaid parental leave that the employee intends to take in relation to the child.
- (4) The employee may, in the notice under subclause (2), advise the employer of a change to the end date of the initial leave period, but only if the change is necessary to allow the employee to take the flexible unpaid parental leave for the number of days referred to in subclause (3).
- (5) If the employee gives notice in accordance with subclauses (2) and (3), then:
- (a) the notice is taken to be a notice given under subsection 74(1) in relation to the taking of flexible unpaid parental leave; and
  - (b) subsections 74(3A) and (3B) are taken to have been complied with in relation to the giving of that notice; and
  - (c) if the notice contains advice as referred to in subclause (4)—the employee is taken to have complied with subsection 74(4) in relation to the initial leave period.
- (6) The employee cannot take flexible unpaid parental leave before the end of 4 weeks starting on the day the notice under subclause (2) is given, despite subsection 74(4B).

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 10** Amendments made by the Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021

**Division 1** Definitions

Clause 44

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## **Part 10—Amendments made by the Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021**

### **Division 1—Definitions**

#### **44 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021*.

***amending Act*** means the *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021*.

***commencement*** means the commencement of this Part.

## **Division 2—Amendments made by Schedule 1 to the amending Act**

### **45 Resolving uncertainties and difficulties about interaction between enterprise agreements and the definition of casual employee and casual conversion rights**

- (1) On application by an employer, employee or employee organisation covered by an enterprise agreement that was made before commencement, the FWC may make a determination varying the agreement:
  - (a) to resolve an uncertainty or difficulty relating to the interaction between the agreement and any of the following:
    - (i) the definition of *casual employee* in section 15A of the amended Act (including to deal with uncertainty or difficulty arising from the circumstances in which employees are to be employed as casual employees under the agreement);
    - (ii) the provisions of Division 4A of Part 2-2 of the amended Act; or
  - (b) to make the agreement operate effectively with that section or those provisions.
- (2) A variation of an enterprise agreement under this clause operates from the day specified in the determination, which may be a day before the determination is made.

### **46 Application of certain amendments**

- (1) Section 15A of the amended Act applies on and after commencement in relation to offers of employment that were given before, on or after commencement.
- (2) Subclause (1) does not apply in relation to a person who is an employee of an employer as a result of accepting an offer that was

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 10** Amendments made by the Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021

**Division 2** Amendments made by Schedule 1 to the amending Act

## Clause 46

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made before commencement if either of the following apply in relation to that person:

- (a) a court made a binding decision before commencement that the person is not a casual employee of the employer;
  - (b) the person converted the employment before commencement to employment other than casual employment under a term of a fair work instrument or contract of employment.
- (3) In addition to subclause (1), section 15A of the amended Act (and the amendment made by item 1 of Schedule 1 to the amending Act) also applies before commencement in relation to offers of employment that were given before commencement, unless either of the following apply in relation to a person who is or was an employee of an employer as a result of accepting the offer:
  - (a) a court made a binding decision before commencement that the person is not a casual employee of the employer;
  - (b) the person converted the employment before commencement to employment other than casual employment under a term of a fair work instrument or contract of employment.
- (4) To avoid doubt, if, apart from subclause (3), an employee could have made a claim for accrued relevant entitlements (within the meaning of subsection 545A(4) of the amended Act), the effect of that subclause is that the employee has not accrued, and cannot make a claim for, those entitlements.
- (5) Subject to clause 47, Division 4A of Part 2-2 of the amended Act applies in relation to periods of employment starting before, on or after commencement.
- (6) Section 545A of the amended Act applies in relation to entitlements that accrue, and loading amounts paid, on or after commencement.
- (7) In addition to subclause (6), section 545A of the amended Act also applies in relation to entitlements that accrue, and loading amounts paid, before commencement.



- (8) To avoid doubt, section 545A of the amended Act applies:
  - (a) to periods of employment starting before, on or after commencement (regardless of whether the employment period ended before commencement); and
  - (b) regardless of whether a person is, or is not, an employee of the relevant employer at the time a claim to which that section relates is made.
- (9) A reference to periods of employment as a casual employee in section 87, 96, 117, 119 or 121 of the amended Act applies to periods of employment starting before, on or after commencement.
- (10) A reference to a regular casual employee in section 23, 65, 67 or 384 of the amended Act applies to periods of employment starting before, on or after commencement.
- (11) To avoid doubt, nothing in subclause (1) is taken to change the time at which the person became an employee of the employer.

#### **47 Transitioning casual employees**

- (1) This clause applies in relation to an employee and an employer (other than a small business employer) if any or all of the following apply:
  - (a) the employee was, immediately before commencement (and disregarding subclause 46(3)), a casual employee of the employer;
  - (b) the employee was, immediately before commencement (and disregarding subclause 46(3)), designated as a casual employee by the employer for the purposes of:
    - (i) any fair work instrument that applies to the employee; or
    - (ii) the employee's contract of employment;
  - (c) the employee is a casual employee of the employer within the meaning of section 15A of the amended Act because of an offer of an employment made before commencement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 10** Amendments made by the Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021

**Division 2** Amendments made by Schedule 1 to the amending Act

## Clause 47

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Note: The effect of this application provision is to provide a requirement for an employer (other than a small business employer) to assess whether to offer conversion under Division 4A of Part 2-2 of the amended Act (as modified under this clause) to any employee who was, or may have been, a casual employee immediately before commencement, and to any employee who at commencement is a casual employee within the meaning of section 15A of the amended Act.

- (2) Division 4A (other than Subdivision C) of Part 2-2 of the amended Act is taken to apply in relation to the employee and employer for the period (the *transition period*) of 6 months after commencement only as if:
- (a) the employer was required under section 66B of the amended Act to assess, at a time during the transition period, whether the employer was required to make an offer to the employee under that section; and
  - (b) paragraph 66B(1)(a) of the amended Act were a requirement for the employee to have been employed by the employer for a period of 12 months ending the day the assessment is made; and
  - (c) paragraph 66B(2)(c) of the amended Act were a requirement to give the offer to the employee within 21 days after making the assessment; and
  - (d) subsection 66C(3) of the amended Act included a requirement to give a notice under that subsection if, when the assessment is made, the employee does not meet the requirement in paragraph (b) of this clause; and
  - (e) paragraph 66C(4)(c) of the amended Act were a requirement to give the notice within 21 days of making the assessment but no later than the end of the transition period.
- (3) Subdivision C of Part 2-2 of the amended Act does not apply in relation to the employee and employer for the transition period.
- (4) Division 4A (including Subdivision C) of Part 2-2 of the amended Act applies in relation to the employee and employer to whom paragraph (1)(a) or (b) applies after the transition period as if the

employee were a casual employee of the employer within the meaning of section 15A of the amended Act.

- (5) An employer referred to in subclause (1) must give an employee referred to in that subclause a Casual Employment Information Statement as soon as practicable after the end of the transition period.

#### **47A Casual employees of small business employers**

- (1) This clause applies in relation to an employee and a small business employer if any or all of the following apply:
- (a) the employee was, immediately before commencement (and disregarding subclause 46(3)), a casual employee of the employer;
  - (b) the employee was, immediately before commencement (and disregarding subclause 46(3)), designated as a casual employee by the employer for the purposes of:
    - (i) any fair work instrument that applies to the employee; or
    - (ii) the employee's contract of employment;
  - (c) the employee is a casual employee of the employer within the meaning of section 15A of the amended Act because of an offer of an employment made before commencement.
- (2) Division 4A, other than Subdivision B, of Part 2-2 of the amended Act applies in relation to the employee and employer to whom paragraph (1)(a) or (b) applies on and after commencement as if the employee were a casual employee of the employer within the meaning of section 15A of the amended Act.
- (3) An employer referred to in subclause (1) must give an employee referred to in that subclause a Casual Employment Information Statement as soon as practicable after commencement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 10** Amendments made by the Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021

**Division 2** Amendments made by Schedule 1 to the amending Act

## Clause 48

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### **48 Variations to modern awards**

- (1) If:
  - (a) a modern award is made before commencement; and
  - (b) the modern award is in operation on commencement; and
  - (c) immediately before commencement, the modern award includes a term (the *relevant term*) that:
    - (i) defines or describes casual employment; or
    - (ii) deals with the circumstances in which employees are to be employed as casual employees; or
    - (iii) provides for the manner in which casual employees are to be employed; or
    - (iv) provides for the conversion of casual employment to another type of employment;then the FWC must, within 6 months after commencement, review the relevant term in accordance with subclause (2).
- (2) The review must consider the following:
  - (a) whether the relevant term is consistent with this Act as amended by Schedule 1 to the amending Act;
  - (b) whether there is any uncertainty or difficulty relating to the interaction between the award and the Act as so amended.
- (3) If the review of a relevant term under subclause (1) finds that:
  - (a) the relevant term is not consistent with this Act as amended by Schedule 1 to the amending Act; or
  - (b) there is a difficulty or uncertainty relating to the interaction between the award and the Act as so amended;then the FWC must make a determination varying the modern award to make the award consistent or operate effectively with the Act as so amended.
- (4) The determination must be made as soon as reasonably practicable after the review is conducted.

- (5) A determination under subclause (3) comes into operation on (and takes effect from) the start of the day the determination is made.
- (6) Section 168 applies to a determination made under subclause (3) as if it were a determination made under Part 2-3.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 11** Amendments made by the Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021

Clause 49

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## **Part 11—Amendments made by the Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021**

### **49 Orders to stop bullying**

#### *Scope*

- (1) This clause applies to an order that was in force under subsection 789FF(1) immediately before the commencement of this clause.

#### *Transitional*

- (2) Despite the repeal of that subsection by the *Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021*, that subsection continues to apply, in relation to the order, as if that repeal had not happened.

### **49A Applications for orders to stop sexual harassment**

The amendments of section 789FC made by the *Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021* apply in relation to an application made under that section after the end of the 2-month period beginning at the commencement of this clause.

### **50 Orders to stop sexual harassment**

For the purposes of subparagraph 789FF(1)(b)(ii) (as amended by the *Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021*), it is immaterial whether the worker has been sexually harassed at work before, at or after the commencement of this clause.

## **Part 12—Amendments made by the Fair Work Amendment (Paid Family and Domestic Violence Leave) Act 2022**

### **51 Definitions**

In this Part:

***amending Act*** means the *Fair Work Amendment (Paid Family and Domestic Violence Leave) Act 2022*.

***deferred start day*** means the day after the end of the period of 3 months beginning on the day Schedule 2 to the amending Act commences.

***pre-commencement enterprise agreement*** means an enterprise agreement made before the commencement of Schedule 1 to the amending Act.

***small business employee*** means an employee whose employer was, on the day Schedule 1 to the amending Act commences, a small business employer (whether or not the employee was employed by the employer on that day).

### **52 Entitlement to paid family and domestic violence leave**

*Non-small business employees*

- (1) The amendments made by Schedule 1 to the amending Act apply in relation to an employee, other than a small business employee, whose employment starts on or after the commencement of that Schedule.
- (2) The amendments made by Schedule 1 to the amending Act also apply, from the commencement of that Schedule, in relation to an

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 12** Amendments made by the Fair Work Amendment (Paid Family and Domestic Violence Leave) Act 2022

## Clause 52

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employee, other than a small business employee, whose employment started before that commencement, as if the period:

- (a) starting on that commencement; and
  - (b) ending on the first day after that commencement that is an anniversary of the day the employment started;
- were a 12 month period.

### *Small business employees*

- (3) The amendments made by Schedule 1 to the amending Act apply in relation to a small business employee whose employment starts on or after 1 August 2023.
- (4) The amendments made by Schedule 1 to the amending Act also apply, from 1 August 2023, in relation to a small business employee whose employment started before 1 August 2023, as if the period:
  - (a) starting on 1 August 2023; and
  - (b) ending on the first day after 1 August 2023 that is an anniversary of the day the employment started;were a 12 month period.

### *Start of casual employment*

- (5) For the purposes of this clause, if an employee is employed by a particular employer:
  - (a) as a casual employee; or
  - (b) for a specified period of time, for a specified task or for the duration of a specified season;the start of the employee's employment is taken to be the start of the employee's first employment with that employer.



**53 Resolving interactions between enterprise agreements and paid family and domestic violence leave**

- (1) On application by an employer, employee or employee organisation covered by a pre-commencement enterprise agreement, if:
  - (a) the agreement includes terms entitling employees to paid family and domestic violence leave within the ordinary meaning of that expression; and
  - (b) the FWC considers that the effect of those terms is detrimental when compared with the entitlement under Subdivision CA of Division 7 of Part 2-2 as amended by Schedule 1 to the amending Act (the *NES entitlement*);the FWC may make a determination varying the agreement to make the agreement consistent with the NES entitlement.
- (2) On application by an employer, employee or employee organisation covered by a pre-commencement enterprise agreement, the FWC may make a determination varying the agreement to make it operate effectively with the following:
  - (a) the provisions of Subdivision CA of Division 7 of Part 2-2 as amended by Schedule 1 to the amending Act;
  - (b) section 107, to the extent that it relates to taking leave under that Subdivision.
- (3) A variation of a pre-commencement enterprise agreement under this clause operates from the day specified in the determination, which may be a day before the determination is made.

**54 Entitlement to extended paid family and domestic violence leave provisions**

*National system employees*

- (1) The amendments made by Schedule 2 to the amending Act apply in relation to a national system employee, whether the employee's

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 12** Amendments made by the Fair Work Amendment (Paid Family and Domestic Violence Leave) Act 2022

## Clause 54

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employment started before or after the commencement of that Schedule.

### *Non-national system employees*

- (2) The amendments made by Schedule 2 to the amending Act apply in relation to a non-national system employee whose employment starts on or after the deferred start day.
- (3) The amendments made by Schedule 2 to the amending Act also apply, from the deferred start day, in relation to a non-national system employee whose employment started before the deferred start day, as if the period:
  - (a) starting on the deferred start day; and
  - (b) ending on the first day after the deferred start day that is an anniversary of the day the employment started;were a 12 month period.

### *Start of casual employment*

- (4) For the purposes of this clause, if an employee is employed by a particular employer:
  - (a) as a casual employee; or
  - (b) for a specified period of time, for a specified task or for the duration of a specified season;the start of the employee's employment is taken to be the start of the employee's first employment with that employer.

## **Part 13—Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022**

### **Division 1—Definitions**

#### **55 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022*.

***amending Act*** means the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022*.

***commencement*** means the commencement of this Part.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 2** Amendments made by Part 1 of Schedule 1 to the amending Act

Clause 56

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## **Division 2—Amendments made by Part 1 of Schedule 1 to the amending Act**

### **56 Appeal of decisions of the Registered Organisations Commissioner**

Divisions 3 and 4 of Part 5-1, as amended by Division 2 of Part 1 of Schedule 1 to the amending Act, have effect as if a reference to a decision made under the Registered Organisations Act by the General Manager included a reference to a decision made under the Registered Organisations Act before the commencement of Division 2 of Part 1 of that Schedule by the Registered Organisations Commissioner (including a delegate of the Commissioner), other than a decision under subsection 293H(3) of the Registered Organisations Act.

## **Division 3—Amendments made by Part 4 of Schedule 1 to the amending Act**

### **57 Objects of the Act**

- (1) Sections 3 and 134 of the amended Act apply, after commencement, in relation to the FWC performing functions, or exercising powers, in relation to:
  - (a) a matter that arises after commencement; or
  - (b) a proceeding in the FWC that was on foot at commencement, or commences after commencement.
- (2) Section 284 of the amended Act applies, after commencement, in relation to an annual wage review conducted in:
  - (a) the financial year beginning on 1 July 2022; or
  - (b) a later financial year.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 4** Amendments made by Part 5 of Schedule 1 to the amending Act

Clause 58

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## **Division 4—Amendments made by Part 5 of Schedule 1 to the amending Act**

### **58 Equal remuneration**

- (1) Section 157 of the amended Act applies after commencement in relation to a determination or modern award made under that section after commencement.
- (2) Subsections 302(3A) to (4A) of the amended Act apply after commencement in relation to the FWC performing functions, or exercising powers, in relation to:
  - (a) a matter that arises after commencement; or
  - (b) a proceeding in the FWC that was on foot at commencement, or commences after commencement.
- (3) If an application under subsection 302(3) of this Act as in force immediately before commencement has not been finally determined at commencement, subsection 302(5) of the amended Act applies in relation to the application as if it were an application under paragraph 302(3)(b) of the amended Act.

## **Division 5—Amendments made by Part 7 of Schedule 1 to the amending Act**

### **59 Pay secrecy**

- (1) Section 333B of the amended Act applies after commencement in relation to an employee if:
  - (a) the employee's contract of employment is entered into on or after commencement; or
  - (b) the employee's contract of employment is entered into before commencement and does not include a term that is inconsistent with subsection 333B(1) or (2) of the amended Act.
- (2) If:
  - (a) an employee's contract of employment is entered into before commencement; and
  - (b) the contract includes a term that is inconsistent with subsection 333B(1) or (2) of the amended Act; and
  - (c) after commencement, the contract is varied at a particular time;section 333B of the amended Act applies in relation to the employee after that time.
- (3) Section 333C of the amended Act applies after commencement in relation to a fair work instrument made before, on or after commencement.
- (4) Section 333C of the amended Act applies after commencement in relation to a contract of employment if:
  - (a) the contract is entered into on or after commencement; or
  - (b) the contract is entered into before commencement and does not include a term that is inconsistent with subsection 333B(1) or (2) of the amended Act.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 5** Amendments made by Part 7 of Schedule 1 to the amending Act

## Clause 59

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(5) If:

- (a) a contract of employment is entered into before commencement; and
- (b) the contract includes a term that is inconsistent with subsection 333B(1) or (2) of the amended Act; and
- (c) after commencement, the contract is varied at a particular time;

section 333C of the amended Act applies in relation to the contract after that time.

(6) Section 333D of the amended Act applies after the 6-month period beginning on commencement in relation to a contract of employment entered into on or after commencement.



## **Division 6—Amendments made by Part 8 of Schedule 1 to the amending Act**

### **60 Prohibiting sexual harassment in connection with work**

- (1) Despite the amendments of Part 6-4B made by Schedule 1 to the amending Act, that Part, as in force immediately before the commencement of Division 1 of Part 8 of that Schedule, continues to apply, on and after that commencement, in relation to:
  - (a) the sexual harassment of a worker at work before that commencement; and
  - (b) the sexual harassment of a worker at work on or after that commencement, if the sexual harassment is part of a course of conduct that begins before that commencement.
- (2) Despite the repeal of subsection 789FF(1) by Schedule 1 to the amending Act, an order that was in force under that subsection immediately before the commencement of Division 1 of Part 8 of that Schedule continues in force (and may be dealt with) on and after that commencement as if that repeal had not happened.
- (3) Subsection 527D(1) does not apply in relation to sexual harassment of a worker if the sexual harassment is part of a course of conduct that begins before the commencement of Division 1 of Part 8 of Schedule 1 to the amending Act.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 7** Amendments made by Part 9 of Schedule 1 to the amending Act

Clause 61

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## **Division 7—Amendments made by Part 9 of Schedule 1 to the amending Act**

### **61 Anti-discrimination and special measures**

- (1) Subject to subclauses (2) and (3), the amendments made by Part 9 of Schedule 1 to the amending Act apply on and after commencement.
- (2) The amendments of sections 172A and 195 made by Part 9 of Schedule 1 to the amending Act apply in relation to enterprise agreements made on and after commencement.
- (3) The amendment of section 351 made by Part 9 of Schedule 1 to the amending Act applies in relation to adverse action taken on and after commencement.

## **Division 8—Amendments made by Part 10 of Schedule 1 to the amending Act**

### **62 Fixed term contracts**

Section 333E of the amended Act applies in relation to a contract of employment entered into on or after the commencement of Part 10 of Schedule 1 to the amending Act (whether or not a previous contract referred to in subsection 333E(4) of the amended Act was entered into before, on or after that commencement).

### **63 Resolving uncertainties and difficulties about interaction between enterprise agreements and the provisions of Division 5 of Part 2-9**

- (1) On application by an employer or employee covered by an enterprise agreement that was made before the commencement of Part 10 of Schedule 1 to the amending Act, the FWC may make a determination varying the enterprise agreement to resolve an uncertainty or difficulty relating to the interaction between the enterprise agreement and the provisions of Division 5 of Part 2-9.
- (2) A variation of an enterprise agreement under this clause operates from the day specified in the determination, which may be a day before the enterprise agreement is made.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 9** Amendments made by Part 11 of Schedule 1 to the amending Act

Clause 64

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## **Division 9—Amendments made by Part 11 of Schedule 1 to the amending Act**

### **64 Requests for flexible working arrangements**

The amendments made by Divisions 1, 3, 4 and 5 of Part 11 of Schedule 1 to the amending Act apply in relation to a request made under subsection 65(1) of this Act on or after the commencement of that Part.

Application, saving and transitional provisions relating to amendments of this Act  
**Schedule 1**  
Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay)  
Act 2022 **Part 13**  
Amendments made by Part 12 of Schedule 1 to the amending Act **Division 10**

Clause 65

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## **Division 10—Amendments made by Part 12 of Schedule 1 to the amending Act**

### **65 Termination of enterprise agreements after nominal expiry date**

The amendments made by Part 12 of Schedule 1 to the amending Act apply in relation to an application for the termination of an enterprise agreement made under section 225:

- (a) on or after the commencement of that Part; or
- (b) before the commencement of that Part if, at that commencement, the FWC has neither terminated nor refused to terminate the agreement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 11** Amendments made by Part 14 of Schedule 1 to the amending Act

Clause 66

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## **Division 11—Amendments made by Part 14 of Schedule 1 to the amending Act**

### **66 Genuine agreement in relation to enterprise agreements**

Despite the amendments made by Part 14 of Schedule 1 to the amending Act, Part 2-4 continues to apply, as if the amendments had not been made, in relation to:

- (a) any proposed enterprise agreement for which the notification time occurs before the commencement of Part 14 of that Schedule; and
- (b) any variation of an enterprise agreement for which the employer's request that affected employees for the variation approve the variation by voting for it occurs before that commencement.

Application, saving and transitional provisions relating to amendments of this Act  
**Schedule 1**  
Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay)  
Act 2022 **Part 13**  
Amendments made by Part 16 of Schedule 1 to the amending Act **Division 12**

Clause 67

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## **Division 12—Amendments made by Part 16 of Schedule 1 to the amending Act**

### **67 The better off overall test**

The amendments made by Part 16 of Schedule 1 to the amending Act apply in relation to enterprise agreements made on and after the commencement of that Part.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 13** Amendments made by Part 17 of Schedule 1 to the amending Act

Clause 68

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## **Division 13—Amendments made by Part 17 of Schedule 1 to the amending Act**

### **68 Validation of approval of enterprise agreement**

Section 602A of the amended Act applies in relation to an approval given by the FWC before, at or after the commencement of that section.

### **69 Validation of approval of variation of enterprise agreement**

Section 602B of the amended Act applies in relation to an approval given by the FWC before, at or after the commencement of that section.



## **Division 14—Amendments made by Part 18 of Schedule 1 to the amending Act**

### **70 Serious breach declarations**

Despite the amendments made to the following provisions of this Act by Part 18 of Schedule 1 to the amending Act, those provisions continue to apply, in relation to an application made under section 234 of this Act before that Part commences, as if the amendments had not been made:

- (a) Subdivision B of Division 8 of Part 2-4;
- (b) Division 4 of Part 2-5;
- (c) section 274;
- (d) section 413.

### **71 Intractable bargaining declarations**

In making a declaration under section 235 of the amended Act, the FWC may have regard to conduct engaged in before or after the commencement of Subdivision B of Division 8 of Part 2-4 of the amended Act.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 15** Amendments made by Part 19 of Schedule 1 to the amending Act

Clause 72

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## **Division 15—Amendments made by Part 19 of Schedule 1 to the amending Act**

### **72 Industrial action**

- (2) The amendments of sections 437 and 440 made by Division 2 of Part 19 of Schedule 1 to the amending Act apply in relation to an application made under subsection 437(1) of this Act on or after the commencement of that Division.
- (3) Subject to subclause (2) of this clause, the amendments of Part 3-3 made by Division 2 of Part 19 of Schedule 1 to the amending Act apply in relation to a protected action ballot order if the application for the order is made under subsection 437(1) of this Act on or after the commencement of that Division.
- (4) The amendments of section 539 made by Division 2 of Part 19 of Schedule 1 to the amending Act apply in relation to a contravention, or proposed contravention, of a civil remedy provision referred to in item 18, 19 or 20 of the table in subsection 539(2) that occurs on or after the commencement of that Division.
- (5) The amendment made by Division 3 of Part 19 of Schedule 1 to the amending Act applies in relation to an application made under subsection 437(1) of this Act on or after the commencement of that Division.
- (6) The amendments of Part 3-3 made by Division 4 of Part 19 of Schedule 1 to the amending Act apply in relation to employee claim action if the application for the relevant protected action ballot order is made under subsection 437(1) of this Act on or after the commencement of that Division.
- (7) The amendments of Part 3-3 made by Division 5 of Part 19 of Schedule 1 to the amending Act apply in relation to a protected action ballot order if the application for the order is made under

Application, saving and transitional provisions relating to amendments of this Act  
**Schedule 1**  
Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay)  
Act 2022 **Part 13**  
Amendments made by Part 19 of Schedule 1 to the amending Act **Division 15**

Clause 72

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subsection 437(1) of this Act on or after the commencement of that Division.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 16** Amendments made by Part 21 of Schedule 1 to the amending Act

Clause 73

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## **Division 16—Amendments made by Part 21 of Schedule 1 to the amending Act**

### **73 Variation of single interest employer agreement to add employer and employees**

Subdivision AD of Division 7 of Part 2-4 of the amended Act, as inserted by Part 21 of Schedule 1 to the amending Act, applies in relation to variations of single interest employer agreements on or after the commencement of that Part of the amending Act, if the agreements were made after that commencement.

### **74 Application to existing applications for declarations**

- (1) This clause applies in relation to applications for declarations made under subsection 247(1) of the Act immediately before the commencement of Part 21 of Schedule 1 to the amending Act if, immediately before that commencement, the Minister had not made a decision on the application.
- (2) Despite the amendments of Division 10 of Part 2-4 made by Part 21 of Schedule 1 to the amending Act, that Division continues to apply as if those amendments had not been made.

### **75 Application to existing Ministerial declarations where application for authorisation not made**

- (1) This clause applies in relation to declarations made under subsection 247(3) of the Act before the commencement of Part 21 of Schedule 1 to the amending Act if, immediately before that commencement, 2 or more of the employers to whom the declaration relates had not made an application for an authorisation.
- (2) If, after that commencement, those employers make an application for an authorisation, then, despite the amendments of Division 10

of Part 2-4 made by Part 21 of Schedule 1 to the amending Act,  
that Division continues to apply in relation to the application as if  
those amendments had not been made.

## **76 Application to existing applications for authorisations**

- (1) This clause applies in relation to applications for authorisations made under subsection 248(1) of the Act immediately before the commencement of Part 21 of Schedule 1 to the amending Act if, immediately before that commencement, the FWC had not made a decision on the application.
- (2) Despite the amendments of Division 10 of Part 2-4 made by Part 21 of Schedule 1 to the amending Act, that Division continues to apply as if those amendments had not been made.

## **77 Effect of making a single interest employer authorisation**

Paragraph 172(5)(b) of the amended Act, as inserted by Part 21 of Schedule 1 to the amending Act, applies in relation to single interest employer authorisations on or after the commencement of that Part if the authorisation was made on or after that commencement.

## **78 Application to existing applications to vary authorisations**

The amendments to section 251 made by Part 21 of Schedule 1 to the amending Act do not apply in relation to applications for variations made before the commencement of that Part.

## **78A Application to authorisations in operation before commencement**

- (1) This clause applies in relation to 2 or more employers that were, immediately before the commencement of Part 21 of Schedule 1 to the amending Act, specified in a single interest employer authorisation made under subsection 249(1) that is in operation.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 16** Amendments made by Part 21 of Schedule 1 to the amending Act

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Clause 78B

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- (2) For the purposes of section 172 of the amended Act, the employers are taken to be related employers within the meaning of subsection 172(5A).

**78B Application to certain authorisations made after commencement**

If, because of the operation of clause 74, 75 or 76 of this Part, the FWC makes a single interest employer authorisation after the commencement of Part 21 of Schedule 1 to the amending Act:

- (a) Division 10 of Part 2-4 of this Act, as in force immediately before that commencement, continues to apply in relation to the authorisation; and
- (b) for the purposes of section 172 of the amended Act, the employers specified in the authorisation are taken to be related employers within the meaning of subsection 172(5A).

**78C Availability of scope orders**

Despite the repeal of subsection 238(2) of this Act by Part 21 of Schedule 1 to the amending Act, that subsection continues to apply after the commencement of that Part to proposed single-enterprise agreements in relation to which a single interest employer authorisation is in operation.

## **Division 17—Amendments made by Part 23 of Schedule 1 to the amending Act**

### **80A Approval of enterprise agreement—requirement relating to genuine agreement of employers**

Subsection 186(2AA) of the amended Act applies in relation to an enterprise agreement made after the commencement of that subsection.

### **81 Approval of cooperative workplace agreement—requirement relating to representation**

Subsection 186(2A) of the amended Act applies in relation to a cooperative workplace agreement made after the commencement of that subsection.

### **82 Variation of cooperative workplace agreement to add employer and employees**

Subdivision AC of Division 7 of Part 2-4 of the amended Act applies in relation to a variation of a cooperative workplace agreement, if the agreement was made after the commencement of that Subdivision.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 17A** Amendments made by Part 23A of Schedule 1 to the amending Act

Clause 82A

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## **Division 17A—Amendments made by Part 23A of Schedule 1 to the amending Act**

### **82A Multi-enterprise agreements and general building and construction work**

Subsection 186(2B) of the amended Act, as inserted by Part 23A to the amending Act, applies in relation to:

- (a) the approval of an enterprise agreement, if the agreement is made after the commencement of that Part; and
- (b) the approval of a variation of an enterprise agreement, if the variation is made after the commencement of that Part.



## **Division 18—Amendments made by Part 24 of Schedule 1 to the amending Act**

### **83 Small claims procedure**

- (1) The following provisions apply in relation to small claims proceedings commenced on or after the commencement of Part 24 of Schedule 1 to the amending Act:
  - (a) the amendment of paragraph 548(2)(a) of this Act made by that Part;
  - (b) subsection 548(2A) as inserted by that Part.
- (2) Subsections 548(10) and (11), as inserted by Part 24 of Schedule 1 to the amending Act, apply in relation to:
  - (a) small claims proceedings commenced, but not finally determined, before the commencement of that Part; and
  - (b) small claims proceedings commenced after the commencement of that Part.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 13** Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022

**Division 19** Amendments made by Part 25 of Schedule 1 to the amending Act

Clause 84

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## **Division 19—Amendments made by Part 25 of Schedule 1 to the amending Act**

### **84 Employment advertisements**

Division 4 of Part 3-6 of this Act, as inserted by Part 25 of Schedule 1 to the amending Act, applies in relation to employment advertised on or after the day that is one month after the commencement of Part 25 of Schedule 1 to the amending Act (whether the employment was first advertised before, on or after that day).

Application, saving and transitional provisions relating to amendments of this Act  
**Schedule 1**  
Amendments made by the Fair Work Legislation Amendment (Secure Jobs, Better Pay)  
Act 2022 **Part 13**  
Amendments made by Part 25B of Schedule 1 to the amending Act **Division 20**

Clause 85

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## **Division 20—Amendments made by Part 25B of Schedule 1 to the amending Act**

### **85 Requests for extension of period of unpaid parental leave**

The amendments made by Part 25B of Schedule 1 to the amending Act apply in relation to a request made under subsection 76(1) of this Act on or after the commencement of that Part.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 14** Amendments made by the Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023

**Division 1** Definitions

Clause 86

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## **Part 14—Amendments made by the Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023**

### **Division 1—Definitions**

#### **86 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023*.

***amending Act*** means the *Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023*.

## **Division 2—Amendments made by Schedule 2 to the amending Act**

### **87 Amendments about unpaid parental leave**

- (1) The amendments made by Schedule 2 to the amending Act apply in relation to an employee in respect of a child if the child's date of birth, or day of placement, is on or after 1 July 2023.
- (2) If:
- (a) before the commencement of Schedule 2 to the amending Act, an employee gave notice to the employee's employer in accordance with subsection 74(1) of the taking of a period of unpaid parental leave under section 72 in relation to a child; and
  - (b) the period of unpaid parental leave is covered by paragraph 72(3)(a) or (4)(a); and
  - (c) the child's date of birth, or day of placement, is on or after 1 July 2023;
- the period of unpaid parental leave is to be treated, after the commencement of Schedule 2 to the amending Act, as a continuous period of unpaid parental leave under section 71 of the amended Act.
- (3) If:
- (a) before the commencement of Schedule 2 to the amending Act, an employee gave notice to the employee's employer in accordance with subsection 74(1) of the taking of a period of concurrent leave under subsection 72(5) in relation to a child; and
  - (b) the child's date of birth, or day of placement, is on or after 1 July 2023;
- the period of concurrent leave is to be treated, after the commencement of Schedule 2 to the amending Act, as a period of

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 14** Amendments made by the Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023

**Division 2** Amendments made by Schedule 2 to the amending Act

## Clause 87

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flexible unpaid parental leave under section 72A of the amended Act.

(4) If:

- (a) before the commencement of Schedule 2 to the amending Act, an employee gave notice to the employee's employer in accordance with subsection 74(1) of the taking of a period of unpaid parental leave under section 71, 72 or 72A in relation to a child; and
- (b) the child's date of birth, or day of placement, is on or after 1 July 2023;

then:

- (c) the employee may give the employer a written notice (an ***amendment notice***) that makes amendments to the subsection 74(1) notice that are consistent with the amended Act; and
- (d) if the employee gives an amendment notice to the employer in relation to the child:
  - (i) the amendments made by the amendment notice must not take effect until at least 4 weeks after the amendment notice is given to the employer; and
  - (ii) any requirement imposed by this Act (other than subsection 74(4) or (4B)) in relation to the period within which the employer is to be given written notice of the taking of unpaid parental leave is waived for the taking of the unpaid parental leave covered by the amendment notice; and
- (e) the employee is not entitled to give more than one amendment notice to the employer in relation to the child.

Application, saving and transitional provisions relating to amendments of this Act  
**Schedule 1**  
Amendments made by the Fair Work Legislation Amendment (Protecting Worker  
Entitlements) Act 2023 **Part 14**  
Amendments made by Schedule 3 to the amending Act **Division 3**

Clause 88

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## **Division 3—Amendments made by Schedule 3 to the amending Act**

### **88 Superannuation—reduction of employer’s liability to the extent of superannuation charge payments**

Subsection 149B(2), as inserted by Part 2 of Schedule 3 to the amending Act, applies in relation to an employer’s obligation to make superannuation contributions on behalf of an employee, whether the requirements of that subsection are satisfied before or after the commencement of that Part.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 14** Amendments made by the Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023

**Division 4** Amendments made by Schedule 4 to the amending Act

Clause 89

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## **Division 4—Amendments made by Schedule 4 to the amending Act**

### **89 Interaction of a workplace determination with an earlier enterprise agreement**

The amendments made by Schedule 4 to the amending Act apply in relation to:

- (a) an enterprise agreement that applies to an employee in relation to particular employment before, on or after the commencement of that Schedule; and
- (b) a workplace determination that:
  - (i) covers the employee in relation to the same employment; and
  - (ii) comes into operation before, on or after the commencement of that Schedule.



## **Division 5—Amendments made by Schedule 5 to the amending Act**

### **90 Employee authorised deductions**

- (1) An authorisation made for the purposes of paragraph 324(1)(a) that is in force immediately before the commencement of Schedule 5 continues in force, after the commencement, until it is withdrawn.
- (2) An authorisation covered by subclause (3) that is in force immediately before the commencement of Schedule 5:
  - (a) is taken to be, and taken always to have been, made in compliance with section 324 as in force immediately before the commencement; and
  - (b) continues in force, after the commencement, until it is withdrawn.
- (3) An authorisation is covered by this subclause if the authorisation:
  - (a) was purportedly made for the purposes of paragraph 324(1)(a) as in force immediately before the commencement of Schedule 5; and
  - (b) purportedly authorises multiple or ongoing deductions for amounts as varied from time to time; and
  - (c) would, after the commencement, comply with section 324 of the amended Act.
- (4) However, paragraph (2)(a) does not affect rights or liabilities arising between parties to proceedings:
  - (a) in which judgment is reserved by a court before the commencement of Schedule 5; or
  - (b) which have been heard and finally determined by a court before the commencement;to the extent those rights or liabilities arose from, or were affected by, an authorisation covered by subclause (3).

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 15** Amendments made by the Fair Work Legislation Amendment (Closing Loopholes) Act 2023

**Division 1** Definitions

Clause 91

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## **Part 15—Amendments made by the Fair Work Legislation Amendment (Closing Loopholes) Act 2023**

### **Division 1—Definitions**

#### **91 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023*.

***amending Act*** means the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023*.

## **Division 2—Amendments made by Part 2 of Schedule 1 to the amending Act**

### **92 Application—section 121**

Despite the amendment made by item 28 of Part 2 of Schedule 1 to the amending Act, section 121, as in force immediately before the commencement of that item, continues to apply in relation to the termination of an employee's employment if any of the following occurred before that commencement:

- (a) the termination of the employee;
- (b) any other termination covered by that section as amended that caused the employer to become a small business employer.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 15** Amendments made by the Fair Work Legislation Amendment (Closing Loopholes) Act 2023

**Division 3** Amendments made by Part 6 of Schedule 1 to the amending Act

Clause 93

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## **Division 3—Amendments made by Part 6 of Schedule 1 to the amending Act**

### **93 Application of amendments—regulated labour hire arrangement orders**

*Application of requirement to pay protected rate of pay*

- (1) Section 306F of the amended Act (protected rate of pay payable to employees if a regulated labour hire arrangement order is in force) applies on and after 1 November 2024 regardless of whether any agreement resulting in the performance of work by a regulated employee is entered into before, on or after that day.

*Anti-avoidance provisions apply retrospectively in relation to certain conduct and schemes*

- (2) Division 4 of Part 2-7A of the amended Act (anti-avoidance) applies, on and after the introduction day, in relation to:
  - (a) conduct engaged in; or
  - (b) a scheme that is entered into, begun to be carried out or carried out;on or after the introduction day.

- (3) In this section:

***introduction day*** means the day on which the *Fair Work Legislation Amendment (Closing Loopholes) Bill 2023* was introduced into the Parliament.

## **Division 4—Amendments made by Part 7 of Schedule 1 to the amending Act**

### **94 Application of section 149E of amended Act**

- (1) Section 149E (delegates' rights terms) of the amended Act applies in relation to a modern award that is in operation on or after 1 July 2024, whether or not the award was made before that day.
- (2) However, a modern award is not invalid on or after 1 July 2024 only because it does not include a delegates' rights term.

### **95 FWC to vary certain modern awards**

- (1) This clause applies in relation to a modern award if the award:
  - (a) is made before 1 July 2024; and
  - (b) is to be in operation on that day.
- (2) The FWC must, by 30 June 2024, make a determination varying the modern award to include a delegates' rights term.
- (3) A determination made under subclause (2) comes into operation on (and takes effect from) 1 July 2024.
- (4) Section 168 applies to a determination made under subclause (2) as if it were a determination made under Part 2-3.

### **96 Application of section 205A of amended Act**

- (1) Section 205A (enterprise agreements to include delegates' rights terms etc.) of the amended Act does not apply in relation to an enterprise agreement if:
  - (a) before 1 July 2024, the employer concerned asks the employees to approve the agreement by voting for it; and
  - (b) by that vote, the employees approve the agreement; and
  - (c) the FWC approves the agreement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 15** Amendments made by the Fair Work Legislation Amendment (Closing Loopholes) Act 2023

**Division 4** Amendments made by Part 7 of Schedule 1 to the amending Act

#### Clause 97

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- (2) In deciding, after 1 July 2024, whether to approve the agreement mentioned in subclause (1) (in that form), the FWC must disregard section 205A.

### **97 Application of subsections 273(6) and (7) of amended Act**

- (1) Subsections 273(6) and (7) (delegates' rights terms) of the amended Act apply in relation to a workplace determination made on or after 1 July 2024.
- (2) However, a workplace determination is not invalid on or after 1 July 2024 only because it does not include a delegates' rights term.

## **Division 5—Amendments made by Part 14 of Schedule 1 to the amending Act**

### **98 Offence relating to failure to pay certain amounts as required**

Subsection 327A(1) of the amended Act applies in relation to conduct that occurs after the commencement of Part 14 of Schedule 1 to the amending Act, including conduct that occurs after that commencement that is part of a course of conduct that began before that commencement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 15** Amendments made by the Fair Work Legislation Amendment (Closing Loopholes) Act 2023

**Division 6** Amendments made by Part 14A of Schedule 1 to the amending Act

Clause 99

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## **Division 6—Amendments made by Part 14A of Schedule 1 to the amending Act**

### **99 Application of amendments**

- (1) The amendment of subsection 409(6A) of this Act made by Part 14A of Schedule 1 to the amending Act applies in relation to industrial action to the extent that the industrial action occurs, or is to occur, on or after the commencement of that Part.
- (2) However, the amendment does not apply in relation to doing any of the following before that commencement in relation to industrial action, even if the industrial action occurs, or was to occur, on or after that commencement:
  - (a) organising the industrial action;
  - (b) threatening to engage in the industrial action;
  - (c) threatening to organise the industrial action;
  - (d) engaging in any other conduct in relation to the industrial action.
- (3) For the purposes of subsection 409(6A) of this Act, as amended by Part 14A of Schedule 1 to the amending Act, it does not matter whether a contravention of an order made under section 448A of this Act occurred before, on or after the commencement of that Part.



## **Part 16—Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024**

### **Division 1—Definitions**

#### **100 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work  
Legislation Amendment (Closing Loopholes No. 2) Act 2024*.

***amending Act*** means the *Fair Work Legislation Amendment  
(Closing Loopholes No. 2) Act 2024*.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 2** Amendments made by Part 1 of Schedule 1 to the amending Act

Clause 101

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## **Division 2—Amendments made by Part 1 of Schedule 1 to the amending Act**

### **101 Resolving uncertainties and difficulties about interaction between fair work instruments and the definition of casual employee and employee choice**

- (1) The FWC may make a determination varying a fair work instrument that is a modern award, enterprise agreement or workplace determination that was made before the commencement of this clause:
  - (a) for an enterprise agreement or workplace determination—on application by an employer, employee or employee organisation covered by the enterprise agreement or workplace determination; or
  - (b) for a modern award:
    - (i) by the FWC on its own initiative; or
    - (ii) on application by an employer organisation or employee organisation entitled to represent the industrial interests of an employer or employee covered by the award.
- (2) The FWC may make a determination varying the instrument:
  - (a) to resolve an uncertainty or difficulty relating to the interaction between the instrument and any of the following:
    - (i) the definition of casual employee in section 15A of the amended Act (including to deal with uncertainty or difficulty arising from the circumstances in which employees are to be employed as casual employees under the agreement);
    - (ii) the provisions of Division 4A of Part 2-2 of the amended Act; or
  - (b) to make the instrument operate effectively with that section or those provisions.

- (3) A variation of a fair work instrument under this clause operates from the day specified in the determination, which may be a day before the determination is made.
- (4) If the determination relates to a modern award, the FWC must publish the award as varied as soon as practicable on the FWC's website or by any other means the FWC considers appropriate.

## 102 Application of amendments

### *Application of definition of casual employee*

- (1) Section 15A of the amended Act applies on and after commencement in relation to employment relationships entered into before, on or after commencement.
- (2) Despite subclause (1), for the purposes of applying section 15A of the amended Act on and after commencement in relation to employment relationships entered into before commencement:
  - (a) conduct of an employer and employee that occurred before commencement is to be disregarded for the purposes of applying subsections 15A(2) and (3) in relation to that employee; and
  - (b) if an employee's contract of employment immediately before commencement included a term of a kind referred to in subsection 15A(4)—that subsection is taken not to apply in relation to the employee for the remainder of the term of that contract.

### *Continuing casual employees*

- (3) For the purposes of subclause (1), an employee who was, immediately before commencement, a casual employee of an employer within the meaning of section 15A as in force at that time, is taken to be a casual employee of the employer within the meaning of section 15A of the amended Act on and after commencement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 2** Amendments made by Part 1 of Schedule 1 to the amending Act

## Clause 102

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### *Application of employee choice and casual conversion provisions*

- (5) The amendments of Division 4A of Part 2-2 made by the amending Act apply on and after commencement in relation to employment relationships entered into before, on or after commencement.
- (6) For the purposes of applying subclause (5) in relation to employment relationships entered into before commencement:
  - (a) any period of employment as a casual employee that occurred before commencement is to be disregarded for the purposes of paragraphs 66AAB(c) and (d) of the amended Act; and
  - (b) paragraph 66AAB(d) of the amended Act is taken to include a requirement that in the period referred to in that paragraph the employee has not:
    - (ia) been given a notice before commencement under subsection 66C(3) that the employer is not required to make an offer to the employee under section 66B; or
    - (ib) been given a notice after commencement under subsection 66C(3) that the employer is not required to make an offer to the employee under section 66B (as those sections continue to apply because of subclauses (6AA) and (6AB)); or
    - (ic) declined before commencement, under section 66D, an offer made by the employer under section 66B; or
    - (id) declined after commencement, under section 66D, an offer made by the employer under section 66B (as those sections continue to apply because of subclauses (6AA) and (6AB)); or
    - (i) been given a response before commencement by the employer under section 66G refusing a request made by the employee under section 66F; or
    - (ii) been given a response after commencement by the employer under section 66G refusing a request made by the employee under section 66F (as those sections continue to apply because of subclauses (6A) and (6B)).

- (6AA) Despite subclause (5), sections 66B and 66C as in force immediately before commencement continue to apply after commencement for a period of 6 months from commencement in relation to employment relationships entered into before commencement where the employer is not a small business employer at commencement.
- (6AB) Despite subclause (5), sections 66D and 66E as in force immediately before commencement continue to apply after commencement in relation to:
- (a) an offer made before commencement by an employer under section 66B for which, immediately before commencement, a response under section 66D or a notice under section 66E had not been given; or
  - (b) an offer made after commencement by an employer under section 66B, or a notice given after commencement under subsection 66C(3) that the employer has decided not to make an offer to the employee under section 66B (as those sections continue to apply because of subclause (6AA)).
- (6A) Despite subclause (5), section 66F as in force immediately before commencement continues to apply after commencement in relation to employment relationships entered into before commencement for a period of:
- (a) for an employer that is a small business employer at commencement—12 months from commencement; or
  - (b) for an employer that is not a small business employer at commencement—6 months from commencement.
- (6B) Despite subclause (5), sections 66G to 66J as in force immediately before commencement continue to apply after commencement in relation to:
- (a) a request made before commencement by an employee under section 66F for which, immediately before commencement, a response under section 66G or a notice under section 66J had not been given; or

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 2** Amendments made by Part 1 of Schedule 1 to the amending Act

### Clause 103

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- (b) a request made after commencement by an employee under section 66F (as that section continues to apply because of subclause (6A)).
- (7) Despite subclause (5), sections 66M, 548 and 739 as in force immediately before commencement continue to apply after commencement to:
  - (a) disputes that arose before commencement relating to the operation of Division 4A of Part 2-2; and
  - (aa) disputes that arise after commencement relating to the operation of sections 66B to 66E (as those sections continue to apply because of subclauses (6AA) and (6AB)); and
  - (b) disputes that arise after commencement relating to the operation of sections 66F to 66J (as those sections continue to apply because of subclauses (6A) and (6B)).

#### *Definitions*

- (8) In this clause:

***commencement*** means the commencement of Part 1 of Schedule 1 to the amending Act.

### **103 Transitional provision**

For the purposes of applying section 66L of this Act during the period beginning when this clause commences and ending when Part 1 of Schedule 1 to the amending Act commences, the reference to “this Division” in that provision is taken to include a reference to that Division as amended by that Part.

## **Division 3—Amendments made by Part 4 of Schedule 1 to the amending Act**

### **104 Replacement agreements**

- (1) Subsections 58(4) and (5), as inserted by the amending Act, apply in relation to single-enterprise agreements made after the commencement of Part 4 of Schedule 1 to that Act, whether the single interest employer agreement or supported bargaining agreement was made before or after that commencement.
- (2) Section 180B and subsection 240A(4), as inserted by the amending Act, apply in relation to single interest employer agreements and supported bargaining agreements whether made before or after the commencement of Part 4 of Schedule 1 to that Act.
- (3) Subsections 236(1B) and 238(2), as inserted by the amending Act, apply in relation to applications made after the commencement of Part 4 of Schedule 1 to that Act, whether the single interest employer agreement or supported bargaining agreement was made before or after that commencement.

### **105 Variation of supported bargaining authorisations**

Subsection 245(2), as inserted by the amending Act, applies in relation to enterprise agreements and workplace determinations that come into operation before or after the commencement of Part 4 of Schedule 1 to that Act.

### **106 Application of better off overall test to replacement agreements**

Sections 193 and 193A, as amended by the amending Act, apply in relation to single-enterprise agreements made on or after the commencement of Part 4 of Schedule 1 to that Act, whether the supported bargaining agreement or single interest employer agreement was made before or after that commencement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 4** Amendments made by Part 5 of Schedule 1 to the amending Act

Clause 107

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## **Division 4—Amendments made by Part 5 of Schedule 1 to the amending Act**

### **107 Model terms and enterprise agreements**

- (1) Despite the amendments made by Part 5 of Schedule 1 to the amending Act, sections 202, 205 and 737, as in force immediately before the commencement of that Part, continue to apply in relation to an enterprise agreement if:
  - (a) before that commencement, the employer concerned asks the employees to approve the agreement by voting for it; and
  - (b) by that vote, the employees approve the agreement; and
  - (c) the FWC approves the agreement.
- (2) In deciding, after the commencement of that Part, whether to approve the agreement mentioned in subclause (1) (in that form), the FWC must disregard the amendments made by that Part.

### **108 Model terms and copied State instruments**

Despite the amendments made by Part 5 of Schedule 1 to the amending Act, section 768BK, as in force immediately before the commencement of that Part, continues to apply in relation to a model term that is taken, before that commencement, to be a term of a copied State instrument.

### **109 Disallowance—model terms made before commencement**

Section 42 (disallowance) of the *Legislation Act 2003* does not apply to a determination made in the exercise of a power under subsection 202(5), 205(3), 737(1) or 768BK(1A) of the amended Act, before the commencement of Part 5 of Schedule 1 to the amending Act, relying on subsection 4(1) of the *Acts Interpretation Act 1901*.



Application, saving and transitional provisions relating to amendments of this Act  
**Schedule 1**  
Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes  
No. 2) Act 2024 **Part 16**  
Amendments made by Part 5 of Schedule 1 to the amending Act **Division 4**

Clause 109

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Note: Subsection 4(1) of the *Acts Interpretation Act 1901* provides for the exercise of powers between the passing and commencement of an Act.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 5** Amendments made by Part 5A of Schedule 1 to the amending Act

Clause 110

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## **Division 5—Amendments made by Part 5A of Schedule 1 to the amending Act**

### **110 Application of amendments—intractable bargaining workplace determinations**

- (1) This clause applies to the following provisions:
  - (a) section 270A of the amended Act;
  - (b) subsection 274(3) of the amended Act.
- (2) The provisions apply in relation to determinations made on or after the commencement of Part 5A of Schedule 1 to the amending Act (including determinations in relation to which the declaration concerned, or the application for the declaration concerned, was made before that commencement).
- (3) The provisions also apply in relation to determinations made before that commencement, in the circumstances specified in clause 111.

### **111 Application of amendments to intractable bargaining workplace determinations made before commencement**

- (1) This clause applies in relation to an intractable bargaining workplace determination made before the commencement of Part 5A of Schedule 1 to the amending Act (the *original determination*).
- (2) On application by an employer, employee or employee organisation covered by the original determination, the FWC must make a determination (a *variation*) varying the original determination where required so as to give effect to the provisions to which clause 110 applies.

Clause 111

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- (3) An application under subclause (2) must be made before the end of the period of 12 months commencing on the day Part 5A of Schedule 1 to the amending Act commences.
- (4) The FWC may make a variation despite paragraph 603(3)(c).
- (5) Any variation must be made by a Full Bench.
- (6) A variation operates from the day specified by the FWC in the variation, which must not be a day before the variation is made.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 5A** Amendments made by Part 8 of Schedule 1 to the amending Act

Clause 111A

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## **Division 5A—Amendments made by Part 8 of Schedule 1 to the amending Act**

### **111A Definitions**

In this Division:

**commencement** means the commencement of Part 8 of Schedule 1 to the amending Act.

### **111B Application of section 149F of the amended Act**

- (1) Section 149F (right to disconnect term) of the amended Act applies in relation to a modern award that is in operation on or after commencement, whether or not the award was made before commencement.
- (2) However, a modern award is not invalid on or after commencement only because it does not include a right to disconnect term.

### **111C FWC to vary certain modern awards**

- (1) This clause applies in relation to a modern award if the award:
  - (a) is made before commencement; and
  - (b) is to be in operation on commencement.
- (2) The FWC must, by the day before commencement, make a determination varying the modern award to include a right to disconnect term.
- (3) A determination made under subclause (2) comes into operation on (and takes effect from) commencement.
- (4) Section 168 applies to a determination made under subclause (2) as if it were a determination made under Part 2-3.

**111D Application of amendments to small business employers**

The amendments made by Part 8 of Schedule 1 to the amending Act do not apply in relation to an employer that is a small business employer on the day of commencement, or an employee of the employer, for a period of 12 months beginning on that day.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 6** Amendments made by Part 9 of Schedule 1 to the amending Act

Clause 112

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## **Division 6—Amendments made by Part 9 of Schedule 1 to the amending Act**

### **112 Application of amendments**

Section 357, as amended by Part 9 of Schedule 1 to the amending Act, applies in relation to representations made on or after the commencement of that Part.

## **Division 7—Amendments made by Part 10 of Schedule 1 to the amending Act**

### **113 Application of amendments—right of entry**

The amendments of subsection 510(1) made by Part 10 of Schedule 1 to the amending Act apply in relation to each entry permit held by a permit holder whether issued before, on or after the commencement of that Part.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 16** Main amendments made by the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 8** Amendments made by Part 11 of Schedule 1 to the amending Act

Clause 114

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## **Division 8—Amendments made by Part 11 of Schedule 1 to the amending Act**

### **114 Penalties for contravention of civil remedy provisions**

*Changes to amounts of pecuniary penalties and serious contraventions*

- (1) The amendments of Part 4-1 made by Division 1 of Part 11 of Schedule 1 to the amending Act apply in relation to conduct engaged in after the commencement of that Division.
- (2) For the purposes of section 557, conduct engaged in before that commencement cannot constitute the same course of conduct as conduct engaged in after that commencement.

*Changes relating to underpayments*

- (3) The amendments of Part 4-1 made by Division 3 of Part 11 of Schedule 1 to the amending Act apply in relation to conduct engaged in after the commencement of that Division.
- (4) For the purposes of section 557, conduct engaged in before that commencement cannot constitute the same course of conduct as conduct engaged in after that commencement.



## **Part 17—Amendments made by Part 15 of Schedule 1 to the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024**

### **Division 1—Definitions**

#### **115 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024*.

***amending Act*** means the *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024*.

***commencement*** means the commencement of item 237 of Part 15 of Schedule 1 to the amending Act.

***old Act*** means this Act as in force immediately before commencement.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 17** Amendments made by Part 15 of Schedule 1 to the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 2** Transitional provisions

Clause 116

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## **Division 2—Transitional provisions**

### **116 Relationships in existence as at commencement or entered into on or after commencement**

- (1) Subject to this Schedule and sections 15AB to 15AD of the amended Act, section 15AA of the amended Act applies on and after commencement to the following:
  - (a) a relationship between an individual and a person entered into before commencement that is in existence as at commencement;
  - (b) a relationship between an individual and a person entered into on or after commencement.
- (2) Despite section 40A, section 7 of the *Acts Interpretation Act 1901*, as in force from time to time, applies in relation to the amendment made by item 237 of Part 15 of Schedule 1 to the amending Act.

Note: Section 7 of the *Acts Interpretation Act 1901* provides for the effect of amendment and repeal of provisions of Acts, including in relation to rights, liabilities, penalties and forfeitures etc. accrued or incurred before the repeal.

### **117 References to employees etc. in fair work instruments made before commencement**

- (1) This clause applies to a fair work instrument that:
  - (a) was made before commencement; and
  - (b) is in operation on or after commencement.
- (2) A reference in the fair work instrument to an employee or an employer is taken, on and after commencement, to include a reference to an employee or an employer, as the case requires, within the meaning of section 15AA of the amended Act, and, to avoid doubt, does not include a reference to an individual in respect of whom an opt out notice has been given and not revoked.

**118 Entitlements determined by reference to length of a period of employment etc.**

- (1) This clause applies if:
  - (a) immediately before commencement, an individual was not an employee of a person within the ordinary meaning of that expression; and
  - (b) because of the operation of section 15AA of the amended Act, on commencement, the individual becomes an employee of the person, within the ordinary meaning of that expression, in respect of that relationship.
- (2) For the purposes of determining whether the individual has a right or entitlement under the amended Act or under a fair work instrument in respect of the employment of the individual, being a right or entitlement calculated by reference to:
  - (a) the individual's length of service (however described) as an employee; or
  - (b) a minimum period of employment (however described) of the individual;the nature of the relationship between the individual and the person in respect of a period or periods before commencement is to be ascertained in accordance with the old Act.

**119 Old Act applies to proceedings on foot as at commencement**

- (1) Despite the amendment made by item 237 of Part 15 of Schedule 1 to the amending Act, the old Act continues to apply, on and after commencement, as if that amendment had not been made, in relation to the following:
  - (a) an application made, or proceedings on foot, as at commencement, other than an application or proceedings prescribed by the regulations;
  - (b) an application for review of, or an appeal relating to, an application or proceedings referred to in paragraph (a) (whether the application for review was made, or the appeal

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 17** Amendments made by Part 15 of Schedule 1 to the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 2** Transitional provisions

## Clause 120

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proceedings were brought, before, on or after commencement).

- (2) For the purposes of paragraph (1)(a), an application or proceedings are on foot until all rights of review and appeal in relation to the application or proceedings have expired or have been exhausted.

### **120 FWC power to deal with uncertainties or difficulties arising from the operation of section 15AA of the amended Act**

- (1) The FWC may make a determination varying a fair work instrument in order to resolve an uncertainty or difficulty relating to the operation or effect of the fair work instrument, being an uncertainty or difficulty arising as a result of, or in connection with, the amendment made by item 237 of Part 15 of Schedule 1 to the amending Act.
- (2) The FWC may make a determination under subclause (1) varying a modern award:
- (a) on its own initiative; or
  - (b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or
  - (c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees covered by the modern award; or
  - (d) if the modern award includes outworker terms—on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the outworker terms relate.
- (3) The FWC may make a determination under subclause (1) varying an enterprise agreement or a workplace determination:
- (a) on its own initiative; or
  - (b) on application by any of the following:
    - (i) one or more of the employers covered by the enterprise agreement or workplace determination;

- (ii) an employee covered by the enterprise agreement or workplace determination;
  - (iii) an employee organisation covered by the enterprise agreement or workplace determination.
- (4) The FWC may make a determination under subclause (1) varying an FWC order:
  - (a) on its own initiative; or
  - (b) on application:
    - (i) by a person affected by the order; or
    - (ii) if the FWC order is of a kind prescribed by the regulations—by a person prescribed by the regulations in relation to that kind of order.
- (5) A variation of a fair work instrument under this clause operates from the day specified in the determination, which may be a day before the determination was made.
- (6) The regulations may provide as follows:
  - (a) that this clause applies, or does not apply, to a specified fair work instrument or a specified class of fair work instrument;
  - (b) that this clause applies, or does not apply, to a specified uncertainty or difficulty, or a specified class of uncertainty or difficulty.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 17** Amendments made by Part 15 of Schedule 1 to the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 3** Regulations about transitional matters

Clause 121

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## **Division 3—Regulations about transitional matters**

### **121 General power for regulations to deal with transitional etc. matters**

- (1) The regulations may make provisions of a transitional, application or saving nature in relation to the amendment made by item 237 of Part 15 of Schedule 1 to the amending Act.
- (2) The regulations may make provisions of a transitional, application or saving nature in relation to the following:
  - (a) a person becoming an employer because of the amendment made by item 237 of Part 15 of Schedule 1 to the amending Act;
  - (b) an individual becoming an employee because of the amendment made by item 237 of Part 15 of Schedule 1 to the amending Act.

### **122 Other general provisions about regulations**

- (1) This clause applies to regulations made for the purposes of this Part.
- (2) Subsection 12(2) (retrospective application of legislative instruments) of the *Legislation Act 2003* does not apply to the regulations.
- (3) If:
  - (a) regulations are expressed to commence from a date (the **registration date**) before the regulations are registered under the *Legislation Act 2003*; and
  - (b) a person engaged in conduct before the registration date; and
  - (c) but for the retrospective effect of the regulations, the conduct would not have contravened a provision of this Act;

then a court must not convict the person of an offence, or order the person to pay a pecuniary penalty, in relation to the conduct on the grounds that it contravened a provision of this Act.

**Schedule 1** Application, saving and transitional provisions relating to amendments of this Act

**Part 18** Amendments made by Part 16 of Schedule 1 to the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

**Division 1** Definitions

Clause 123

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## **Part 18—Amendments made by Part 16 of Schedule 1 to the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024**

### **Division 1—Definitions**

#### **123 Definitions**

In this Part:

***amended Act*** means this Act as amended by the *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024*.

***amending Act*** means the *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024*.

***commencement*** means the commencement of item 238 of Part 16 of Schedule 1 to the amending Act.

***old Act*** means this Act as in force immediately before commencement.



## **Division 2—Transitional provisions**

### **124 Unfair deactivation and unfair termination**

- (1) Part 3A-3 (unfair deactivation or unfair termination of regulated workers) applies to a deactivation or termination that occurs after commencement.
- (2) For the purposes of determining under paragraph 536LD(c) whether an employee-like worker has been performing work for a period of at least 6 months, a period or periods before commencement are not to be counted.
- (3) For the purposes of determining under paragraph 536LE(c) whether a regulated road transport contractor has been performing work for a period of at least 6 months, a period or periods before commencement are not to be counted.

### **125 New applications relating to unfair contracts**

An application in relation to a services contract may be made under section 536ND only if the contract was entered into on or after commencement.

### **126 Services contracts entered into before commencement**

- (1) This section applies to a services contract entered into before commencement.
- (2) Despite the amendments of the *Independent Contractors Act 2006* made by the *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024*, the *Independent Contractors Act 2006* continues to apply to the services contract after commencement as if those amendments had not been made.

Clause 1

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## **Schedule 2—Amendments made by the Fair Work Amendment (Transfer of Business) Act 2012**

Note: See section 795A.

### **1 Definitions**

In this Schedule:

***amending Act*** means the *Fair Work Amendment (Transfer of Business) Act 2012*.

***commencement*** means the commencement of this Schedule.

### **2 Application of the amendments made by the amending Act**

The amendments made by the amending Act apply in relation to a transfer of business referred to in Part 6-3A (as inserted by item 1 of Schedule 1 to the amending Act), but only if the connection between the old State employer and the new employer referred to in paragraph 768AD(1)(d) (as inserted by that item) occurs on or after commencement.

## **Schedule 3—Amendments made by the Fair Work Amendment Act 2012**

Note: See section 795A.

### **Part 1—Preliminary**

#### **1 Definitions**

In this Schedule:

*amending Act* means the *Fair Work Amendment Act 2012*.

*doing a thing* includes making an instrument.

*FWA* (short for Fair Work Australia) means the body referred to in section 575, as in force immediately before the commencement of Part 1 of Schedule 9 to the amending Act.

Clause 2

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## **Part 2—Default superannuation (Schedule 1)**

### **2 Schedule 1 to the amending Act**

- (1) Section 149B, subsection 149C(1) and section 149D (as inserted by Schedule 1 to the amending Act) apply in relation to a modern award that:
  - (a) is made on or after 1 January 2014; or
  - (b) is made before 1 January 2014 and that is varied on or after that day under Division 4A of Part 2-3 (as inserted by Schedule 1 to the amending Act).
- (2) Despite the repeal of sections 149A and 155A made by Schedule 1 to the amending Act, those sections continue in force in relation to a modern award that:
  - (a) is made before 1 January 2014; and
  - (b) is not varied on or after that day under Division 4A of Part 2-3 (as inserted by Schedule 1 to the amending Act).
- (3) The amendments made by items 15, 18, 19 and 20 of Schedule 1 to the amending Act apply in relation to a modern award that is in operation on or after 1 January 2014, whether or not the award was made before that day.

### **2A Transitional provision—when first variations of default fund term take effect**

- (1) This clause applies to the first 4 yearly review of default fund terms of modern awards under Division 4A of Part 2-3 (as inserted by Schedule 1 to the amending Act).
- (2) In the review, determinations under that Division (whether made under section 156H or 156J) varying the default fund term of a modern award:
  - (a) must take effect at the same time; and
  - (b) must not take effect before 1 January 2015.

**2B Transitional provision—modern awards made on or after  
1 January 2014**

If a modern award is made in the period that starts on 1 January 2014 and ends on 31 December 2017, then, until the default fund term of the award is varied after that period under Division 4A of Part 2-3 (as inserted by Schedule 1 to the amending Act), this Act has effect in relation to the award as if subsection 149D(1A) (as inserted by that Schedule) were as follows:

*Superannuation funds offering employer MySuper products*

- (1A) A default fund term of a modern award must permit an employer covered by the award to make contributions, for the benefit of a default fund employee, to a superannuation fund that offers an employer MySuper product that relates to the employer.

Clause 3

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## **Part 3—Modern awards (Schedule 3)**

### **3 Part 1 of Schedule 3 to the amending Act**

- (1) This clause applies if, before the commencement of Part 1 of Schedule 3 to the amending Act (which is about variation etc. of modern awards):
  - (a) a determination was made under subsection 160(1) (about varying a modern award); or
  - (b) an application was made under subsection 160(2) (about varying a modern award).
- (2) The determination and the application are as valid, and are taken always to have been as valid, as they would have been if paragraphs 160(2)(c) and (d) (as inserted by Part 1 of Schedule 3 to the amending Act) had been in force at the time the determination or application was made.

## **Part 4—Enterprise agreements (Schedule 4)**

### **4 Part 1 of Schedule 4 to the amending Act**

The amendment made by Part 1 of Schedule 4 to the amending Act (which is about enterprise agreements covering a single employee) applies in relation to enterprise agreements that are purportedly made after the commencement of that Part.

### **5 Part 2 of Schedule 4 to the amending Act**

The amendments made by Part 2 of Schedule 4 to the amending Act (which is about bargaining representatives) apply in relation to appointments of bargaining representatives that are made after the commencement of that Part.

### **6 Part 3 of Schedule 4 to the amending Act**

- (1) The amendment made by Part 3 of Schedule 4 to the amending Act (which is about unlawful terms) applies in relation to enterprise agreements that are made before or after the commencement of that Part.
- (2) However, if:
  - (a) an enterprise agreement that was made before the commencement of that Part included a term referred to in paragraph 194(ba) (as inserted by Part 3 of Schedule 4 to the amending Act); and
  - (b) a person made an election in accordance with that term before the commencement of that Part;then the amendment does not apply in relation to that person.

Clause 7

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**7 Part 4 of Schedule 4 to the amending Act**

The amendment made by Part 4 of Schedule 4 to the amending Act (which is about scope orders) applies in relation to applications for a scope order that are made after the commencement of that Part.

**8 Part 5 of Schedule 4 to the amending Act**

- (1) The amendments made by Part 5 of Schedule 4 to the amending Act (which is about notice of employee representational rights) apply in relation to notices of employee representational rights that are given after the commencement of that Part.
- (2) Regulations that:
  - (a) were made for the purposes of subsection 174(6) before the commencement of Part 5 of Schedule 4 to the amending Act; and
  - (b) were in force immediately before that commencement;continue in force (and may be dealt with) after that commencement as if they had been made for the purposes of subsection 174(1A) (as inserted by Part 5 of Schedule 4 to the amending Act).



## **Part 5—General protections (Schedule 5)**

### **9 Part 1 of Schedule 5 to the amending Act**

The amendment made by Part 1 of Schedule 5 to the amending Act (which is about time limits for making applications) applies in relation to dismissals that take effect after the commencement of that Part.

## **Part 6—Unfair dismissal (Schedule 6)**

### **10 Part 1 of Schedule 6 to the amending Act**

The amendment made by Part 1 of Schedule 6 to the amending Act (which is about time limits for making applications) applies in relation to dismissals that take effect after the commencement of that Part.

### **11 Part 2 of Schedule 6 to the amending Act**

The amendments made by Part 2 of Schedule 6 to the amending Act (which is about the power to dismiss applications) apply in relation to dismissals that take effect after the commencement of that Part.

### **12 Part 3 of Schedule 6 to the amending Act**

The amendments made by Part 3 of Schedule 6 to the amending Act (which is about costs orders against parties) apply in relation to dismissals that take effect after the commencement of that Part.

### **13 Part 4 of Schedule 6 to the amending Act**

The amendment made by Part 4 of Schedule 6 to the amending Act (which is about costs orders against lawyers and paid agents) applies in relation to dismissals that take effect after the commencement of that Part.

## **Part 7—Industrial action (Schedule 7)**

### **14 Part 1 of Schedule 7 to the amending Act**

The amendments made by Part 1 of Schedule 7 to the amending Act (which is about electronic voting in protected action ballots) apply in relation to applications for protected action ballot orders that are made after the commencement of that Part.

### **15 Part 2 of Schedule 7 to the amending Act**

The amendments made by Part 2 of Schedule 7 to the amending Act (which is about employees to be balloted in protected action ballots) apply in relation to applications for protected action ballot orders that are made after the commencement of that Part.

### **16 Part 3 of Schedule 7 to the amending Act**

The amendments made by Part 3 of Schedule 7 to the amending Act (which is about conducting protected action ballots) apply in relation to protected action ballot orders that are made after the commencement of that Part.

## **Part 8—The Fair Work Commission (Schedule 8)**

### **17 Part 1 of Schedule 8 to the amending Act**

The amendment made by Part 1 of Schedule 8 to the amending Act (which is about stay orders) applies in relation to orders under subsection 606(1) that are made after the commencement of that Part.

### **18 Part 2 of Schedule 8 to the amending Act**

The amendments made by Part 2 of Schedule 8 to the amending Act (which is about conflicts of interest) apply in relation to matters that an FWC member begins to deal with before or after the commencement of that Part.

### **19 Part 4 of Schedule 8 to the amending Act**

The amendments made by Part 4 of Schedule 8 to the amending Act (which is about appointing acting Commissioners) apply in relation to appointments that are made after the commencement of that Part.

### **20 Part 5 of Schedule 8 to the amending Act**

The amendments made by Part 5 of Schedule 8 to the amending Act (which is about appointing the General Manager) apply in relation to appointments and acting appointments that are made after the commencement of that Part.

### **21 Part 6 of Schedule 8 to the amending Act**

The amendments made by Part 6 of Schedule 8 to the amending Act (which is about Vice Presidents) apply in relation to appointments that take effect after the commencement of that Part.

## **22 Part 7 of Schedule 8 to the amending Act**

The amendments made by Part 7 of Schedule 8 to the amending Act (which is about handling complaints) apply after the commencement of that Part in relation to a complaint about an FWC Member, regardless of whether:

- (a) the complaint is made before or after that commencement; or
- (b) the circumstances that give rise to the complaint occur before or after that commencement.

## **23 Part 8 of Schedule 8 to the amending Act**

The amendments made by Part 8 of Schedule 8 to the amending Act (which is about engaging in outside work) apply in relation to paid work that is engaged in after the commencement of that Part.

Clause 24

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## **Part 9—Changing the name of Fair Work Australia (Schedule 9)**

### **24 Transitional provision—President**

- (1) The person holding office as the President of FWA immediately before the commencement of Part 1 of Schedule 9 to the amending Act continues to hold office as the President of the FWC.
- (2) If, before that commencement, a thing was done by, or in relation to, the President of FWA, then, for the purposes of the operation of any law on or after that commencement, the thing is taken to have been done by, or in relation to, the President of the FWC.
- (3) For the purposes of subclause (2), a thing done before that commencement under a provision amended by Part 1, 2 or 3 of Schedule 9 to the amending Act has effect from that commencement as if it were done under that provision as amended. However, this is not taken to change the time at which the thing was actually done.
- (4) The Minister may, by writing, determine that subclause (2):
  - (a) does not apply in relation to a specified thing done by, or in relation to, the President of FWA; or
  - (b) applies as if the reference in that subclause to the President of the FWC were a reference to the FWC; or
  - (c) applies as if the reference in that subclause to the President of the FWC were a reference to another FWC member.A determination under this subclause has effect accordingly.
- (5) A determination made under subclause (4) is not a legislative instrument.

## **25 Transitional provision—Deputy President**

- (1) Subject to subclause (2), a person holding office as a Deputy President of FWA immediately before the commencement of Part 1 of Schedule 9 to the amending Act continues to hold office as a Deputy President of the FWC.
- (2) If, immediately before that commencement, a person:
  - (a) is a member of a prescribed State industrial authority; and
  - (b) holds office as a Deputy President of FWA;the person continues to hold office as a Deputy President of the FWC for the balance of the person's term of appointment that remains immediately before that commencement.
- (3) If, before that commencement, a thing was done by, or in relation to, a Deputy President of FWA, then, for the purposes of the operation of any law on or after that commencement, the thing is taken to have been done by, or in relation to, a Deputy President of the FWC.
- (4) For the purposes of subclause (3), a thing done before that commencement under a provision amended by Part 1, 2 or 3 of Schedule 9 to the amending Act has effect from that commencement as if it were done under that provision as amended. However, this is not taken to change the time at which the thing was actually done.
- (5) The Minister may, by writing, determine that subclause (3):
  - (a) does not apply in relation to a specified thing done by, or in relation to, a Deputy President of FWA; or
  - (b) applies as if the reference in that subclause to the Deputy President of the FWC were a reference to the FWC; or
  - (c) applies as if the reference in that subclause to the Deputy President of the FWC were a reference to another FWC member.A determination under this subclause has effect accordingly.
- (6) A determination made under subclause (5) is not a legislative instrument.

Clause 26

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**26 Transitional provision—Commissioner**

- (1) Subject to subclause (2), a person holding office as a Commissioner of FWA immediately before the commencement of Part 1 of Schedule 9 to the amending Act continues to hold office as a Commissioner of the FWC.
- (2) If, immediately before that commencement, a person:
  - (a) is a member of a prescribed State industrial authority; and
  - (b) holds office as a Commissioner of FWA;the person continues to hold office as a Commissioner of the FWC for the balance of the person's term of appointment that remains immediately before that commencement.
- (3) If, before that commencement, a thing was done by, or in relation to, a Commissioner of FWA, then, for the purposes of the operation of any law on or after that commencement, the thing is taken to have been done by, or in relation to, a Commissioner of the FWC.
- (4) For the purposes of subclause (3), a thing done before that commencement under a provision amended by Part 1, 2 or 3 of Schedule 9 to the amending Act has effect from that commencement as if it were done under that provision as amended. However, this is not taken to change the time at which the thing was actually done.
- (5) The Minister may, by writing, determine that subclause (3):
  - (a) does not apply in relation to a specified thing done by, or in relation to, a Commissioner of FWA; or
  - (b) applies as if the reference in that subclause to a Commissioner of the FWC were a reference to the FWC; or
  - (c) applies as if the reference in that subclause to a Commissioner of the FWC were a reference to another FWC member.A determination under this subclause has effect accordingly.
- (6) A determination made under subclause (5) is not a legislative instrument.



## **27 Transitional provision—Minimum Wage Panel Member**

- (1) A person holding office as a Minimum Wage Panel Member of FWA immediately before the commencement of Part 1 of Schedule 9 to the amending Act continues to hold office:
  - (a) as a Minimum Wage Panel Member of the FWC; and
  - (b) for the balance of the person's term of appointment that remains immediately before that commencement.
- (2) If, before that commencement, a thing was done by, or in relation to, a Minimum Wage Panel Member of FWA, then, for the purposes of the operation of any law on or after that commencement, the thing is taken to have been done by, or in relation to, a Minimum Wage Panel Member of the FWC.
- (3) For the purposes of subclause (2), a thing done before that commencement under a provision amended by Part 1, 2 or 3 of Schedule 9 to the amending Act has effect from that commencement as if it were done under that provision as amended. However, this is not taken to change the time at which the thing was actually done.
- (4) The Minister may, by writing, determine that subclause (2):
  - (a) does not apply in relation to a specified thing done by, or in relation to, a Minimum Wage Panel Member of FWA; or
  - (b) applies as if the reference in that subclause to a Minimum Wage Panel Member of the FWC were a reference to the FWC; or
  - (c) applies as if the reference in that subclause to a Minimum Wage Panel Member of the FWC were a reference to another FWC member.A determination under this subclause has effect accordingly.
- (5) A determination made under subclause (4) is not a legislative instrument.

Clause 28

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**28 Operation of laws—things done by, or in relation to, FWA**

- (1) If, before the commencement of Part 1 of Schedule 9 to the amending Act, a thing was done by, or in relation to, FWA, then, for the purposes of the operation of any law on or after that commencement, the thing is taken to have been done by, or in relation to, the FWC.
- (2) For the purposes of subclause (1), a thing done before that commencement under a provision amended by Part 1, 2 or 3 of Schedule 9 to the amending Act has effect from that commencement as if it were done under that provision as amended. However, this is not taken to change the time at which the thing was actually done.
- (3) The Minister may, by writing, determine that subclause (1):
  - (a) does not apply in relation to a specified thing done by, or in relation to, FWA; or
  - (b) applies as if the reference in that subclause to the FWC were a reference to the President of the FWC; or
  - (c) applies as if the reference in that subclause to the FWC were a reference to another FWC member.A determination under this subclause has effect accordingly.
- (4) A determination made under subclause (3) is not a legislative instrument.

**29 Transitional provision—General Manager and staff of FWA**

*General Manager*

- (1) The person holding office as the General Manager of FWA immediately before the commencement of Part 1 of Schedule 9 to the amending Act continues to hold office:
  - (a) as the General Manager of the FWC; and
  - (b) for the balance of the person's term of appointment that remains immediately before that commencement.

Clause 30

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- (2) If, before that commencement, a thing was done by, or in relation to, the General Manager of FWA, then, for the purposes of the operation of any law on or after that commencement, the thing is taken to have been done by, or in relation to, the General Manager of the FWC.
- (3) For the purposes of subclause (2), a thing done before that commencement under a provision amended by Part 1, 2 or 3 of Schedule 9 to the amending Act has effect from that commencement as if it were done under that provision as amended. However, this is not taken to change the time at which the thing was actually done.
- (4) The Minister may, by writing, determine that subclause (2):
  - (a) does not apply in relation to a specified thing done by, or in relation to, the General Manager of FWA; or
  - (b) applies as if the reference in that subclause to the General Manager of the FWC were a reference to the Commonwealth.A determination under this subclause has effect accordingly.
- (5) A determination made under subclause (4) is not a legislative instrument.

*Staff*

- (6) A person who, immediately before that commencement, was a member of the staff of FWA, continues, on and after that commencement, as a member of the staff of the FWC.

**30 Operation of section 7 and subsection 25B(1) of the *Acts Interpretation Act 1901* not limited**

This Part and Schedule 9 to the amending Act do not limit the operation of section 7 or subsection 25B(1) of the *Acts Interpretation Act 1901*.

Clause 31

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## **Part 10—Other amendments (Schedule 10)**

### **31 Part 1 of Schedule 10 to the amending Act**

The amendment made by Part 1 of Schedule 10 to the amending Act (which is about costs orders in court proceedings) applies in relation to proceedings commenced after the commencement of that Part.

## **Part 11—Regulations**

### **32 Regulations about application, transitional and saving matters**

- (1) The regulations may prescribe matters of an application, transitional or saving nature relating to the amendments and repeals made by the amending Act.
- (2) Without limiting subclause (1), the regulations may:
  - (a) provide that Part 9 of this Schedule or Part 4 of Schedule 9 to the amending Act applies with specified modifications; or
  - (b) provide that the Transitional Act applies with specified modifications.
- (3) The provisions referred to in subclause (2) have effect subject to regulations made for the purposes of this clause.
- (4) Subsection 12(2) (retrospective application of legislative instruments) of the *Legislation Act 2003* does not apply to:
  - (a) regulations relating to the amendments and repeals made by Schedule 9 to the amending Act; and
  - (b) regulations made for the purposes of subclause (2).

Clause 1

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## **Schedule 4—Amendments made by the Fair Work Amendment Act 2013**

Note: See section 795A.

### **Part 1—Preliminary**

#### **1 Definition**

In this Schedule:

*amending Act* means the *Fair Work Amendment Act 2013*.

## **Part 2—Family-friendly measures (Schedule 1)**

### **2 Part 1 of Schedule 1 to the amending Act**

The amendments made by Part 1 of Schedule 1 to the amending Act apply in relation to a period of unpaid special maternity leave that starts after the commencement of that Part.

### **3 Part 2 of Schedule 1 to the amending Act**

The amendments made by Part 2 of Schedule 1 to the amending Act apply in relation to the taking of unpaid parental leave by members of an employee couple if the first taking of leave by either member of the employee couple occurs after the commencement of that Part.

### **4 Part 3 of Schedule 1 to the amending Act**

The amendments made by Part 3 of Schedule 1 to the amending Act apply in relation to a request that is made under subsection 65(1) after the commencement of that Part.

### **5 Part 4 of Schedule 1 to the amending Act**

#### *Application of amendments*

- (1) The amendment made by item 19 of Schedule 1 to the amending Act applies in relation to a modern award that is in operation on or after 1 January 2014, whether or not the award was made before that day.
- (2) The amendments made by items 20 and 21 of Schedule 1 to the amending Act apply in relation to an enterprise agreement that is made after the commencement of Part 4 of that Schedule.

Clause 6

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*Transitional provision*

- (3) If:
- (a) a modern award is made before 1 January 2014; and
  - (b) the modern award is in operation on that day; and
  - (c) immediately before that day, the modern award does not include a term (the ***relevant term***) of the kind mentioned in section 145A (as inserted by item 19 of Schedule 1 to the amending Act);
- then the FWC must, by 31 December 2013, make a determination varying the modern award to include the relevant term.
- (4) A determination made under subclause (3) comes into operation on (and takes effect from) 1 January 2014.
- (5) Section 168 applies to a determination made under subclause (3) as if it were a determination made under Part 2-3.

**6 Part 5 of Schedule 1 to the amending Act**

The amendments made by Part 5 of Schedule 1 to the amending Act apply in relation to evidence that is given under section 81 after the commencement of that Part.



## **Part 3—Modern awards objective (Schedule 2)**

### **7 Schedule 2 to the amending Act**

The amendment made by Schedule 2 to the amending Act applies in relation to a modern award that is made or varied after the commencement of that Schedule.

Clause 8

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## **Part 4—Anti-bullying measure (Schedule 3)**

### **8 Schedule 3 to the amending Act**

The amendments made by Schedule 3 to the amending Act apply in relation to an application that is made under section 789FC (as inserted by item 6 of that Schedule) after the commencement of that Schedule.

## **Part 4A—Conferences (Schedule 3A)**

### **8A Schedule 3A to the amending Act**

The amendments made by Schedule 3A to the amending Act apply in relation to a matter that arises before or after the commencement of that Schedule, whether or not a conference starts to be conducted in relation to the matter before or after that commencement.

Clause 9

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## **Part 5—Right of entry (Schedule 4)**

### **9 Schedule 4 to the amending Act**

*Application of amendment relating to sections 492 and 492A*

- (1) The amendment made by item 7 of Schedule 4 to the amending Act applies in relation to interviews conducted and discussions held after the commencement of that item.

*Application of amendments relating to section 505A*

- (2) The amendments made by items 12 and 13 of Schedule 4 to the amending Act apply in relation to the frequency of entry after the commencement of those items.

*Application of amendments relating to accommodation arrangements and transport arrangements*

- (3) The amendments made by items 14 and 15 of Schedule 4 to the amending Act do not apply in relation to arrangements entered into before the commencement of those items.

## **Part 6—Consent arbitration for general protections and unlawful termination (Schedule 4A)**

### **10 Schedule 4A to the amending Act**

- (1) The amendments made by Part 1 of Schedule 4A to the amending Act apply in relation to dismissals that take effect after the commencement of that Schedule.
- (2) The amendments made by Part 2 of Schedule 4A to the amending Act apply in relation to employment that is terminated after the commencement of that Schedule.

Clause 11

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## **Part 7—The FWC (Schedule 5)**

### **11 Item 4 of Schedule 5 to the amending Act**

The amendment made by item 4 of Schedule 5 to the amending Act applies in relation to an appointment made after the commencement of that Schedule.

## **Schedule 5—Amendments made by the Fair Work Amendment Act 2015**

Note: See section 795A.

### **1 Definition**

In this Schedule:

*amending Act* means the *Fair Work Amendment Act 2015*.

### **2 Part 1 of Schedule 1 to the amending Act**

The amendment made by Part 1 of Schedule 1 to the amending Act applies in relation to a request made after the commencement of that Part.

### **9 Part 5 of Schedule 1 to the amending Act**

The amendments made by Part 5 of Schedule 1 to the amending Act, so far as they concern proposed enterprise agreements, apply in relation to a proposed enterprise agreement if an employer agrees to bargain for the proposed enterprise agreement after the commencement of that Part.

### **11 Part 7 of Schedule 1 to the amending Act**

The amendment of section 437 made by Part 7 of Schedule 1 to the amending Act applies in relation to an application made under that section, if the application was made after the commencement of that Part.

### **14 Part 10 of Schedule 1 to the amending Act**

Paragraph 559(3A)(c) applies in relation to an amount that was paid to the Commonwealth under subsection 559(1) after the commencement of Part 10 of Schedule 1 to the amending Act.

## Endnotes

### Endnote 1—About the endnotes

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## Endnotes

### Endnote 1—About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1—About the endnotes

Endnote 2—Abbreviation key

Endnote 3—Legislation history

Endnote 4—Amendment history

### Abbreviation key—Endnote 2

The abbreviation key sets out abbreviations that may be used in the endnotes.

### Legislation history and amendment history—Endnotes 3 and 4

Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

### Editorial changes

The *Legislation Act 2003* authorises First Parliamentary Counsel to make editorial and presentational changes to a compiled law in preparing a compilation of the law for registration. The changes must not change the effect of the law. Editorial changes take effect from the compilation registration date.

If the compilation includes editorial changes, the endnotes include a brief outline of the changes in general terms. Full details of any changes can be obtained from the Office of Parliamentary Counsel.

### Misdescribed amendments

A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment



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Endnote 1—About the endnotes

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can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section 15V of the *Legislation Act 2003*.

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and “(md not incorp)” is added to the amendment history.

## Endnotes

### Endnote 2—Abbreviation key

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#### Endnote 2—Abbreviation key

ad = added or inserted	o = order(s)
am = amended	Ord = Ordinance
amdt = amendment	orig = original
c = clause(s)	par = paragraph(s)/subparagraph(s) /sub-subparagraph(s)
C[x] = Compilation No. x	pres = present
Ch = Chapter(s)	prev = previous
def = definition(s)	(prev...) = previously
Dict = Dictionary	Pt = Part(s)
disallowed = disallowed by Parliament	r = regulation(s)/rule(s)
Div = Division(s)	reloc = relocated
ed = editorial change	renum = renumbered
exp = expires/expired or ceases/ceased to have effect	rep = repealed
F = Federal Register of Legislation	rs = repealed and substituted
gaz = gazette	s = section(s)/subsection(s)
LA = <i>Legislation Act 2003</i>	Sch = Schedule(s)
LIA = <i>Legislative Instruments Act 2003</i>	Sdiv = Subdivision(s)
(md) = misdescribed amendment can be given effect	SLI = Select Legislative Instrument
(md not incorp) = misdescribed amendment cannot be given effect	SR = Statutory Rules
mod = modified/modification	Sub-Ch = Sub-Chapter(s)
No. = Number(s)	SubPt = Subpart(s)
	<u>underlining</u> = whole or part not commenced or to be commenced

## Endnote 3—Legislation history

## Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Fair Work Act 2009	28, 2009	7 Apr 2009	s 3–40: 26 May 2009 (s 2(1) item 2) s 41–43, 50–54, 58, 169–281A, 300–327, 332, 333, 334–572, 719–740 and 769–800: 1 July 2009 (s 2(1) items 3, 5) s 44–49, 55–57A, 59–168, 282–299, 328–331, 333A and 741–768: 1 Jan 2010 (s 2(1) items 3, 5) s 573–718 and Sch 1: 26 May 2009 (s 2(1) items 4, 6) Remainder: 7 Apr 2009 (s 2(1) item 1)	
Fair Work (State Referral and Consequential and Other Amendments) Act 2009	54, 2009	25 June 2009	Sch 1, 3 and 20: 25 June 2009 (s 2(1) items 2–4, 9, 43) Sch 2 (items 52–63) and Sch 5 (items 68, 69, 80): 1 Jan 2010 (s 2(1) items 8, 16, 18) Sch 5 (items 67, 70–72) and Sch 12 (items 1–3): 1 July 2009 (s 2(1) items 15, 17, 34) Sch 5 (items 81, 82): 5 Aug 2009 (s 2(1) items 19, 20)	Sch 20

## Endnotes

### Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
<b>as amended by</b>				
Statute Law Revision Act 2012	136, 2012	22 Sept 2012	Sch 2 (item 14): 1 July 2009 (s 2(1) item 14)	—
Fair Work (Transitional Provisions and Consequential Amendments) Act 2009	55, 2009	25 June 2009	Sch 6 (items 18–28) and Sch 23 (items 3–7): 1 Jan 2010 (s 2(1) items 4, 10, 11) Sch 18 (items 21, 21A–21G, 22), Sch 22 (items 92–95, 405, 583, 584) and Sch 23 (items 1–2E, 8–22): 1 July 2009 (s 2(1) items 5, 8, 9, 12–16)	Act No 55, 2009 (as amended)
Disability Discrimination and Other Human Rights Legislation Amendment Act 2009	70, 2009	8 July 2009	Sch 3 (items 111–114): 1 Jan 2010 (s 2(1) item 8)	—
Fair Work Amendment (State Referrals and Other Measures) Act 2009	124, 2009	9 Dec 2009	Sch 1 (items 1–6, 8–12, 14, 15, 17–41), Sch 3 (items 1A, 4–17) and Sch 2 (items 125–132): 1 Jan 2010 (s 2(1) items 2, 4, 6, 8, 10, 11, 13) Sch 1 (item 7) and Sch 3 (items 1–3): 15 Dec 2009 (s 2(1) items 3, 13) Sch 1 (items 13, 16): 25 June 2009 (s 2(1) items 5, 7) Sch 1 (item 42): 9 Dec 2009 (s 2(1) item 9)	Sch 1 (item 42)

## Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Freedom of Information Amendment (Reform) Act 2010	51, 2010	31 May 2010	Sch 5 (item 34): 1 Nov 2010 (s 2(1) item 7)	—
Sex and Age Discrimination Legislation Amendment Act 2011	40, 2011	20 June 2011	Sch 2 (items 11–13): 29 July 2011 ( <i>see</i> F2011L01552)	—
Fair Work Amendment (Textile, Clothing and Footwear Industry) Act 2012	33, 2012	15 Apr 2012	Sch 1: 1 July 2012 ( <i>see</i> F2012L01396) Remainder: Royal Assent	—
Paid Parental Leave and Other Legislation Amendment (Dad and Partner Pay and Other Measures) Act 2012	109, 2012	22 July 2012	Sch 2 (items 9–21): 23 July 2012	—
Navigation (Consequential Amendments) Act 2012	129, 2012	13 Sept 2012	Sch 2 (item 13): 1 July 2013 ( <i>see</i> s 2(1))	—
Statute Law Revision Act 2012	136, 2012	22 Sept 2012	Sch 1 (items 122, 123): 1 Aug 2011 Sch 1 (item 124): 1 July 2012 (s 2(1) item 4) Sch 2 (item 14): 1 July 2009 (s 2(1) item 14)	—
Superannuation Legislation Amendment (Further MySuper and Transparency Measures) Act 2012	171, 2012	3 Dec 2012	Sch 4 (items 1–8): 1 Jan 2013 (s 2(1) item 19)	—

## Endnotes

### Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Fair Work Amendment Act 2012	174, 2012	4 Dec 2012	Sch 1: 1 Jan 2014 Sch 2 (items 1–61): 1 July 2013 Sch 3–7 and Sch 8 (items 1–45, 57–76): 1 Jan 2013 ( <i>see</i> F2012L02450) Sch 9 (items 1–886, 1339–1383) and Sch 10: 1 Jan 2013 Sch 11: Royal Assent	—
<b>as amended by</b>				
Fair Work Amendment Act 2013	73, 2013	28 June 2013	Sch 6 (items 9–11, 14): ( <i>see</i> 73, 2013 below)	—
Superannuation Laws Amendment (MySuper Capital Gains Tax Relief and Other Measures) Act 2013	89, 2013	28 June 2013	Sch 3: Royal Assent	—
Fair Work Amendment (Transfer of Business) Act 2012	175, 2012	4 Dec 2012	Sch 1 (items 1–13, 16–67): 5 Dec 2012	—
Federal Circuit Court of Australia (Consequential Amendments) Act 2013	13, 2013	14 Mar 2013	Sch 1 (items 234–246) and Sch 2 (item 1): 12 Apr 2013 (s 2(1) items 2, 3) Sch 3 (item 96): never commenced (s 2(1) item 19)	—

## Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Superannuation Legislation Amendment (Service Providers and Other Governance Measures) Act 2013	61, 2013	26 June 2013	Sch 1 (items 12B–12P): 1 Jan 2013 (s 2(1) item 8B)	—
Fair Work Amendment Act 2013	73, 2013	28 June 2013	Sch 1 (items 1–18, 22–30), Sch 3A, Sch 5 (items 3, 4) and Sch 6 (item 5): 1 July 2013 (s 2(1) items 2, 4, 6A, 10, 13) Sch 1 (items 19–21), Sch 2, Sch 3, Sch 4, Sch 4A and Sch 6 (item 1): 1 Jan 2014 (s 2(1) items 3, 5–7, 7A, 11) Sch 5 (item 1): 5 Dec 2012 (s 2(1) item 8) Sch 5 (item 2): 1 July 2012 (s 2(1) item 9) Sch 6 (items 2–4, 6–8) and Sch 7: 28 June 2013 (s 2(1) items 12, 14, 18) Sch 6 (items 9–14): 1 Jan 2013 (s 2(1) items 15–17)	—
Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013	98, 2013	28 June 2013	Sch 1 (items 63C–63G): 1 Aug 2013 (s 2(1) item 2)	—
Statute Law Revision Act 2013	103, 2013	29 June 2013	Sch 1 (item 47): 29 June 2013 (s 2(1) item 2)	—

## Endnotes

### Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Tax Laws Amendment (Fairer Taxation of Excess Concessional Contributions) Act 2013	118, 2013	29 June 2013	Sch 1 (items 3, 110): 29 June 2013 (s 2(1) items 2, 11)	Sch 1 (item 110)
Statute Law Revision Act (No. 1) 2014	31, 2014	27 May 2014	Sch 1 (items 25–33): 24 June 2014 (s 2(1) item 2)	—
Public Governance, Performance and Accountability (Consequential and Transitional Provisions) Act 2014	62, 2014	30 June 2014	Sch 6 (item 40), Sch 9 (items 3–11) and Sch 14: 1 July 2014 (s 2(1) items 6, 14)	Sch 14
<b>as amended by</b>				
Public Governance and Resources Legislation Amendment Act (No. 1) 2015	36, 2015	13 Apr 2015	Sch 2 (items 7–9) and Sch 7: 14 Apr 2015 (s 2)	Sch 7
<b>as amended by</b>				
Acts and Instruments (Framework Reform) (Consequential Provisions) Act 2015	126, 2015	10 Sept 2015	Sch 1 (item 486): 5 Mar 2016 (s 2(1) item 2)	—
Acts and Instruments (Framework Reform) (Consequential Provisions) Act 2015	126, 2015	10 Sept 2015	Sch 1 (item 495): 5 Mar 2016 (s 2(1) item 2)	—



## Endnote 3—Legislation history

<b>Act</b>	<b>Number and year</b>	<b>Assent</b>	<b>Commencement</b>	<b>Application, saving and transitional provisions</b>
Acts and Instruments (Framework Reform) (Consequential Provisions) Act 2015	126, 2015	10 Sept 2015	Sch 1 (items 209–215): 5 Mar 2016 (s 2(1) item 2)	—
Fair Work Amendment Act 2015	156, 2015	26 Nov 2015	Sch 1 (items 1, 19–52, 56) and Sch 2: 27 Nov 2015 (s 2(1) items 2, 5, 9) Sch 1 (items 79, 80): 1 Jan 2016 (s 2(1) item 8) Remainder: 26 Nov 2015 (s 2(1) item 1)	s 4
Law and Justice Legislation Amendment (Northern Territory Local Court) Act 2016	26, 2016	23 Mar 2016	Sch 1 (items 21, 34, 35): 1 May 2016 (s 2(1) item 2)	Sch 1 (items 34, 35)
Territories Legislation Amendment Act 2016	33, 2016	23 Mar 2016	Sch 5 (items 51–56): 1 July 2016 (s 2(1) item 7)	—
Fair Work Amendment (Respect for Emergency Services Volunteers) Act 2016	62, 2016	12 Oct 2016	13 Oct 2016 (s 2(1) item 1)	—
Statute Law Revision (Spring 2016) Act 2016	67, 2016	20 Oct 2016	Sch 1 (item 27): 17 Nov 2016 (s 2(1) item 2)	—
Fair Work (Registered Organisations) Amendment Act 2016	79, 2016	24 Nov 2016	Sch 1 (items 1–5, 129–137): 1 May 2017 (s 2(1) item 2)	Sch 1 (items 129–137)
Fair Work Amendment (Corrupting Benefits) Act 2017	84, 2017	16 Aug 2017	Sch 1 and 2: 11 Sept 2017 (s 2(1) item 2)	—

## Endnotes

### Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Statute Update (Winter 2017) Act 2017	93, 2017	23 Aug 2017	Sch 1 (item 11): 20 Sept 2017 (s 2(1) item 2)	—
Fair Work Amendment (Protecting Vulnerable Workers) Act 2017	101, 2017	14 Sept 2017	15 Sept 2017 (s 2(1) item 1)	—
Fair Work Amendment (Family and Domestic Violence Leave) Act 2018	169, 2018	11 Dec 2018	12 Dec 2018 (s 2(1) item 1)	—
Fair Work Amendment (Repeal of 4 Yearly Reviews and Other Measures) Act 2018	170, 2018	11 Dec 2018	Sch 1: 1 Jan 2018 (s 2(1) item 2) Sch 2, Sch 3 (item 1) and Sch 4: 12 Dec 2018 (s 2(1) item 3)	—
Timor Sea Maritime Boundaries Treaty Consequential Amendments Act 2019	57, 2019	7 Aug 2019	Sch 1 (items 72, 73): 30 Aug 2019 (s 2(1) item 2)	—
Coronavirus Economic Response Package Omnibus (Measures No. 2) Act 2020	38, 2020	9 Apr 2020	Sch 1 (items 1–5): 9 Apr 2020 (s 2(1) item 2) Sch 1 (items 6–10): 29 Mar 2021 (s 2(1) item 3)	Sch 1 (item 10)
<b>as amended by</b> Coronavirus Economic Response Package (Jobkeeper Payments) Amendment Act 2020	81, 2020	3 Sept 2020	Sch 2 (item 1): 27 Sept 2020 (s 2(1) item 3) Sch 2 (items 47–51): 29 Mar 2021 (s 2(1) item 6)	—

## Endnote 3—Legislation history

<b>Act</b>	<b>Number and year</b>	<b>Assent</b>	<b>Commencement</b>	<b>Application, saving and transitional provisions</b>
Coronavirus Economic Response Package (Jobkeeper Payments) Amendment Act 2020	81, 2020	3 Sept 2020	Sch 2 (items 2–38): 4 Sept 2020 (s 2(1) item 4) Sch 2 (items 39–46): 28 Sept 2020 (s 2(1) item 5) Sch 2 (items 52–55): 29 Mar 2021 (s 2(1) item 6) Sch 2 (items 56–58): 16 Sept 2020 (s 2(1) item 7)	Sch 2 (items 46, 58)
Fair Work Amendment (Improving Unpaid Parental Leave for Parents of Stillborn Babies and Other Measures) Act 2020	105, 2020	26 Nov 2020	Sch 1 and 2: 27 Nov 2020 (s 2(1) items 2, 3)	—
Federal Circuit and Family Court of Australia (Consequential Amendments and Transitional Provisions) Act 2021	13, 2021	1 Mar 2021	Sch 2 (items 369–399): 1 Sept 2021 (s 2(1) item 5) Sch 4 (item 4): never commenced (s 2(1) item 8)	—
Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021	25, 2021	26 Mar 2021	Sch 1 (items 1–24) and Sch 7: 27 Mar 2021 (s 2(1) items 2, 2A, 18) Sch 1 (item 25): 1 Sept 2021 (s 2(1) item 2B)	—
Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021	104, 2021	10 Sept 2021	Sch 1 (items 4–28): 11 Sept 2021 (s 2(1) item 1)	—
Fair Work Amendment (Paid Family and Domestic Violence Leave) Act 2022	50, 2022	9 Nov 2022	Sch 1: 1 Feb 2023 (s 2(1) item 2) Sch 2: 9 June 2024 (s 2(1) item 3)	—

## Endnotes

### Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022	79, 2022	6 Dec 2022	Sch 1 (items 1–4, 7–11, 359–381, 385–423): 6 Mar 2023 (s 2(1) items 2, 11, 13) Sch 1 (items 346–358, 382–384, 426–437, 470–475, 522–524, 535, 536, 654–659AC, 660): 7 Dec 2022 (s 2(1) items 9, 10, 12, 15, 18, 21, 23, 32, 33) Sch 1 (items 424, 425, 672–675): 9 June 2024 (s 2(1) items 14, 37) Sch 1 (items 438–445): 6 Dec 2023 (s 2(1) item 16) Sch 1 (items 446–469A, 487–521, 524A–534B, 537–553, 561–651G, 659C–659ZC, 661–664): 6 June 2023 (s 2(1) items 17, 20, 22, 24–30A, 32B, 34) Sch 1 (items 651–653, 659A, 659B): 1 July 2023 (s 2(1) items 31, 32A) Sch 1 (items 670, 671): 1 Feb 2023 (s 2(1) item 36)	—

## Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Act 2023	4, 2023	10 Mar 2023	Sch 2 (item 15) and Sch 3 (items 1, 2): 26 Mar 2023 (s 2(1) item 1)	Sch 3 (items 1, 2)
Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023	43, 2023	30 June 2023	Sch 1, 2, Sch 3 (items 3, 4), Sch 4, 7 and 8: 1 July 2023 (s 2(1) items 2, 3, 5, 6, 9) Sch 3 (items 1, 2): 1 Jan 2024 (s 2(1) item 4) Sch 5: 30 Dec 2023 (s 2(1) item 7)	—
Statute Law Amendment (Prescribed Forms and Other Updates) Act 2023	74, 2023	20 Sept 2023	Sch 3 (item 2) and Sch 4 (items 33–37): 18 Oct 2023 (s 2(1) item 3)	—
Fair Work Legislation Amendment (Closing Loopholes) Act 2023	120, 2023	14 Dec 2023	Sch 1 (items 26–28, 71–85, 94–102, 236A, 236B, 306A, 308): 15 Dec 2023 (s 2(1) items 3, 7, 8, 10, 20A, 22A, 24) Sch 1 (items 213–222, 225–235): 1 Jan 2025 (s 2(1) items 18, 20) Sch 1 (items 223, 224): 14 June 2024 (s 2(1) item 19)	—

## Endnotes

### Endnote 3—Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024	2, 2024	26 Feb 2024	Sch 1 (items 1–7, 10–25, 86–98, 237, 238–302, 306A (second occurring)): 26 Aug 2024 (items 2, 9, 10, 21, 22, 22A) Sch 1 (items 29–60, 70A–70C, 103, 124, 134–137, 142–148, 155, 156, 237A, 307, 308): 27 Feb 2024 (s 2(1) items 4, 5, 6A, 11, 13, 16, 21A, 23, 24) Sch 1 (items 61–70): 26 Feb 2025 (s 2(1) item 6) Sch 1 (items 104–123): 1 July 2024 (s 2(1) item 12) Sch 1 (item 149): 9 June 2024 (s 2(1) item 14) Sch 1 (items 150–154): 1 Jan 2025 (s 2(1) item 15)	—
Fair Work Amendment Act 2024	32, 2024	31 May 2024	26 Aug 2024 (s 2(1) item 1)	—
Administrative Review Tribunal (Consequential and Transitional Provisions No. 2) Act 2024	39, 2024	31 May 2024	Sch 15 (items 10, 11, 29): 14 Oct 2024 (s 2(1) item 2)	—
Fair Work (Registered Organisations) Amendment (Administration) Act 2024	74, 2024	22 Aug 2024	Sch 1 (items 1A–1F): 23 Aug 2024 (s 2(1) item 1)	—

## Endnote 3—Legislation history

<b>Act</b>	<b>Number and year</b>	<b>Assent</b>	<b>Commencement</b>	<b>Application, saving and transitional provisions</b>
Paid Parental Leave Amendment (Adding Superannuation for a More Secure Retirement) Act 2024	90, 2024	1 Oct 2024	Sch 2 (item 1): 2 Oct 2024 (s 2(1) item 1)	—
Crown References Amendment Act 2024	115, 2024	10 Dec 2024	Sch 1 (item 23): 11 Dec 2024 (s 2(1) item 1)	—

## Endnotes

### Endnote 4—Amendment history

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### Endnote 4—Amendment history

Provision affected	How affected
<b>Chapter 1</b>	
<b>Part 1-1</b>	
<b>Division 2</b>	
s 3.....	am No 55, 2009; No 79, 2022; No 2, 2024
<b>Division 3</b>	
s 4.....	am No 33, 2012; No 174, 2012; No 2, 2024
s 5.....	am No 174, 2012; No 120, 2023
s 6.....	am No 84, 2017; No 79, 2022
s 6A.....	ad No 2, 2024
s 6B.....	ad No 2, 2024
s 8.....	am No 174, 2012
s 9.....	am No 33, 2012; No 175, 2012; No 73, 2013; No 104, 2021; No 50, 2022; No 79, 2022
s 9A.....	ad No 33, 2012
	rs No 175, 2012
<b>Part 1-2</b>	
<b>Division 1</b>	
s 11.....	am No 33, 2012
<b>Division 2</b>	
s 12.....	am No 54, 2009; No 55, 2009; No 124, 2009; No 40, 2011; No 33, 2012; No 109, 2012; No 129, 2012; No 171, 2012; No 174, 2012; No 175, 2012; No 13, 2013; No 73, 2013; No 31, 2014; No 156, 2015; No 26, 2016; No 33, 2016; No 62, 2016; No 84, 2017; No 101, 2017; No 169, 2018; No 170, 2018; No 57, 2019; No 105, 2020; No 13, 2021; No 25, 2021; No 104, 2021; No 50, 2022; No 79, 2022; No 43, 2023; No 120, 2023; No 2, 2024; No 39, 2024; No 74, 2024
<b>Division 3</b>	
s 13.....	am No 54, 2009; No 124, 2009
s 14.....	am No 54, 2009; No 124, 2009; No 126, 2015; No 33, 2016



## Endnote 4—Amendment history

Provision affected	How affected
s 14A.....	ad No 124, 2009 am No 175, 2012
s 15.....	am No 54, 2009; No 124, 2009
s 15AA.....	ad No 2, 2024
s 15AB.....	ad No 2, 2024
s 15AC.....	ad No 2, 2024
s 15AD.....	ad No 2, 2024
s 15A.....	ad No 25, 2021 rs No 2, 2024
<b>Division 3A</b>	
Division 3A.....	ad No 2, 2024
<b>Subdivision A</b>	
s 15B.....	ad No 2, 2024
s 15C.....	ad No 2, 2024
s 15D.....	ad No 2, 2024
s 15E.....	ad No 2, 2024
s 15F.....	ad No 2, 2024
s 15G.....	ad No 2, 2024
s 15H.....	ad No 2, 2024
s 15J.....	ad No 2, 2024
s 15K.....	ad No 2, 2024
s 15KA.....	ad No 2, 2024
<b>Subdivision B</b>	
s 15L.....	ad No 2, 2024
s 15M.....	ad No 2, 2024
s 15N.....	ad No 2, 2024
s 15P.....	ad No 2, 2024
<b>Subdivision C</b>	
s 15Q.....	ad No 2, 2024
s 15R.....	ad No 2, 2024
s 15RA.....	ad No 2, 2024

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 15RB .....	ad No 2, 2024
s 15S .....	ad No 2, 2024
<b>Division 4</b>	
s 17 .....	am No 169, 2018; No 50, 2022
s 17A .....	ad No 33, 2012
s 19A .....	ad No 2, 2024
s 20 .....	am No 93, 2017
s 21 .....	am No 174, 2012
s 22 .....	am No 55, 2009
s 23 .....	am No 25, 2021
s 23A .....	ad No 174, 2012
s 23B .....	ad No 79, 2022
<b>Part 1-3</b>	
<b>Division 1</b>	
s 24 .....	rs No 54, 2009 am No 124, 2009
s 25 .....	am No 33, 2012
<b>Division 2</b>	
s 27 .....	am No 54, 2009; No 136, 2012; No 74, 2023
s 29 .....	am No 62, 2016
<b>Division 2A</b>	
Division 2A heading .....	rs No 124, 2009
Division 2A .....	ad No 54, 2009
s 30A .....	ad No 54, 2009 am No 124, 2009
s 30B .....	ad No 54, 2009 am No 124, 2009
s 30C .....	ad No 54, 2009 am No 124, 2009
s 30D .....	ad No 54, 2009 am No 124, 2009

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## Endnote 4—Amendment history

Provision affected	How affected
s 30E .....	ad No 54, 2009
	am No 124, 2009
s 30F .....	ad No 54, 2009
	am No 124, 2009
s 30G .....	ad No 54, 2009
	am No 124, 2009
s 30H .....	ad No 54, 2009
	am No 124, 2009
s 30J .....	ad No 54, 2009
	rep No 124, 2009
<b>Division 2B</b>	
Division 2B .....	ad No 124, 2009
s 30K .....	ad No 124, 2009
s 30L .....	ad No 124, 2009
s 30M .....	ad No 124, 2009
s 30N .....	ad No 124, 2009
s 30P .....	ad No 124, 2009
s 30Q .....	ad No 124, 2009
s 30R .....	ad No 124, 2009
s 30S .....	ad No 124, 2009
<b>Division 3</b>	
s 31 .....	am No 126, 2015; No 33, 2016
s 32A .....	ad No 33, 2016
s 33 .....	am No 57, 2019
<b>Division 4</b>	
s 37 .....	am No 120, 2023
s 40 .....	am No 174, 2012
s 40A .....	ad No 124, 2009
s 40B .....	ad No 43, 2023

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
<b>Part 1-4</b>	
Part 1-4 .....	ad No 2, 2024
<b>Division 1</b>	
s 40C .....	ad No 2, 2024
<b>Division 2</b>	
s 40D .....	ad No 2, 2024
<b>Division 3</b>	
s 40E .....	ad No 2, 2024
s 40F .....	ad No 2, 2024
s 40G .....	ad No 2, 2024
<b>Chapter 2</b>	
<b>Part 2-1</b>	
<b>Division 1</b>	
s 42 .....	am No 33, 2012
<b>Division 2</b>	
<b>Subdivision A</b>	
s 43 .....	am No 175, 2012
<b>Subdivision B</b>	
s 44 .....	am No 79, 2022
<b>Subdivision C</b>	
s 48 .....	am No 55, 2009; No 174, 2012; No 175, 2012
s 49 .....	am No 54, 2009; No 174, 2012
<b>Subdivision D</b>	
s 53 .....	am No 55, 2009; No 174, 2012; No 175, 2012
s 54 .....	am No 174, 2012; No 43, 2023
<b>Division 3</b>	
<b>Subdivision C</b>	
s 58 .....	am No 79, 2022; No 2, 2024

## Endnote 4—Amendment history

Provision affected	How affected
<b>Part 2-2</b>	
<b>Division 1</b>	
s 59.....	am No 50, 2022
s 60.....	am No 33, 2012
<b>Division 2</b>	
s 61.....	am No 169, 2018; No 25, 2021; No 50, 2022; No 43, 2023; No 2, 2024
<b>Division 3</b>	
s 63.....	am No 55, 2009
s 64.....	am No 55, 2009
<b>Division 4</b>	
s 65.....	am No 73, 2013; No 25, 2021; No 79, 2022; No 2, 2024
s 65A.....	ad No 79, 2022
s 65B.....	ad No 79, 2022
s 65C.....	ad No 79, 2022
<b>Division 4A</b>	
Division 4A heading.....	rs No 2, 2024
Division 4A.....	ad No 25, 2021
<b>Subdivision A</b>	
s 66A.....	ad No 25, 2021
s 66AAA.....	ad No 2, 2024
<b>Subdivision B</b>	
Subdivision B.....	rs No 2, 2024
s 66AAB.....	ad No 2, 2024
s 66AAC.....	ad No 2, 2024
s 66AAD.....	ad No 2, 2024
s 66AA.....	ad No 25, 2021
	rep No 2, 2024
s 66B.....	ad No 25, 2021
	rep No 2, 2024
s 66C.....	ad No 25, 2021

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
	rep No 2, 2024
s 66D .....	ad No 25, 2021
	rep No 2, 2024
s 66E .....	ad No 25, 2021
	rep No 2, 2024
Subdivision C heading.....	rep No 2, 2024
s 66F .....	ad No 25, 2021
	rep No 2, 2024
s 66G.....	ad No 25, 2021
	rep No 2, 2024
s 66H.....	ad No 25, 2021
	rep No 2, 2024
s 66J .....	ad No 25, 2021
	rep No 2, 2024
<b>Subdivision D</b>	
s 66K.....	ad No 25, 2021
	rs No 2, 2024
s 66L .....	ad No 25, 2021
	am No 2, 2024
s 66M.....	ad No 25, 2021
	rs No 2, 2024
s 66MA .....	ad No 2, 2024
<b>Division 5</b>	
<b>Subdivision A</b>	
s 67.....	am No 73, 2013; No 25, 2021; No 43, 2023; No 2, 2024
s 69.....	am No 105, 2020; No 43, 2023
<b>Subdivision B</b>	
s 70.....	am No 109, 2012; No 105, 2020
s 71.....	am No 109, 2012; No 73, 2013; No 105, 2020; No 43, 2023
s 72.....	am No 109, 2012, No 73, 2013; No 105, 2020; No 79, 2022
	rep No 43, 2023

## Endnote 4—Amendment history

Provision affected	How affected
s 72A.....	ad No 105, 2020 am No 79, 2022; No 43, 2023
s 73.....	am No 73, 2013; No 105, 2020; No 43, 2023
s 74.....	am No 73, 2013; No 105, 2020; No 43, 2023
s 75.....	am No 73, 2013; No 105, 2020; No 43, 2023
s 76.....	am No 109, 2012; No 73, 2013; No 156, 2015; No 105, 2020; No 79, 2022; No 43, 2023
s 76A.....	ad No 79, 2022
s 76B.....	ad No 79, 2022
s 76C.....	ad No 79, 2022
s 77.....	am No 43, 2023
s 77A.....	ad No 109, 2012 rs No 105, 2020 am No 43, 2023
s 78.....	am No 109, 2012; No 105, 2020; No 43, 2023 ed C51
s 78A.....	ad No 105, 2020 am No 43, 2023
s 79.....	am No 105, 2020; No 43, 2023
s 79A.....	ad No 109, 2012 am No 105, 2020; No 4, 2023; No 43, 2023; No 90, 2024
s 79B.....	ad No 109, 2012 am No 43, 2023
<b>Subdivision C</b>	
s 80.....	am No 73, 2013; No 105, 2020; No 43, 2023
s 81.....	rs No 73, 2013 am No 43, 2023
s 81A.....	ad No 73, 2013
s 82A.....	ad No 73, 2013
s 83.....	am No 105, 2020
s 84.....	am No 105, 2020

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 84A.....	ad No 109, 2012 am No 174, 2012; No 105, 2020
s 85.....	am No 43, 2023
<b>Division 6</b>	
s 87.....	am No 174, 2012; No 25, 2021
<b>Division 7</b>	
Division 7 heading.....	am No 169, 2018; No 50, 2022
<b>Subdivision A</b>	
s 96.....	am No 25, 2021
s 97.....	am No 73, 2013; No 43, 2023
s 98.....	rs No 50, 2022
<b>Subdivision C</b>	
s 104.....	am No 105, 2020; No 104, 2021
s 105.....	am No 105, 2020; No 104, 2021
<b>Subdivision CA</b>	
Subdivision CA heading.....	am No 50, 2022
Subdivision CA.....	ad No 169, 2018
s 106A.....	ad No 169, 2018 am No 50, 2022
s 106B.....	ad No 169, 2018 am No 50, 2022; No 79, 2022
s 106BA.....	ad No 50, 2022
s 106C.....	ad No 169, 2018 am No 50, 2022
s 106D.....	ad No 169, 2018 am No 50, 2022
s 106E.....	ad No 169, 2018 am No 105, 2020
<b>Subdivision D</b>	
s 107.....	am No 169, 2018; No 50, 2022



## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 9</b>	
s 113.....	am No 124, 2009; Nos 174 and 175, 2012
s 113A.....	am No 175, 2012
<b>Division 10</b>	
s 115.....	am No 115, 2024
<b>Division 10A</b>	
Division 10A.....	ad No 43, 2023
s 116A.....	ad No 43, 2023
s 116B.....	ad No 43, 2023
s 116C.....	ad No 43, 2023
s 116D.....	ad No 43, 2023
s 116E.....	ad No 43, 2023
<b>Division 11</b>	
<b>Subdivision A</b>	
s 117.....	am No 25, 2021
<b>Subdivision B</b>	
s 119.....	am No 25, 2021
s 120.....	am No 174, 2012
s 121.....	am No 25, 2021; No 120, 2023
s 122.....	am No 174, 2012
<b>Division 12</b>	
Division 12 heading.....	rs No 25, 2021
s 124.....	am No 174, 2012
s 125A.....	ad No 25, 2021
	am No 2, 2024
s 125B.....	ad No 25, 2021
	rs No 2, 2024
<b>Division 13</b>	
s 126.....	am No 174, 2012

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
<b>Part 2-3</b>	
<b>Division 1</b>	
s 132.....	am No 54, 2009; No 55, 2009; No 174, 2012; No 170, 2018
s 133.....	am No 33, 2012
<b>Division 2</b>	
s 134.....	am No 174, 2012; No 73, 2013; No 79, 2022; No 2, 2024
s 135.....	am No 70, 2009; No 174, 2012; No 170, 2018
<b>Division 3</b>	
<b>Subdivision B</b>	
s 140.....	am No 55, 2009
s 141.....	am No 174, 2012; No 170, 2018
s 141A.....	ad No 79, 2022
<b>Subdivision C</b>	
s 143.....	am Nos 54, 2009; No 55, 2009; No 175, 2012
s 143A.....	ad No 55, 2009
s 143B.....	ad No 54, 2009
s 145A.....	ad No 73, 2013
s 146.....	am No 174, 2012; No 79, 2022
s 149.....	am No 174, 2012
s 149A.....	ad No 171, 2012
	rep No 174, 2012
s 149B.....	ad No 174, 2012
	am No 43, 2023
s 149C.....	ad No 174, 2012
s 149D.....	ad No 174, 2012
s 149E.....	ad No 120, 2023
s 149F.....	ad No 2, 2024
<b>Subdivision D</b>	
s 151.....	rs No 101, 2017
s 153.....	am No 98, 2013; No 79, 2022; No 120, 2023
s 154.....	am No 174, 2012

## Endnote 4—Amendment history

Provision affected	How affected
s 155A.....	ad No 171, 2012 am No 61, 2013 rep No 174, 2012
Division 4 .....	rep No 170, 2018
s 156.....	am No 174, 2012 rep No 170, 2018
<b>Division 4A</b>	
Division 4A.....	ad No 174, 2012
<b>Subdivision A</b>	
s 156A.....	ad No 174, 2012
<b>Subdivision B</b>	
s 156B .....	ad No 174, 2012
s 156C .....	ad No 174, 2012
s 156D.....	ad No 174, 2012
s 156E .....	ad No 174, 2012
s 156F .....	ad No 174, 2012
<b>Subdivision C</b>	
s 156G.....	ad No 174, 2012
s 156H.....	ad No 174, 2012
s 156J .....	ad No 174, 2012
s 156K.....	ad No 174, 2012
<b>Subdivision D</b>	
s 156L .....	ad No 174, 2012
s 156M .....	ad No 174, 2012
s 156N.....	ad No 174, 2012
s 156P .....	ad No 174, 2012
s 156Q.....	ad No 174, 2012
s 156R.....	ad No 174, 2012
s 156S .....	ad No 174, 2012
s 156T .....	ad No 174, 2012

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
<b>Subdivision E</b>	
s 156U .....	ad No 174, 2012
<b>Division 5</b>	
Division 5 heading.....	rs No 170, 2018
<b>Subdivision A</b>	
s 157 .....	am No 174, 2012; No 170, 2018; No 79, 2022; No 2, 2024
s 158 .....	am No 174, 2012
<b>Subdivision B</b>	
s 159 .....	am No 174, 2012
s 159A .....	ad No 174, 2012
s 160 .....	am No 174, 2012
s 161 .....	am No 54, 2009; No 70, 2009; No 40, 2011; No 174, 2012
<b>Division 6</b>	
s 162 .....	am No 174, 2012
s 163 .....	am No 174, 2012
s 164 .....	am No 174, 2012
s 165 .....	am No 174, 2012
s 166 .....	am No 174, 2012
s 167 .....	am No 174, 2012
s 168 .....	am No 174, 2012
<b>Division 7</b>	
Division 7 .....	ad No 55, 2009
s 168A .....	ad No 55, 2009
s 168B .....	ad No 55, 2009
	am No 174, 2012
s 168C .....	ad No 55, 2009
	am No 174, 2012; No 175, 2012
s 168D .....	ad No 55, 2009
	am No 174, 2012
<b>Division 8</b>	
Division 8 .....	ad No 54, 2009

## Endnote 4—Amendment history

Provision affected	How affected
s 168E .....	ad No 54, 2009 am No 124, 2009
s 168F .....	ad No 54, 2009 am No 174, 2012
s 168G.....	ad No 54, 2009 am No 174, 2012; No 175, 2012
s 168H.....	ad No 54, 2009
s 168J .....	ad No 54, 2009
s 168K.....	ad No 54, 2009 am No 174, 2012
s 168L .....	ad No 54, 2009 am No 174, 2012
<b>Part 2-4</b>	
<b>Division 1</b>	
s 169.....	am No 174, 2012; No 79, 2022; No 120, 2023
s 170.....	am No 33, 2012
s 171.....	am No 174, 2012
<b>Division 2</b>	
s 172.....	am No 174, 2012; No 156, 2015; No 79, 2022; No 2, 2024
s 172A.....	ad No 79, 2022
<b>Division 3</b>	
s 173.....	am No 79, 2022; No 2, 2024
s 174.....	am No 174, 2012; No 79, 2022
s 176.....	am No 174, 2012; No 73, 2013; No 79, 2022
s 177.....	ad No 156, 2015
s 177A.....	ad No 74, 2024
s 178.....	am No 156, 2015
s 178A.....	am No 156, 2015
s 178B.....	ad No 156, 2015

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
<b>Division 4</b>	
<b>Subdivision A</b>	
Subdivision A heading.....	am No 174, 2012
s 179.....	ad No 84, 2017
	am No 79, 2022
s 179A.....	ad No 84, 2017
s 180.....	am No 84, 2017; No 79, 2022
s 180A.....	ad No 79, 2022
	am No 2, 2024
s 180B.....	ad No 2, 2024
s 181.....	am No 79, 2022
s 182.....	am No 156, 2015
s 183.....	am No 174, 2012
s 185.....	am No 174, 2012; No 156, 2015
s 185A.....	ad No 156, 2015
<b>Subdivision B</b>	
Subdivision B heading.....	am No 174, 2012
s 186.....	am No 174, 2012; No 156, 2015; No 79, 2022
s 187.....	am No 174, 2012; No 156, 2015
s 188.....	am No 174, 2012; No 170, 2018
	rs No 79, 2022
	am No 2, 2024
s 188A.....	ad No 84, 2017
	am No 79, 2022
s 188B.....	ad No 79, 2022
s 189.....	am No 174, 2012
s 190.....	am No 174, 2012; No 156, 2015
s 191.....	am No 174, 2012
s 191A.....	ad No 79, 2022
	am No 2, 2024
s 191B.....	ad No 79, 2022

## Endnote 4—Amendment history

Provision affected	How affected
s 192.....	am No 174, 2012; No 156, 2015
<b>Subdivision C</b>	
s 193.....	am No 174, 2012; No 156, 2015; No 79, 2022; No 2, 2024
s 193A.....	ad No 79, 2022 am No 2, 2024
<b>Subdivision D</b>	
s 194.....	am No 171, 2012; No 174, 2012; No 62, 2016
s 195.....	am No 98, 2013; No 79, 2022; No 120, 2023
s 195A.....	ad No 62, 2016
<b>Subdivision E</b>	
s 196.....	am No 174, 2012
s 197.....	am No 174, 2012
s 198.....	am No 174, 2012
s 199.....	am No 174, 2012
s 200.....	am No 174, 2012
<b>Subdivision F</b>	
s 201.....	am No 174, 2012; No 156, 2015; No 79, 2022; No 120, 2023
<b>Division 5</b>	
s 202.....	am No 2, 2024
s 203.....	am No 33, 2012
s 205.....	am No 73, 2013; No 62, 2016; No 2, 2024
s 205A.....	ad No 120, 2023
<b>Division 7</b>	
<b>Subdivision A</b>	
Subdivision A heading.....	am No 79, 2022
s 207.....	am No 174, 2012
s 207A.....	ad No 79, 2022
s 210.....	am No 174, 2012
s 211.....	am No 174, 2012; No 156, 2015; No 79, 2022; No 2, 2024
s 212.....	am No 174, 2012
s 213.....	am No 174, 2012

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 213A.....	ad No 79, 2022
s 213B .....	ad No 79, 2022
s 214.....	am No 174, 2012
s 215.....	am No 174, 2012
s 215A.....	ad No 79, 2022
<b>Subdivision AA</b>	
Subdivision AA .....	ad No 79, 2022
s 216A.....	ad No 79, 2022
s 216AAA.....	ad No 79, 2022
s 216AA.....	ad No 79, 2022
s 216AB .....	ad No 79, 2022
s 216AC .....	ad No 79, 2022
s 216AD.....	ad No 79, 2022
s 216AE .....	ad No 79, 2022
s 216AF.....	ad No 79, 2022
<b>Subdivision AB</b>	
Subdivision AB.....	ad No 79, 2022
s 216B .....	ad No 79, 2022
s 216BA .....	ad No 79, 2022
s 216BB .....	ad No 79, 2022
s 216BC .....	ad No 79, 2022
<b>Subdivision AC</b>	
Subdivision AC.....	ad No 79, 2022
s 216C .....	ad No 79, 2022
s 216CAA .....	ad No 79, 2022
s 216CA .....	ad No 79, 2022
s 216CB .....	ad No 79, 2022
s 216CC .....	ad No 79, 2022
s 216CD .....	ad No 79, 2022
s 216CE.....	ad No 79, 2022



## Endnote 4—Amendment history

Provision affected	How affected
<b>Subdivision AD</b>	
Subdivision AD .....	ad No 79, 2022
s 216D.....	ad No 79, 2022
s 216DAA.....	ad No 79, 2022
s 216DA.....	ad No 79, 2022
s 216DB.....	ad No 79, 2022
s 216DC.....	ad No 79, 2022
s 216DD.....	ad No 79, 2022
s 216DE.....	ad No 79, 2022
s 216DF.....	ad No 79, 2022
<b>Subdivision AE</b>	
Subdivision AE.....	ad No 79, 2022
s 216E.....	ad No 79, 2022
s 216EA.....	ad No 79, 2022
s 216EB.....	ad No 79, 2022
s 216EC.....	ad No 79, 2022
s 216ED.....	ad No 79, 2022
<b>Subdivision B</b>	
s 217.....	am No 174, 2012
s 217A.....	am No 174, 2012
s 218.....	am No 54, 2009; No 70, 2009; No 40, 2011; No 174, 2012
<b>Subdivision BA</b>	
Subdivision BA.....	ad No 79, 2022
s 218A.....	ad No 79, 2022
<b>Subdivision C</b>	
s 219.....	am No 174, 2012
s 222.....	am No 174, 2012
s 223.....	am No 174, 2012
<b>Subdivision D</b>	
s 225.....	am No 174, 2012
s 226.....	am No 174, 2012

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### Endnote 4—Amendment history

Provision affected	How affected
	rs No 79, 2022
s 226A.....	ad No 79, 2022
<b>Division 7A</b>	
Division 7A.....	ad No 79, 2022
s 227A.....	ad No 79, 2022
	am No 2, 2024
s 227B.....	ad No 79, 2022
	am No 2, 2024
s 227C.....	ad No 79, 2022
s 227D.....	ad No 79, 2022
s 227E.....	ad No 79, 2022
<b>Division 8</b>	
Division 8 heading.....	am No 174, 2012
<b>Subdivision A</b>	
s 228.....	am No 156, 2015
s 229.....	am No 174, 2012; No 156, 2015; No 79, 2022
s 230.....	am No 174, 2012; No 156, 2015; No 79, 2022
s 231.....	am No 174, 2012
s 232.....	am No 174, 2012; No 156, 2015
<b>Subdivision B</b>	
Subdivision B.....	rs No 79, 2022
s 234.....	am No 174, 2012; No 156, 2015
	rs No 79, 2022
s 235.....	am No 174, 2012; No 156, 2015
	rs No 79, 2022
s 235A.....	ad No 79, 2022
<b>Subdivision C</b>	
s 236.....	am No 174, 2012; No 79, 2022; No 2, 2024
s 237.....	am No 174, 2012; No 43, 2023
s 238.....	am No 174, 2012; No 156, 2015; No 79, 2022; No 2, 2024
s 239.....	am No 174, 2012

## Endnote 4—Amendment history

Provision affected	How affected
<b>Subdivision D</b>	
Subdivision D heading.....	am No 174, 2012
s 240.....	am No 174, 2012; No 156, 2015; No 79, 2022
<b>Subdivision E</b>	
Subdivision E.....	ad No 79, 2022
s 240A.....	ad No 79, 2022
	am No 2, 2024
s 240B.....	ad No 79, 2022
	am No 2, 2024
<b>Division 9</b>	
Division 9 heading.....	am No 79, 2022
s 241.....	am No 174, 2012; No 79, 2022
s 242.....	am No 174, 2012; No 79, 2022
s 243.....	am No 174, 2012
	rs No 79, 2022
s 243A.....	ad No 79, 2022
s 244.....	am No 174, 2012; No 79, 2022
s 245.....	am No 174, 2012
	rs No 79, 2022
	am No 2, 2024
s 246.....	am No 174, 2012; No 79, 2022
<b>Division 10</b>	
Subdivision A.....	rep No 79, 2022
s 247.....	rep No 79, 2022
Subdivision B heading.....	rep No 79, 2022
s 248.....	am No 174, 2012; No 79, 2022
s 249.....	am No 174, 2012; No 79, 2022
s 249A.....	ad No 79, 2022
s 250.....	am No 174, 2012; No 79, 2022
s 251.....	am No 174, 2012; No 79, 2022
s 251A.....	ad No 79, 2022

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### Endnote 4—Amendment history

Provision affected	How affected
s 252.....	am No 174, 2012
<b>Division 11</b>	
s 253.....	am No 101, 2017
s 254A.....	ad No 62, 2016
s 255.....	am No 174, 2012; No 156, 2015
s 255A.....	ad No 156, 2015
<b>Part 2-5</b>	
<b>Division 1</b>	
s 258.....	am No 174, 2012; No 62, 2016; No 79, 2022
s 259.....	am No 33, 2012
Division 2 .....	rep No 79, 2022
s 260.....	am No 174, 2012
	rep No 79, 2022
s 261.....	am No 174, 2012
	rep No 79, 2022
s 262.....	am No 174, 2012
	rep No 79, 2022
s 263.....	am No 174, 2012
	rep No 79, 2022
s 264.....	am No 174, 2012
	rep No 79, 2022
s 265.....	rep No 79, 2022
<b>Division 3</b>	
s 266.....	am No 174, 2012
s 267.....	am No 174, 2012
<b>Division 4</b>	
Division 4 heading.....	rs No 79, 2022
s 269.....	am No 174, 2012; No 156, 2015
	rs No 79, 2022
s 270.....	am No 174, 2012; No 79, 2022; No 2, 2024
s 270A.....	ad No 2, 2024

## Endnote 4—Amendment history

Provision affected	How affected
s 271.....	am No 79, 2022
s 271A.....	ad No 156, 2015 rep No 79, 2022
<b>Division 5</b>	
s 272.....	am No 174, 2012
s 273.....	am No 174, 2012; No 120, 2023
s 274.....	am No 79, 2022; No 2, 2024
s 275.....	am No 174, 2012; No 79, 2022
<b>Division 6</b>	
s 276.....	am No 43, 2023
s 277.....	am No 174, 2012
s 278.....	am No 43, 2023
s 279.....	am No 54, 2009; No 79, 2022
<b>Division 7</b>	
s 281AA.....	ad No 62, 2016
<b>Part 2-6</b>	
<b>Division 1</b>	
s 282.....	am No 174, 2012
s 283.....	am No 33, 2012
<b>Division 2</b>	
s 284.....	am No 174, 2012; No 79, 2022
<b>Division 3</b>	
<b>Subdivision A</b>	
s 285.....	am No 174, 2012
s 286.....	am No 174, 2012
s 287.....	am No 174, 2012
<b>Subdivision B</b>	
s 288.....	am No 174, 2012
s 289.....	am No 174, 2012
s 290.....	am No 174, 2012
s 291.....	am No 174, 2012

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 292.....	am No 54, 2009; No 55, 2009; No 174, 2012
<b>Division 4</b>	
s 296.....	am No 174, 2012
s 297.....	am No 174, 2012
<b>Part 2-7</b>	
<b>Division 1</b>	
s 300.....	am No 174, 2012
s 301.....	am No 33, 2012
<b>Division 2</b>	
s 302.....	am No 174, 2012; No 79, 2022
s 303.....	am No 174, 2012
s 304.....	am No 174, 2012
s 306.....	am No 174, 2012
<b>Part 2-7A</b>	
Part 2-7A.....	ad No 120, 2023
<b>Division 1</b>	
s 306A.....	ad No 120, 2023
s 306B.....	ad No 120, 2023
s 306C.....	ad No 120, 2023
s 306D.....	ad No 120, 2023
<b>Division 2</b>	
<b>Subdivision A</b>	
s 306E.....	ad No 120, 2023
s 306EA.....	ad No 120, 2023
s 306EB.....	ad No 120, 2023
s 306EC.....	ad No 120, 2023
s 306ED.....	ad No 120, 2023
s 306EE.....	ad No 120, 2023
<b>Subdivision B</b>	
s 306F.....	ad No 120, 2023
s 306G.....	ad No 120, 2023

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## Endnote 4—Amendment history

Provision affected	How affected
s 306H.....	ad No 120, 2023
<b>Subdivision C</b>	
s 306J.....	ad No 120, 2023
s 306K.....	ad No 120, 2023
s 306L.....	ad No 120, 2023
<b>Subdivision D</b>	
s 306M.....	ad No 120, 2023
s 306N.....	ad No 120, 2023
<b>Subdivision E</b>	
s 306NA.....	ad No 120, 2023
<b>Division 3</b>	
s 306P.....	ad No 120, 2023
s 306Q.....	ad No 120, 2023
s 306R.....	ad No 120, 2023
<b>Division 4</b>	
s 306S.....	ad No 120, 2023
s 306SA.....	ad No 120, 2023
s 306T.....	ad No 120, 2023
s 306U.....	ad No 120, 2023
s 306V.....	ad No 120, 2023
<b>Division 5</b>	
s 306W.....	ad No 120, 2023
<b>Part 2-8</b>	
<b>Division 1</b>	
s 307.....	am Nos 174 and 175, 2012
s 308.....	am No 33, 2012
<b>Division 2</b>	
s 312.....	am No 55, 2009; No 174, 2012
s 313.....	am No 174, 2012
s 314.....	am No 174, 2012
s 315.....	am No 174, 2012

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### Endnote 4—Amendment history

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Provision affected	How affected
<b>Division 3</b>	
Division 3 heading.....	am No 174, 2012
s 317.....	am No 174, 2012
s 318.....	am No 174, 2012
s 319.....	am No 174, 2012
s 320.....	am No 174, 2012
<b>Part 2-9</b>	
Part 2-9 heading.....	rs No 55, 2009
<b>Division 1</b>	
s 321.....	am No 79, 2022; No 120, 2023; No 2, 2024
s 322.....	am No 33, 2012
<b>Division 2</b>	
Division 2 heading.....	rs No 101, 2017
<b>Subdivision A</b>	
Subdivision A heading.....	ad No 120, 2023
s 324.....	am No 174, 2012; No 43, 2023; No 120, 2023
s 325.....	am No 101, 2017
s 326.....	rs No 101, 2017
s 327.....	am No 101, 2017; No 120, 2023
<b>Subdivision B</b>	
Subdivision B .....	ad No 120, 2023
s 327A.....	ad No 120, 2023
s 327B .....	ad No 120, 2023
s 327C .....	ad No 120, 2023
<b>Division 3</b>	
s 332.....	am No 118, 2013
<b>Division 4</b>	
Division 4 .....	ad No 79, 2022
s 333B .....	ad No 79, 2022
s 333C .....	ad No 79, 2022
s 333D.....	ad No 79, 2022



## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 5</b>	
Division 5 .....	ad No 79, 2022
<b>Subdivision A</b>	
s 333E .....	ad No 79, 2022
	am No 2, 2024
s 333F .....	ad No 79, 2022
s 333G .....	ad No 79, 2022
s 333H .....	ad No 79, 2022
<b>Subdivision B</b>	
s 333J .....	ad No 79, 2022
s 333K .....	ad No 79, 2022
s 333L .....	ad No 79, 2022
<b>Division 6</b>	
Division 6 .....	ad No 2, 2024
<b>Subdivision A</b>	
s 333M .....	ad No 2, 2024
<b>Subdivision B</b>	
s 333N .....	ad No 2, 2024
<b>Subdivision C</b>	
s 333P .....	ad No 2, 2024
s 333Q .....	ad No 2, 2024
s 333R .....	ad No 2, 2024
s 333S .....	ad No 2, 2024
s 333T .....	ad No 2, 2024
s 333U .....	ad No 2, 2024
<b>Subdivision D</b>	
s 333V .....	ad No 2, 2024
<b>Subdivision E</b>	
s 333W .....	ad No 2, 2024

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### Endnote 4—Amendment history

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Provision affected	How affected
<b>Chapter 3</b>	
<b>Part 3-1</b>	
<b>Division 1</b>	
s 334.....	am No 174, 2012; No 120, 2023
s 335.....	am No 33, 2012
s 336.....	am No 174, 2012
<b>Division 2</b>	
s 337.....	am No 54, 2009; No 124, 2009
s 338A.....	ad No 2, 2024
<b>Division 3</b>	
s 341.....	am No 174, 2012; No 175, 2012; No 2, 2024
s 342.....	am No 2, 2024
s 344.....	am No 109, 2012
<b>Division 4</b>	
s 350.....	am No 2, 2024
s 350A.....	ad No 120, 2023
s 350B.....	ad No 2, 2024
s 350C.....	ad No 120, 2023
	am No 2, 2024
<b>Division 5</b>	
s 351.....	am No 136, 2012; No 98, 2013; No 79, 2022; No 74, 2023; No 120, 2023
s 354.....	am No 2, 2024
<b>Division 6</b>	
<b>Subdivision A</b>	
Subdivision A heading.....	ad No 2, 2024
s 357.....	am No 2, 2024
<b>Subdivision B</b>	
Subdivision B.....	ad No 2, 2024
s 359B.....	ad No 2, 2024
s 359C.....	ad No 2, 2024

## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 7</b>	
s 361 .....	am No 73, 2013
<b>Division 8</b>	
<b>Subdivision A</b>	
s 365 .....	am No 174, 2012; No 73, 2013
s 366 .....	am No 174, 2012
s 367 .....	am No 174, 2012
s 368 .....	am No 174, 2012
	rs No 73, 2013
s 369 .....	am No 174, 2012
	rs No 73, 2013
s 370 .....	am No 174, 2012
	rs No 73, 2013
s 371 .....	am No 55, 2009; No 174, 2012
	rep No 73, 2013
<b>Subdivision B</b>	
s 372 .....	am No 174, 2012; No 73, 2013
s 373 .....	am No 174, 2012
s 374 .....	am No 174, 2012
s 375 .....	am No 174, 2012
<b>Subdivision C</b>	
Subdivision C .....	rs No 73, 2013
s 375A .....	ad No 73, 2013
s 375B .....	ad No 73, 2013
s 376 .....	am No 174, 2012
	rs No 73, 2013
s 377 .....	am No 174, 2012
	rs No 73, 2013
s 377A .....	ad No 73, 2013
s 378 .....	rs No 73, 2013

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
<b>Part 3-2</b>	
<b>Division 1</b>	
s 379.....	am No 174, 2012
s 380.....	am No 33, 2012
<b>Division 2</b>	
s 384.....	am No 25, 2021
<b>Division 3</b>	
s 385.....	am No 174, 2012
s 387.....	am No 174, 2012; No 104, 2021
<b>Division 4</b>	
s 390.....	am No 174, 2012
s 391.....	am No 174, 2012
s 392.....	am No 174, 2012
s 393.....	am No 174, 2012
<b>Division 5</b>	
s 394.....	am No 174, 2012
s 395.....	am No 174, 2012
s 396.....	am No 174, 2012
s 397.....	am No 174, 2012
s 398.....	am No 174, 2012
s 399.....	am No 174, 2012
s 399A.....	ad No 174, 2012
s 400.....	am No 174, 2012; No 73, 2013
s 400A.....	ad No 174, 2012
s 401.....	am No 174, 2012
s 402.....	am No 174, 2012
s 403.....	am No 174, 2012
<b>Part 3-3</b>	
<b>Division 1</b>	
s 406.....	am No 174, 2012
s 407.....	am No 33, 2012

## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 2</b>	
<b>Subdivision A</b>	
s 409.....	am No 174, 2012; No 79, 2022; No 120, 2023
s 410.....	am No 174, 2012
s 411.....	am No 55, 2009; No 79, 2022; No 120, 2023
<b>Subdivision B</b>	
s 413.....	am No 79, 2022
s 414.....	am No 79, 2022
<b>Subdivision C</b>	
s 416A.....	ad No 55, 2009
<b>Division 3</b>	
s 417.....	am No 174, 2012; No 13, 2013; No 13, 2021; No 79, 2022
<b>Division 4</b>	
Division 4 heading.....	am No 174, 2012
s 418.....	am No 174, 2012
s 419.....	am No 174, 2012
s 420.....	am No 174, 2012
s 421.....	am No 13, 2013; No 13, 2021
<b>Division 5</b>	
s 422.....	am No 13, 2013; No 13, 2021
<b>Division 6</b>	
Division 6 heading.....	am No 174, 2012
s 423.....	am No 124, 2009; No 174, 2012
s 424.....	am No 124, 2009; No 174, 2012
s 425.....	am No 174, 2012
s 426.....	am No 124, 2009; No 174, 2012
s 427.....	am No 174, 2012
s 428.....	am No 174, 2012
s 430.....	am No 174, 2012
<b>Division 7</b>	
s 432.....	am No 174, 2012

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
<b>Division 8</b>	
<b>Subdivision A</b>	
s 435.....	am No 174, 2012
<b>Subdivision B</b>	
s 437.....	am No 174, 2012; No 156, 2015; No 79, 2022
s 437A.....	ad No 79, 2022
s 440.....	rs No 79, 2022
s 441.....	am No 174, 2012
s 442.....	am No 174, 2012
s 443.....	am No 174, 2012; No 79, 2022
s 444.....	am No 174, 2012; No 79, 2022
s 445.....	am No 174, 2012
s 446.....	am No 174, 2012
s 447.....	am No 174, 2012
s 448.....	am No 174, 2012
<b>Subdivision BA</b>	
Subdivision BA.....	ad No 79, 2022
s 448A.....	ad No 79, 2022
<b>Subdivision C</b>	
s 449.....	am No 174, 2012; No 79, 2022
s 450.....	am No 174, 2012
s 451.....	am No 174, 2012
s 452.....	am No 174, 2012
s 453.....	am No 174, 2012
s 454.....	am No 174, 2012
s 455.....	am No 174, 2012
s 457.....	am No 174, 2012
s 458.....	am No 174, 2012
<b>Subdivision D</b>	
s 459.....	am No 174, 2012
s 460.....	am No 174, 2012

## Endnote 4—Amendment history

Provision affected	How affected
s 461.....	am No 174, 2012
<b>Subdivision E</b>	
s 462.....	am No 174, 2012
s 463.....	am No 174, 2012
<b>Subdivision G</b>	
s 467.....	am No 174, 2012
s 468A.....	ad No 79, 2022
s 469.....	am No 79, 2022
<b>Division 9</b>	
<b>Subdivision A</b>	
s 471.....	am No 174, 2012
s 472.....	am No 174, 2012
<b>Division 10</b>	
s 477.....	am No 79, 2022
<b>Part 3-4</b>	
<b>Division 1</b>	
s 478.....	am Nos 33 and 174, 2012; No 73, 2013
s 480.....	am No 33, 2012
<b>Division 2</b>	
<b>Subdivision A</b>	
s 481.....	am No 174, 2012; No 2, 2024
s 483AA.....	am No 174, 2012
<b>Subdivision AA</b>	
Subdivision AA heading.....	rs No 33, 2012
s 483A.....	am No 33, 2012; No 73, 2013; No 2, 2024
s 483B.....	am No 33, 2012
<b>Subdivision B</b>	
s 484.....	am No 33, 2012; No 73, 2013; No 2, 2024
<b>Subdivision C</b>	
s 487.....	am No 174, 2012
s 489.....	am No 174, 2012

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### Endnote 4—Amendment history

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Provision affected	How affected
s 491.....	am No 174, 2012
s 492.....	rs No 73, 2013
s 492.....	am No 174, 2012; No 73, 2013; No 2, 2024
s 492A.....	ad No 73, 2013
<b>Division 3</b>	
s 494.....	am No 120, 2023
s 499.....	am No 174, 2012
<b>Division 4</b>	
s 500.....	am No 73, 2013; No 2, 2024
s 502.....	am No 2, 2024
<b>Division 5</b>	
Division 5 heading.....	am No 174, 2012
<b>Subdivision A</b>	
s 505.....	am No 174, 2012; No 73, 2013
s 505A.....	ad No 73, 2013
s 506.....	am No 73, 2013
<b>Subdivision B</b>	
s 507.....	am No 174, 2012
<b>Subdivision C</b>	
s 508.....	am No 174, 2012; No 2, 2024
<b>Subdivision D</b>	
Subdivision D heading.....	am No 174, 2012; No 2, 2024
s 510.....	am No 51, 2010; No 174, 2012; No 2, 2024
<b>Subdivision E</b>	
s 511.....	am No 174, 2012
<b>Division 6</b>	
<b>Subdivision A</b>	
s 512.....	am No 174, 2012
s 513.....	am No 174, 2012
s 514.....	am No 174, 2012
s 515.....	am No 174, 2012; No 73, 2013



## Endnote 4—Amendment history

Provision affected	How affected
s 516.....	am No 174, 2012
s 517.....	am No 174, 2012
<b>Subdivision B</b>	
s 518.....	am No 33, 2012
<b>Subdivision C</b>	
s 519.....	am No 174, 2012; No 2, 2024
<b>Subdivision D</b>	
s 520.....	am No 174, 2012
<b>Division 7</b>	
Division 7 .....	ad No 73, 2013
s 521A.....	ad No 73, 2013
s 521B .....	ad No 73, 2013
s 521C .....	ad No 73, 2013
s 521D.....	ad No 73, 2013
<b>Part 3-5</b>	
<b>Division 1</b>	
s 522.....	am No 174, 2012
<b>Division 3</b>	
s 526.....	am No 174, 2012
s 527.....	am No 174, 2012
<b>Part 3-5A</b>	
Part 3-5A.....	ad No 79, 2022
<b>Division 1</b>	
s 527A.....	ad No 79, 2022
s 527B .....	ad No 79, 2022
s 527C .....	ad No 79, 2022
	am No 79, 2022
s 527CA .....	ad No 79, 2022
<b>Division 2</b>	
s 527D.....	ad No 79, 2022
s 527E .....	ad No 79, 2022

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
<b>Division 3</b>	
<b>Subdivision A</b>	
s 527F .....	ad No 79, 2022
s 527G .....	ad No 79, 2022
s 527H .....	ad No 79, 2022
<b>Subdivision B</b>	
s 527J .....	ad No 79, 2022
s 527K .....	ad No 79, 2022
s 527L .....	ad No 79, 2022
s 527M .....	ad No 79, 2022
s 527N .....	ad No 79, 2022
s 527P .....	ad No 79, 2022
s 527Q .....	ad No 79, 2022
<b>Subdivision C</b>	
s 527R .....	ad No 79, 2022
s 527S .....	ad No 79, 2022
s 527T .....	ad No 79, 2022
<b>Part 3-6</b>	
<b>Division 1</b>	
s 528 .....	am No 174, 2012; No 79, 2022
s 529 .....	am No 33, 2012
<b>Division 2</b>	
<b>Subdivision B</b>	
s 531 .....	am No 174, 2012
s 532 .....	am No 174, 2012
s 533 .....	am No 174, 2012
<b>Division 3</b>	
s 535 .....	am No 101, 2017
s 536 .....	am No 109, 2012; No 101, 2017; No 50, 2022; No 79, 2022
<b>Division 4</b>	
Division 4 .....	ad No 79, 2022

## Endnote 4—Amendment history

Provision affected	How affected
s 536AA .....	ad No 79, 2022
<b>Part 3-7</b>	
Part 3-7 .....	ad No 84, 2017
<b>Division 1</b>	
s 536A .....	ad No 84, 2017
s 536B .....	ad No 84, 2017
s 536C .....	ad No 84, 2017
s 536CA .....	ad No 84, 2017
<b>Division 2</b>	
s 536D .....	ad No 84, 2017
s 536E .....	ad No 84, 2017
<b>Division 3</b>	
s 536F .....	ad No 84, 2017
s 536G .....	ad No 84, 2017
s 536H .....	ad No 84, 2017
<b>Chapter 3A</b>	
Chapter 3A .....	ad No 2, 2024
<b>Part 3A-1</b>	
<b>Division 1</b>	
s 536J .....	ad No 2, 2024
s 536JA .....	ad No 2, 2024
<b>Division 2</b>	
<b>Subdivision A</b>	
s 536JB .....	ad No 2, 2024
s 536JC .....	ad No 2, 2024
s 536JD .....	ad No 2, 2024
s 536JE .....	ad No 2, 2024
s 536JF .....	ad No 2, 2024
s 536JG .....	ad No 2, 2024
s 536JH .....	ad No 2, 2024

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
<b>Subdivision B</b>	
s 536JJ.....	ad No 2, 2024
s 536JK .....	ad No 2, 2024
s 536JL.....	ad No 2, 2024
s 536JM.....	ad No 2, 2024
s 536JN .....	ad No 2, 2024
<b>Division 3</b>	
s 536JP .....	ad No 2, 2024
s 536JQ .....	ad No 2, 2024
s 536JR .....	ad No 2, 2024
s 536JS .....	ad No 2, 2024
s 536JT.....	ad No 2, 2024
<b>Part 3A-2</b>	
<b>Division 1</b>	
s 536JV .....	ad No 2, 2024
s 536JW .....	ad No 2, 2024
<b>Division 2</b>	
s 536JX .....	ad No 2, 2024
<b>Division 3</b>	
<b>Subdivision A</b>	
s 536JY .....	ad No 2, 2024
s 536JZ.....	ad No 2, 2024
<b>Subdivision B</b>	
s 536K.....	ad No 2, 2024
<b>Subdivision BA</b>	
s 536KAA .....	ad No 2, 2024
s 536KAB .....	ad No 2, 2024
s 536KAC .....	ad No 2, 2024
s 536KAD .....	ad No 2, 2024
s 536KAE .....	ad No 2, 2024

## Endnote 4—Amendment history

Provision affected	How affected
<b>Subdivision C</b>	
s 536KA .....	ad No 2, 2024
<b>Subdivision D</b>	
s 536KB .....	ad No 2, 2024
s 536KC .....	ad No 2, 2024
s 536KD .....	ad No 2, 2024
s 536KE .....	ad No 2, 2024
s 536KF .....	ad No 2, 2024
<b>Subdivision E</b>	
s 536KG .....	ad No 2, 2024
s 536KH .....	ad No 2, 2024
s 536KJ .....	ad No 2, 2024
s 536KK .....	ad No 2, 2024
s 536KL .....	ad No 2, 2024
s 536KM .....	ad No 2, 2024
s 536KMA .....	ad No 2, 2024
s 536KN .....	ad No 2, 2024
s 536KO .....	ad No 2, 2024
s 536KP .....	ad No 2, 2024
s 536KQ .....	ad No 2, 2024
<b>Division 3A</b>	
<b>Subdivision A</b>	
s 536KQA .....	ad No 2, 2024
s 536KQB .....	ad No 2, 2024
s 536KQC .....	ad No 2, 2024
s 536KQD .....	ad No 2, 2024
s 536KQE .....	ad No 2, 2024
s 536KQF .....	ad No 2, 2024
s 536KQG .....	ad No 2, 2024
<b>Subdivision B</b>	
s 536KQH .....	ad No 2, 2024

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 536KQJ .....	ad No 2, 2024
s 536KQK .....	ad No 2, 2024
s 536KQL .....	ad No 2, 2024
s 536KQM .....	ad No 2, 2024
s 536KQN .....	ad No 2, 2024
s 536KQP .....	ad No 2, 2024
s 536KQQ .....	ad No 2, 2024
s 536KQR .....	ad No 2, 2024
<b>Subdivision C</b>	
s 536KQS .....	ad No 2, 2024
<b>Division 3B</b>	
s 536KQT .....	ad No 2, 2024
s 536KQU .....	ad No 2, 2024
s 536KQV .....	ad No 2, 2024
<b>Division 3C</b>	
s 536KQW .....	ad No 2, 2024
s 536KQX .....	ad No 2, 2024
s 536KQY .....	ad No 2, 2024
<b>Division 4</b>	
s 536KR .....	ad No 2, 2024
s 536KS .....	ad No 2, 2024
s 536KT .....	ad No 2, 2024
s 536KU .....	ad No 2, 2024
s 536KV .....	ad No 2, 2024
s 536KW .....	ad No 2, 2024
s 536KX .....	ad No 2, 2024
s 536KY .....	ad No 2, 2024
s 536KZ .....	ad No 2, 2024
s 536L .....	ad No 2, 2024

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## Endnote 4—Amendment history

Provision affected	How affected
<b>Part 3A-3</b>	
<b>Division 1</b>	
s 536LB.....	ad No 2, 2024
s 536LC.....	ad No 2, 2024
<b>Division 2</b>	
s 536LD .....	ad No 2, 2024
s 536LE.....	ad No 2, 2024
<b>Division 3</b>	
<b>Subdivision A</b>	
s 536LF .....	ad No 2, 2024
s 536LG .....	ad No 2, 2024
s 536LH .....	ad No 2, 2024
s 536LJ.....	ad No 2, 2024
<b>Subdivision B</b>	
s 536LK .....	ad No 2, 2024
s 536LL.....	ad No 2, 2024
s 536LM.....	ad No 2, 2024
s 536LN .....	ad No 2, 2024
<b>Division 4</b>	
<b>Subdivision A</b>	
s 536LP .....	ad No 2, 2024
s 536LQ .....	ad No 2, 2024
<b>Subdivision B</b>	
s 536LR.....	ad No 2, 2024
s 536LS .....	ad No 2, 2024
s 536LT .....	ad No 2, 2024
<b>Division 5</b>	
s 536LU .....	ad No 2, 2024
s 536LV .....	ad No 2, 2024
s 536LW .....	ad No 2, 2024
s 536LX .....	ad No 2, 2024

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 536LY .....	ad No 2, 2024
s 536LZ.....	ad No 2, 2024
s 536M .....	ad No 2, 2024
s 536MA .....	ad No 2, 2024
s 536MB .....	ad No 2, 2024
s 536MC .....	ad No 2, 2024
s 536MD .....	ad No 2, 2024
s 536ME.....	ad No 2, 2024
s 536MF .....	ad No 2, 2024
s 536MG .....	ad No 2, 2024
<b>Part 3A-4</b>	
<b>Division 1</b>	
s 536MH .....	ad No 2, 2024
s 536MJ.....	ad No 2, 2024
<b>Division 2</b>	
s 536MK .....	ad No 2, 2024
s 536ML.....	ad No 2, 2024
s 536MM.....	ad No 2, 2024
s 536MN .....	ad No 2, 2024
s 536MP .....	ad No 2, 2024
s 536MQ .....	ad No 2, 2024
<b>Division 3</b>	
s 536MR .....	ad No 2, 2024
s 536MS.....	ad No 2, 2024
<b>Division 4</b>	
s 536MT.....	ad No 2, 2024
s 536MU .....	ad No 2, 2024
<b>Division 5</b>	
s 536MV .....	ad No 2, 2024
s 536MW .....	ad No 2, 2024

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## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 6</b>	
s 536MX .....	ad No 2, 2024
<b>Part 3A-5</b>	
<b>Division 1</b>	
s 536MY .....	ad No 2, 2024
s 536MZ.....	ad No 2, 2024
<b>Division 2</b>	
s 536N.....	ad No 2, 2024
<b>Division 3</b>	
s 536NA.....	ad No 2, 2024
s 536NB .....	ad No 2, 2024
s 536NC .....	ad No 2, 2024
<b>Division 4</b>	
s 536ND.....	ad No 2, 2024
s 536NE .....	ad No 2, 2024
s 536NF.....	ad No 2, 2024
s 536NG .....	ad No 2, 2024
s 536NH.....	ad No 2, 2024
s 536NJ .....	ad No 2, 2024
s 536NK.....	ad No 2, 2024
<b>Chapter 3B</b>	
Chapter 3B.....	ad No 2, 2024
<b>Part 3B-1</b>	
<b>Division 1</b>	
s 536NL .....	ad No 2, 2024
s 536NM .....	ad No 2, 2024
s 536NN.....	ad No 2, 2024
<b>Division 2</b>	
<b>Subdivision A</b>	
s 536NP.....	ad No 2, 2024
s 536NQ.....	ad No 2, 2024

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 536NR .....	ad No 2, 2024
s 536NS .....	ad No 2, 2024
s 536NT .....	ad No 2, 2024
s 536NU .....	ad No 2, 2024
s 536NV .....	ad No 2, 2024
<b>Division 3</b>	
s 536NW .....	ad No 2, 2024
s 536NX .....	ad No 2, 2024
s 536NY .....	ad No 2, 2024
s 536NZ .....	ad No 2, 2024
s 536P .....	ad No 2, 2024
<b>Part 3B-2</b>	
<b>Division 1</b>	
s 536PB .....	ad No 2, 2024
s 536PC .....	ad No 2, 2024
<b>Division 2</b>	
<b>Subdivision A</b>	
s 536PD .....	ad No 2, 2024
s 536PE .....	ad No 2, 2024
<b>Subdivision B</b>	
s 536PF .....	ad No 2, 2024
<b>Subdivision C</b>	
s 536PG .....	ad No 2, 2024
s 536PH .....	ad No 2, 2024
s 536PJ .....	ad No 2, 2024
s 536PK .....	ad No 2, 2024
<b>Subdivision D</b>	
s 536PL .....	ad No 2, 2024
s 536PM .....	ad No 2, 2024
s 536PN .....	ad No 2, 2024
s 536PP .....	ad No 2, 2024

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## Endnote 4—Amendment history

Provision affected	How affected
s 536PQ.....	ad No 2, 2024
s 536PR.....	ad No 2, 2024
s 536PS .....	ad No 2, 2024
s 536PT .....	ad No 2, 2024
<b>Division 3</b>	
<b>Subdivision A</b>	
s 536PU.....	ad No 2, 2024
s 536PV.....	ad No 2, 2024
s 536PW.....	ad No 2, 2024
s 536PX.....	ad No 2, 2024
s 536PY.....	ad No 2, 2024
s 536PZ.....	ad No 2, 2024
s 536Q.....	ad No 2, 2024
<b>Subdivision B</b>	
s 536QA.....	ad No 2, 2024
s 536QB .....	ad No 2, 2024
s 536QC .....	ad No 2, 2024
s 536QD.....	ad No 2, 2024
s 536QE .....	ad No 2, 2024
s 536QF.....	ad No 2, 2024
s 536QG.....	ad No 2, 2024
s 536QH.....	ad No 2, 2024
s 536QJ .....	ad No 2, 2024
<b>Subdivision C</b>	
s 536QK.....	ad No 2, 2024
<b>Division 4</b>	
s 536QL .....	ad No 2, 2024
s 536QM .....	ad No 2, 2024
s 536QN.....	ad No 2, 2024
<b>Division 5</b>	
s 536QP.....	ad No 2, 2024

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### Endnote 4—Amendment history

Provision affected	How affected
s 536QQ.....	ad No 2, 2024
s 536QR.....	ad No 2, 2024
s 536QS.....	ad No 2, 2024
s 536QT.....	ad No 2, 2024
s 536QU.....	ad No 2, 2024
s 536QV.....	ad No 2, 2024
s 536QW.....	ad No 2, 2024
s 536QX.....	ad No 2, 2024
<b>Chapter 4</b>	
<b>Part 4-1</b>	
<b>Division 1</b>	
s 537.....	am No 13, 2013; No 101, 2017; No 13, 2021
s 538.....	am No 33, 2012
<b>Division 2</b>	
<b>Subdivision A</b>	
s 539.....	am No 55, 2009; No 174, 2012; No 175, 2012; No 13, 2013; No 73, 2013; No 67, 2016; No 84, 2017; No 101, 2017; No 38, 2020; No 81, 2020; No 104, 2021; No 50, 2022; No 79, 2022; No 120, 2023; No 2, 2024; No 74, 2024
s 540.....	am No 55, 2009; No 101, 2017; No 2, 2024
s 543.....	am No 13, 2013; No 13, 2021
s 544.....	am No 73, 2013; No 79, 2022
<b>Subdivision B</b>	
s 545.....	am No 13, 2013; No 13, 2021; No 79, 2022; No 2, 2024
s 545A.....	ad No 25, 2021
s 546.....	am No 13, 2013; No 13, 2021; No 79, 2022; No 2, 2024
s 546A.....	ad No 2, 2024
<b>Division 3</b>	
s 548.....	am No 13, 2013; No 13, 2021; No 25, 2021; No 79, 2022; No 2, 2024
<b>Division 4</b>	
s 550.....	am No 101, 2017

## Endnote 4—Amendment history

Provision affected	How affected
s 557.....	am No 101, 2017; No 50, 2022; No 79, 2022; No 120, 2023; No 2, 2024
s 557A.....	ad No 101, 2017 am No 2, 2024
s 557B.....	ad No 101, 2017
s 557C.....	ad No 101, 2017 am No 79, 2022
s 558.....	am No 55, 2009
<b>Division 4A</b>	
Division 4A.....	ad No 101, 2017
s 558A.....	ad No 101, 2017
s 558B.....	ad No 101, 2017 am No 79, 2022
s 558C.....	ad No 101, 2017 am No 13, 2021
<b>Division 5</b>	
s 559.....	am No 156, 2015
<b>Part 4-2</b>	
<b>Division 1</b>	
s 560.....	am No 13, 2013 rs No 13, 2021
s 561.....	am No 33, 2012
<b>Division 2</b>	
s 563.....	am No 13, 2013; No 13, 2021
s 565.....	am No 124, 2009
<b>Division 3</b>	
Division 3 heading.....	rs No 13, 2013 am No 13, 2021
s 566.....	am No 13, 2013; No 13, 2021
s 567.....	am No 13, 2013; No 13, 2021
s 568.....	am No 13, 2013

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
	rs No 13, 2021
<b>Division 4</b>	
s 569A.....	ad No 124, 2009
s 570.....	am No 124, 2009; No 174, 2012
<b>Chapter 5</b>	
<b>Part 5-1</b>	
Part 5-1 heading.....	rs No 174, 2012
<b>Division 1</b>	
s 573.....	am No 174, 2012
s 574.....	am No 33, 2012
s 574A.....	rep No 55, 2009
<b>Division 2</b>	
Division 2 heading.....	am No 174, 2012
<b>Subdivision A</b>	
Subdivision A heading.....	am No 174, 2012
s 575.....	am No 55, 2009; No 174, 2012; No 79, 2022
s 576.....	am No 55, 2009; No 174, 2012; No 175, 2012; No 13, 2013; No 73, 2013; No 79, 2016; No 38, 2020; No 13, 2021; No 104, 2021; No 79, 2022; No 120, 2023; No 2, 2024
s 577.....	am No 174, 2012; No 79, 2022
s 578.....	am No 174, 2012; No 98, 2013; No 79, 2022; No 120, 2023
s 579.....	am No 174, 2012
s 580.....	am No 174, 2012
<b>Subdivision B</b>	
s 581.....	am No 174, 2012; No 2, 2024
s 581A.....	ad No 174, 2012
s 581B.....	ad No 174, 2012
s 582.....	am No 174, 2012; No 170, 2018; No 2, 2024
s 584.....	am No 174, 2012; No 73, 2013
<b>Subdivision C</b>	
Subdivision C .....	ad No 174, 2012

## Endnote 4—Amendment history

Provision affected	How affected
s 584B .....	ad No 174, 2012
<b>Division 3</b>	
Division 3 heading .....	am No 174, 2012
<b>Subdivision A</b>	
Subdivision A heading .....	am No 174, 2012
s 585 .....	am No 174, 2012
s 586 .....	am No 174, 2012
s 587 .....	am No 174, 2012; No 79, 2022; No 2, 2024
s 588 .....	am No 174, 2012
<b>Subdivision B</b>	
Subdivision B heading .....	am No 174, 2012
s 589 .....	am No 174, 2012
s 590 .....	am No 174, 2012
s 591 .....	am No 174, 2012
s 592 .....	am No 174, 2012; No 73, 2013; No 79, 2022
s 593 .....	am No 174, 2012
s 594 .....	am No 174, 2012
s 595 .....	am No 174, 2012; No 73, 2013
<b>Subdivision C</b>	
s 596 .....	am No 174, 2012; No 175, 2012
s 597 .....	am No 174, 2012
s 597A .....	ad No 124, 2009
	am No 174, 2012
<b>Subdivision D</b>	
Subdivision D heading .....	am No 174, 2012
s 598 .....	am No 174, 2012; No 79, 2022
s 599 .....	am No 174, 2012
s 600 .....	am No 174, 2012
s 601 .....	am No 174, 2012; No 73, 2013; No 79, 2022
s 602 .....	am No 174, 2012; No 2, 2024
s 602A .....	ad No 79, 2022

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 602B .....	ad No 79, 2022
s 603 .....	am No 174, 2012; No 73, 2013; No 2, 2024
<b>Subdivision E</b>	
s 604 .....	am No 124, 2009; No 174, 2012; No 175, 2012; No 79, 2016; No 79, 2022; No 2, 2024
s 605 .....	am No 174, 2012
s 606 .....	am No 174, 2012
s 607 .....	am No 124, 2009; No 174, 2012; No 79, 2016; No 79, 2022
s 608 .....	am No 174, 2012
<b>Subdivision F</b>	
s 609 .....	am No 174, 2012; No 73, 2013; No 79, 2022
s 610 .....	am No 174, 2012
s 611 .....	am No 174, 2012
<b>Division 4</b>	
Division 4 heading .....	am No 174, 2012
<b>Subdivision A</b>	
Subdivision A heading .....	am No 174, 2012
s 612 .....	am No 174, 2012
s 613 .....	am No 124, 2009; No 174, 2012; No 175, 2012; No 79, 2016; No 79, 2022
s 615 .....	am No 174, 2012
s 615A .....	ad No 174, 2012
	am No 79, 2022
s 615B .....	ad No 174, 2012
	am No 31, 2014
s 615C .....	ad No 174, 2012
	am No 31, 2014
s 616 .....	am No 174, 2012; No 170, 2018; No 79, 2022; No 2, 2024
s 617 .....	am No 174, 2012; No 79, 2022; No 2, 2024
s 617AA .....	ad No 79, 2022
	am No 2, 2024



## Endnote 4—Amendment history

Provision affected	How affected
s 617A.....	ad No 79, 2022 am No 2, 2024
s 617B.....	ad No 79, 2022
<b>Subdivision B</b>	
Subdivision B heading.....	rs No 174, 2012 am No 174, 2012
s 618.....	am No 174, 2012
s 619.....	am No 174, 2012
s 620.....	am No 174, 2012; No 79, 2022; No 2, 2024 ed C61
s 621.....	am No 174, 2012
s 622.....	am No 55, 2009; No 174, 2012; No 31, 2014; No 79, 2022; No 2, 2024
s 623.....	am No 174, 2012
s 624.....	am No 174, 2012
<b>Subdivision C</b>	
Subdivision C heading.....	am No 174, 2012
s 625.....	am No 174, 2012
<b>Division 5</b>	
Division 5 heading.....	am No 174, 2012
<b>Subdivision A</b>	
Subdivision A heading.....	am No 174, 2012
s 626.....	am No 174, 2012
s 627.....	am No 174, 2012; No 13, 2013; No 13, 2021; No 79, 2022; No 2, 2024
s 628.....	am No 174, 2012
s 629.....	am No 174, 2012
<b>Subdivision B</b>	
Subdivision B heading.....	am No 174, 2012
s 629A.....	ad No 55, 2009
s 630.....	am No 174, 2012

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### Endnote 4—Amendment history

Provision affected	How affected
s 632.....	am No 174, 2012; No 73, 2013
s 633.....	am No 174, 2012
s 634.....	am No 174, 2012
s 637.....	am No 174, 2012
s 639.....	am No 174, 2012
s 640.....	am No 174, 2012; No 31, 2014
s 641.....	am No 174, 2012
s 641A.....	ad No 174, 2012
s 641B.....	ad No 170, 2018
	am No 13, 2021
s 642.....	am No 174, 2012
s 643.....	am No 174, 2012
s 644.....	am No 174, 2012 (as am by No 73, 2013)
s 645.....	am No 174, 2012
s 646.....	am No 174, 2012
s 647.....	am No 174, 2012
s 648.....	am No 174, 2012
<b>Division 6</b>	
s 649.....	am No 124, 2009; No 174, 2012
s 650.....	am No 174, 2012
<b>Division 7</b>	
s 651.....	am No 174, 2012
s 652.....	am No 174, 2012; No 62, 2014; No 79, 2022
s 653A.....	am No 174, 2012; No 13, 2013; No 13, 2021
s 654.....	am No 55, 2009; No 174, 2012
s 655.....	am No 174, 2012
<b>Division 8</b>	
<b>Subdivision A</b>	
s 656.....	am No 174, 2012
s 657.....	am No 174, 2012; No 79, 2022
s 658.....	am No 174, 2012; No 62, 2014; No 79, 2022

## Endnote 4—Amendment history

Provision affected	How affected
<b>Subdivision B</b>	
s 660.....	am No 174, 2012
s 663.....	am No 174, 2012
s 664.....	rs No 62, 2014
s 666.....	am No 174, 2012
s 668.....	am No 174, 2012
s 669.....	am No 174, 2012
<b>Subdivision C</b>	
s 670.....	am No 174, 2012; No 73, 2013
s 671.....	am No 174, 2012
s 672.....	am No 174, 2012
s 673.....	am No 174, 2012
<b>Subdivision D</b>	
s 673A.....	ad No 62, 2014
<b>Division 9</b>	
Division 9 heading.....	am No 174, 2012
s 674.....	am No 174, 2012
s 675.....	am No 174, 2012; No 73, 2013; No 38, 2020; No 104, 2021; No 79, 2022; No 2, 2024; No 32, 2024; No 74, 2024
s 676.....	am No 174, 2012
s 677.....	am No 174, 2012
s 678.....	am No 174, 2012
<b>Part 5-2</b>	
<b>Division 1</b>	
s 680.....	am No 33, 2012
<b>Division 2</b>	
<b>Subdivision A</b>	
s 682.....	am No 174, 2012; No 79, 2022; No 120, 2023; No 2, 2024
s 683.....	am No 101, 2017
s 684.....	am No 126, 2015
s 685.....	am No 101, 2017

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### Endnote 4—Amendment history

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Provision affected	How affected
s 686.....	rs No 62, 2014 am No 101, 2017
<b>Subdivision B</b>	
s 690.....	am No 174, 2012
s 691.....	rep No 62, 2014
s 693.....	am No 174, 2012; No 62, 2014
<b>Division 3</b>	
<b>Subdivision A</b>	
s 696.....	am No 79, 2022
<b>Subdivision D</b>	
Subdivision D heading.....	rs No 101, 2017
s 703.....	am No 101, 2017
s 706.....	am No 120, 2023
s 707A.....	ad No 101, 2017
<b>Subdivision DA</b>	
Subdivision DA heading.....	ad No 101, 2017
s 709.....	am No 54, 2009
<b>Subdivision DB</b>	
Subdivision DB heading.....	ad No 101, 2017
s 711.....	am No 120, 2023
s 712A.....	ad No 101, 2017 am No 39, 2024
s 712AA.....	ad No 101, 2017 am No 104, 2021; No 79, 2022; No 120, 2023; No 2, 2024; No 39, 2024
s 712AB.....	ad No 101, 2017 am No 39, 2024
s 712AC.....	ad No 101, 2017 am No 39, 2024
s 712AD.....	ad No 101, 2017 am No 39, 2024

## Endnote 4—Amendment history

Provision affected	How affected
s 712AE .....	ad No 101, 2017
s 712B .....	ad No 101, 2017
s 712C .....	ad No 101, 2017
s 712D .....	ad No 101, 2017
s 712E .....	ad No 101, 2017
	am No 39, 2024
s 712F .....	ad No 101, 2017
<b>Subdivision DC</b>	
Subdivision DC heading .....	ad No 101, 2017
s 713 .....	am No 54, 2009; No 103, 2013
	rs No 101, 2017
	am No 120, 2023
s 713A .....	ad No 54, 2009
	am No 120, 2023
s 713AA .....	ad No 101, 2017
s 714 .....	am No 101, 2017
s 714A .....	ad No 101, 2017
<b>Subdivision DD</b>	
Subdivision DD heading .....	ad No 101, 2017
s 715 .....	am No 13, 2013; No 13, 2021
s 716 .....	am No 13, 2013; No 38, 2020; No 13, 2021; No 79, 2022; No 2, 2024
s 717 .....	am No 13, 2013; No 13, 2021
<b>Subdivision DE</b>	
Subdivision DE .....	ad No 120, 2023
s 717A .....	ad No 120, 2023
s 717B .....	ad No 120, 2023
s 717C .....	ad No 120, 2023
s 717D .....	ad No 120, 2023
s 717E .....	ad No 120, 2023
s 717F .....	ad No 120, 2023

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### Endnote 4—Amendment history

Provision affected	How affected
s 717G.....	ad No 120, 2023
<b>Subdivision F</b>	
Subdivision F.....	ad No 101, 2017
s 718A.....	ad No 101, 2017
<b>Chapter 6</b>	
<b>Part 6-1</b>	
<b>Division 1</b>	
s 720.....	am No 33, 2012
<b>Division 2</b>	
s 721.....	am No 174, 2012
s 722.....	am No 55, 2009; No 174, 2012
<b>Division 3</b>	
<b>Subdivision A</b>	
s 724.....	am No 174, 2012
<b>Subdivision B</b>	
s 727.....	am No 174, 2012; No 73, 2013
s 729.....	am No 174, 2012
s 730.....	am No 174, 2012; No 73, 2013
s 732.....	am No 70, 2009
<b>Subdivision C</b>	
s 734.....	am No 79, 2022
<b>Subdivision D</b>	
Subdivision D.....	ad No 79, 2022
s 734A.....	ad No 79, 2022
s 734B.....	ad No 79, 2022
<b>Subdivision DA</b>	
Subdivision DA.....	ad No 2, 2024
s 734BA.....	ad No 2, 2024
s 734BB.....	ad No 2, 2024
<b>Subdivision E</b>	
Subdivision E.....	ad No 2, 2024

## Endnote 4—Amendment history

Provision affected	How affected
s 734C .....	ad No 2, 2024
<b>Part 6-2</b>	
<b>Division 1</b>	
s 735 .....	am No 174, 2012; No 2, 2024
s 736 .....	am No 33, 2012
<b>Division 2</b>	
<b>Subdivision A</b>	
s 737 .....	rs No 2, 2024
<b>Subdivision B</b>	
s 738 .....	am No 2, 2024
s 739 .....	am No 174, 2012; No 79, 2022
s 740 .....	am No 174, 2012; No 79, 2022
<b>Part 6-3</b>	
<b>Division 1</b>	
s 741 .....	am No 50, 2022
<b>Division 2</b>	
<b>Subdivision A</b>	
s 745 .....	am No 79, 2022; No 43, 2023
<b>Division 2A</b>	
Division 2A .....	ad No 50, 2022
<b>Subdivision A</b>	
s 757A .....	ad No 50, 2022
s 757B .....	ad No 50, 2022
	am No 79, 2022
s 757BA .....	ad No 50, 2022
	rs No 79, 2022
s 757C .....	ad No 50, 2022
s 757D .....	ad No 50, 2022
s 757E .....	ad No 50, 2022
<b>Subdivision B</b>	
s 757F .....	ad No 50, 2022

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
s 757G.....	ad No 50, 2022
s 757H.....	ad No 50, 2022
s 757J.....	ad No 50, 2022
s 757K.....	ad No 50, 2022
<b>Part 6-3A</b>	
Part 6-3A.....	ad No 175, 2012
<b>Division 1</b>	
s 768AA.....	ad No 175, 2012
s 768AB.....	ad No 175, 2012
<b>Division 2</b>	
s 768AC.....	ad No 175, 2012
s 768AD.....	ad No 175, 2012
s 768AE.....	ad No 175, 2012
<b>Division 3</b>	
<b>Subdivision A</b>	
s 768AF.....	ad No 175, 2012
<b>Subdivision B</b>	
s 768AG.....	ad No 175, 2012
s 768AH.....	ad No 175, 2012
s 768AI.....	ad No 175, 2012
s 768AJ.....	ad No 175, 2012
s 768AK.....	ad No 175, 2012
s 768AL.....	ad No 175, 2012
s 768AM.....	ad No 175, 2012
	am No 174, 2012
s 768AN.....	ad No 175, 2012
	am No 174, 2012
s 768AO.....	ad No 175, 2012
	am No 174, 2012



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Provision affected	How affected
<b>Division 4</b>	
<b>Subdivision A</b>	
s 768AP.....	ad No 175, 2012
<b>Subdivision B</b>	
s 768AQ.....	ad No 175, 2012
s 768AR.....	ad No 175, 2012
<b>Subdivision C</b>	
s 768AS.....	ad No 175, 2012
	am No 174, 2012
s 768AT .....	ad No 175, 2012
	am No 174, 2012
<b>Subdivision D</b>	
s 768AU.....	ad No 175, 2012
	am No 174, 2012
<b>Division 5</b>	
<b>Subdivision A</b>	
s 768AV .....	ad No 175, 2012
<b>Subdivision B</b>	
s 768AW .....	ad No 175, 2012
s 768AX.....	ad No 175, 2012
	am No 174, 2012
<b>Subdivision C</b>	
s 768AY .....	ad No 175, 2012
<b>Division 6</b>	
Division 6 heading.....	am No 174, 2012
<b>Subdivision A</b>	
s 768AZ .....	ad No 175, 2012
	am No 174, 2012
s 768AZA .....	ad No 175, 2012
<b>Subdivision B</b>	
s 768BA .....	ad No 175, 2012

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### Endnote 4—Amendment history

Provision affected	How affected
	am No 174, 2012
s 768BB .....	ad No 175, 2012
	am No 174, 2012
<b>Division 7</b>	
Division 7 heading .....	am No 174, 2012
<b>Subdivision A</b>	
s 768BC .....	ad No 175, 2012
	am No 174, 2012
s 768BCA .....	ad No 175, 2012
<b>Subdivision B</b>	
s 768BD .....	ad No 175, 2012
	am No 174, 2012
s 768BE.....	ad No 175, 2012
s 768BF.....	ad No 175, 2012
	am No 174, 2012
<b>Subdivision C</b>	
s 768BG .....	ad No 175, 2012
	am No 174, 2012
s 768BH .....	ad No 175, 2012
s 768BI.....	ad No 175, 2012
	am No 174, 2012
<b>Division 8</b>	
<b>Subdivision A</b>	
s 768BJ .....	ad No 175, 2012
	am No 174, 2012
<b>Subdivision B</b>	
s 768BK .....	ad No 175, 2012
	am No 2, 2024
<b>Subdivision C</b>	
s 768BL.....	ad No 175, 2012
s 768BM .....	ad No 175, 2012

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Provision affected	How affected
s 768BN .....	ad No 175, 2012
s 768BO .....	ad No 175, 2012
	am No 174, 2012
s 768BP .....	ad No 175, 2012
s 768BQ .....	ad No 175, 2012
<b>Subdivision D</b>	
s 768BR .....	ad No 175, 2012
s 768BS .....	ad No 175, 2012
	am No 174, 2012
s 768BT .....	ad No 175, 2012
s 768BU .....	ad No 175, 2012
s 768BV .....	ad No 175, 2012
s 768BW .....	ad No 175, 2012
	am No 174, 2012
<b>Subdivision E</b>	
s 768BX .....	ad No 175, 2012
<b>Subdivision F</b>	
s 768BY .....	ad No 175, 2012
	am No 174, 2012
<b>Subdivision G</b>	
s 768BZ .....	ad No 175, 2012
<b>Division 9</b>	
s 768CA .....	ad No 175, 2012
<b>Part 6-4</b>	
<b>Division 1</b>	
s 769 .....	am No 174, 2012
<b>Division 2</b>	
s 771 .....	am No 79, 2022; No 43, 2023
s 772 .....	am No 98, 2013; No 79, 2022; No 43, 2023; No 120, 2023
s 773 .....	am No 174, 2012
s 774 .....	am No 174, 2012; No 73, 2013

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### Endnote 4—Amendment history

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Provision affected	How affected
s 775.....	am No 174, 2012
s 776.....	am No 174, 2012
	rs No 73, 2013
s 777.....	am No 174, 2012
	rs No 73, 2013
s 778.....	am No 174, 2012
	rs No 73, 2013
s 779.....	am No 55, 2009; No 174, 2012
	rs No 73, 2013
s 779A.....	ad No 73, 2013
s 780.....	am No 174, 2012
	rs No 73, 2013
s 781.....	am No 174, 2012
	rs No 73, 2013
s 781A.....	ad No 73, 2013
s 782.....	am No 73, 2013
s 783.....	am No 73, 2013
<b>Division 3</b>	
<b>Subdivision C</b>	
s 786.....	am No 174, 2012
s 787.....	am No 174, 2012
s 788.....	am No 174, 2012
<b>Part 6-4A</b>	
Part 6-4A.....	ad No 33, 2012
<b>Division 1</b>	
s 789AA.....	ad No 33, 2012
s 789AB.....	ad No 33, 2012
s 789AC.....	ad No 33, 2012
<b>Division 2</b>	
s 789BA.....	ad No 33, 2012
	am No 175, 2012

## Endnote 4—Amendment history

Provision affected	How affected
s 789BB .....	ad No 33, 2012
s 789BC .....	ad No 33, 2012
<b>Division 3</b>	
s 789CA .....	ad No 33, 2012
	am No 175, 2012
s 789CB .....	ad No 33, 2012
s 789CC .....	ad No 33, 2012
	am No 136, 2012
s 789CD .....	ad No 33, 2012
	am No 13, 2013; No 13, 2021
s 789CE.....	ad No 33, 2012
	am No 13, 2013; No 13, 2021
s 789CF .....	ad No 33, 2012
<b>Division 4</b>	
s 789DA.....	ad No 33, 2012
s 789DB .....	ad No 33, 2012
s 789DC .....	ad No 33, 2012
s 789DD.....	ad No 33, 2012
s 789DE .....	ad No 33, 2012
	am No 175, 2012; No 126, 2015
<b>Division 5</b>	
s 789EA .....	ad No 33, 2012
<b>Part 6-4B</b>	
Part 6-4B heading .....	am No 104, 2021; No 79, 2022
Part 6-4B.....	ad No 73, 2013
<b>Division 1</b>	
s 789FA.....	ad No 73, 2013
	am No 104, 2021; No 79, 2022
s 789FB.....	ad No 73, 2013
<b>Division 2</b>	
Division 2 heading.....	am No 104, 2021; No 79, 2022

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### Endnote 4—Amendment history

Provision affected	How affected
s 789FC.....	ad No 73, 2013 am No 104, 2021; No 79, 2022
s 789FD.....	ad No 73, 2013 am No 104, 2021; No 79, 2022
s 789FE.....	ad No 73, 2013
s 789FF.....	ad No 73, 2013 am No 104, 2021; No 79, 2022
s 789FG.....	ad No 73, 2013 am No 104, 2021; No 79, 2022
s 789FH.....	ad No 73, 2013 am No 104, 2021; No 79, 2022
s 789FI.....	ad No 73, 2013
s 789FJ.....	ad No 73, 2013
s 789FK.....	ad No 73, 2013
s 789FL.....	ad No 73, 2013
<b>Part 6-4C</b>	
Part 6-4C.....	ad No 38, 2020
<b>Division 1</b>	
s 789GA.....	ad No 38, 2020 am No 81, 2020 rep No 38, 2020
s 789GB.....	ad No 38, 2020 rep No 38, 2020
s 789GC.....	ad No 38, 2020 am No 38, 2020; No 81, 2020
s 789GCA.....	ad No 81, 2020 rs No 74, 2023
s 789GCB.....	ad No 81, 2020
s 789GCC.....	ad No 81, 2020
s 789GCD.....	ad No 81, 2020
Division 2.....	rep No 38, 2020

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Provision affected	How affected
s 789GD .....	ad No 38, 2020
	rep No 38, 2020
s 789GDA .....	ad No 38, 2020
	rep No 38, 2020
s 789GDB .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
Division 3 heading.....	am No 81, 2020
	rep No 38, 2020
Division 3 .....	rep No 38, 2020
s 789GDC .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
Division 4 heading.....	am No 81, 2020
	rep No 38, 2020
Division 4 .....	rep No 38, 2020
s 789GE .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
s 789GF.....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
s 789GG .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
Division 5 .....	rep No 81, 2020
s 789GJ .....	ad No 38, 2020
	rep No 81, 2020
Division 5A.....	ad No 81, 2020
	rep No 38, 2020
s 789GJA .....	ad No 81, 2020

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Provision affected	How affected
	rep No 38, 2020
s 789GJB.....	ad No 81, 2020
	rep No 38, 2020
s 789GJC.....	ad No 81, 2020
	rep No 38, 2020
s 789GJD .....	ad No 81, 2020
	rep No 38, 2020
s 789GJE.....	ad No 81, 2020
	rep No 38, 2020
s 789GJF .....	ad No 81, 2020
	rep No 38, 2020
Division 6 .....	rep No 38, 2020
s 789GK.....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
s 789GL .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
s 789GM .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
s 789GMA .....	ad No 81, 2020
	rep No 38, 2020
s 789GN.....	ad No 38, 2020
	rep No 38, 2020
s 789GP.....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
s 789GQ.....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020



## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 7</b>	
s 789GR .....	ad No 38, 2020
<b>Division 8</b>	
s 789GS .....	ad No 38, 2020
	am No 81, 2020
Division 9 .....	rep No 38, 2020
s 789GU .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
<b>Division 10</b>	
s 789GV .....	ad No 38, 2020
	am No 81, 2020
s 789GW .....	ad No 38, 2020
Division 11 .....	rep No 38, 2020
s 789GX .....	ad No 38, 2020
	am No 81, 2020
	rep No 38, 2020
<b>Division 12</b>	
s 789GXA .....	ad No 38, 2020
s 789GXB .....	ad No 81, 2020
s 789GXC .....	ad No 81, 2020
s 789GXD .....	ad No 81, 2020
s 789GXE .....	ad No 81, 2020
s 789GY .....	ad No 38, 2020
	am No 81, 2020
s 789GZ .....	ad No 38, 2020
s 789GZA .....	ad No 38, 2020
<b>Division 13</b>	
s 789GZB .....	ad No 38, 2020
<b>Part 6-4D</b>	
Part 6-4D .....	ad No 79, 2022

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
s 789GZC.....	ad No 79, 2022
s 789GZD .....	ad No 79, 2022
s 789GZE.....	ad No 79, 2022
s 789GZF .....	ad No 79, 2022
s 789GZG .....	ad No 79, 2022
s 789GZH .....	ad No 79, 2022
s 789GZJ.....	ad No 79, 2022
s 789GZK .....	ad No 79, 2022
s 789GZL.....	ad No 79, 2022
s 789GZM.....	ad No 79, 2022
s 789GZN .....	ad No 79, 2022
s 789GZP .....	ad No 79, 2022
s 789GZQ .....	ad No 79, 2022
<b>Part 6-4E</b>	
Part 6-4E .....	ad No 79, 2022
<b>Division 1</b>	
Division 1 heading.....	ad No 120, 2023
s 789HA.....	ad No 79, 2022
	am No 120, 2023
s 789HB .....	ad No 79, 2022
<b>Division 2</b>	
Division 2 .....	ad No 120, 2023
s 789HC .....	ad No 120, 2023
s 789HD.....	ad No 120, 2023
<b>Part 6-5</b>	
<b>Division 1</b>	
s 791.....	am No 33, 2012
<b>Division 2</b>	
s 792.....	am No 33, 2016
s 793.....	am No 120, 2023
s 794A.....	ad No 120, 2023

## Endnote 4—Amendment history

Provision affected	How affected
s 794B .....	ad No 120, 2023
s 794C .....	ad No 120, 2023
s 794D .....	ad No 120, 2023
s 795A .....	ad No 33, 2012
	rs No 175, 2012
s 796A .....	ad No 55, 2009
	am No 174, 2012
s 799 .....	am No 55, 2009
<b>Schedule 1</b>	
Schedule 1 .....	rep No 55, 2009
	ad No 33, 2012
<b>Part 1</b>	
c 1 .....	rep No 55, 2009
	ad No 33, 2012
c 2 .....	rep No 55, 2009
	ad No 33, 2012
c 3 .....	rep No 55, 2009
	ad No 33, 2012
c 4 .....	rep No 55, 2009
	ad No 33, 2012
	am No 175, 2012
c 5 .....	rep No 55, 2009
	ad No 33, 2012
c 6 .....	rep No 55, 2009
	ad No 33, 2012
c 7 .....	rep No 55, 2009
	ad No 33, 2012
	am No 175, 2012; No 126, 2015
<b>Part 2</b>	
Part 2 .....	ad No 171, 2012
c 8 .....	ad No 171, 2012

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
c 9 .....	ad No 171, 2012
c 10 .....	ad No 171, 2012 am No 61, 2013
c 11 .....	ad No 171, 2012 am No 61, 2013
c 12 .....	ad No 171, 2012 am No 61, 2013
<b>Part 3</b>	
Part 3 .....	ad No 62, 2016
c 13 .....	ad No 62, 2016
c 14 .....	ad No 62, 2016
<b>Part 4</b>	
Part 4 .....	ad No 101, 2017
c 15 .....	ad No 101, 2017
c 16 .....	ad No 101, 2017
c 17 .....	ad No 101, 2017
c 18 .....	ad No 101, 2017
c 19 .....	ad No 101, 2017
c 20 .....	ad No 101, 2017
c 21 .....	ad No 101, 2017
c 22 .....	ad No 101, 2017
c 23 .....	ad No 101, 2017
c 24 .....	ad No 101, 2017
c 24A .....	ad No 101, 2017
<b>Part 5</b>	
Part 5 .....	ad No 170, 2018
<b>Division 1</b>	
c 25 .....	ad No 170, 2018
<b>Division 2</b>	
c 26 .....	ad No 170, 2018 am No 79, 2022

## Endnote 4—Amendment history

Provision affected	How affected
c 27 .....	ad No 170, 2018 exp end of 31 Dec 2019 (Sch 1 (c 27(3))) rep No 2, 2024
<b>Division 3</b>	
c 28 .....	ad No 170, 2018
<b>Division 4</b>	
c 29 .....	ad No 170, 2018
<b>Part 6</b>	
Part 6.....	ad No 84, 2017
c 30 .....	ad No 84, 2017
<b>Part 8</b>	
Part 8.....	ad No 169, 2018
c 39 .....	ad No 169, 2018
c 40 .....	ad No 169, 2018
<b>Part 9</b>	
Part 9.....	ad No 105, 2020
c 41 .....	ad No 105, 2020 am No 105, 2020
c 42 .....	ad No 105, 2020
c 43 .....	ad No 105, 2020
<b>Part 10</b>	
Part 10.....	ad No 25, 2021
<b>Division 1</b>	
c 44 .....	ad No 25, 2021
<b>Division 2</b>	
c 45 .....	ad No 25, 2021
c 46 .....	ad No 25, 2021
c 47 .....	ad No 25, 2021
c 47A.....	ad No 25, 2021
c 48 .....	ad No 25, 2021 am No 74, 2023

## Endnotes

### Endnote 4—Amendment history

Provision affected	How affected
<b>Part 11</b>	
Part 11 .....	ad No 104, 2021
c 49 .....	ad No 104, 2021
	am No 74, 2023
c 49A.....	ad No 104, 2021
	am No 74, 2023
c 50 .....	ad No 104, 2021
	am No 74, 2023
<b>Part 12</b>	
Part 12.....	ad No 50, 2022
c 51 .....	ad No 50, 2022
	am No 50, 2022
c 52 .....	ad No 50, 2022
c 53 .....	ad No 50, 2022
c 54 .....	ad No 50, 2022
<b>Part 13</b>	
Part 13.....	ad No 79, 2022
<b>Division 1</b>	
c 55 .....	ad No 79, 2022
<b>Division 2</b>	
c 56 .....	ad No 79, 2022
<b>Division 3</b>	
c 57 .....	ad No 79, 2022
<b>Division 4</b>	
c 58 .....	ad No 79, 2022
<b>Division 5</b>	
c 59 .....	ad No 79, 2022
<b>Division 6</b>	
c 60 .....	ad No 79, 2022
<b>Division 7</b>	
c 61 .....	ad No 79, 2022

## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 8</b>	
c 62 .....	ad No 79, 2022
c 63 .....	ad No 79, 2022
<b>Division 9</b>	
c 64 .....	ad No 79, 2022
<b>Division 10</b>	
c 65 .....	ad No 79, 2022
<b>Division 11</b>	
c 66 .....	ad No 79, 2022
<b>Division 12</b>	
c 67 .....	ad No 79, 2022
<b>Division 13</b>	
c 68 .....	ad No 79, 2022
c 69 .....	ad No 79, 2022
<b>Division 14</b>	
c 70 .....	ad No 79, 2022
c 71 .....	ad No 79, 2022
<b>Division 15</b>	
c 72 .....	ad No 79, 2022
<b>Division 16</b>	
c 73 .....	ad No 79, 2022
c 74 .....	ad No 79, 2022
c 75 .....	ad No 79, 2022
c 76 .....	ad No 79, 2022
c 77 .....	ad No 79, 2022
c 78 .....	ad No 79, 2022
c 78A.....	ad No 79, 2022
c 78B.....	ad No 79, 2022
c 78C.....	ad No 79, 2022
<b>Division 17</b>	
c 80A.....	ad No 79, 2022

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
c 81 .....	ad No 79, 2022
c 82 .....	ad No 79, 2022
<b>Division 17A</b>	
c 82A.....	ad No 79, 2022
<b>Division 18</b>	
c 83 .....	ad No 79, 2022
<b>Division 19</b>	
c 84 .....	ad No 79, 2022
<b>Division 20</b>	
c 85 .....	ad No 79, 2022
<b>Part 14</b>	
Part 14.....	ad No 43, 2023
<b>Division 1</b>	
c 86 .....	ad No 43, 2023
<b>Division 2</b>	
c 87 .....	ad No 43, 2023
<b>Division 3</b>	
c 88 .....	ad No 43, 2023
<b>Division 4</b>	
c 89 .....	ad No 43, 2023
<b>Division 5</b>	
c 90 .....	ad No 43, 2023
<b>Part 15</b>	
Part 15.....	ad No 120, 2023
<b>Division 1</b>	
c 91 .....	ad No 120, 2023
<b>Division 2</b>	
c 92 .....	ad No 120, 2023
<b>Division 3</b>	
c 93 .....	ad No 120, 2023



## Endnote 4—Amendment history

Provision affected	How affected
<b>Division 4</b>	
c 94 .....	ad No 120, 2023
c 95 .....	ad No 120, 2023
c 96 .....	ad No 120, 2023
c 97 .....	ad No 120, 2023
<b>Division 5</b>	
c 98 .....	ad No 120, 2023
<b>Division 6</b>	
c 99 .....	ad No 120, 2023
<b>Part 16</b>	
Part 16 .....	ad No 2, 2024
<b>Division 1</b>	
c 100 .....	ad No 2, 2024
<b>Division 2</b>	
c 101 .....	ad No 2, 2024
c 102 .....	ad No 2, 2024
c 103 .....	ad No 2, 2024
<b>Division 3</b>	
c 104 .....	ad No 2, 2024
c 105 .....	ad No 2, 2024
c 106 .....	ad No 2, 2024
<b>Division 4</b>	
c 107 .....	ad No 2, 2024
c 108 .....	ad No 2, 2024
c 109 .....	ad No 2, 2024
<b>Division 5</b>	
c 110 .....	ad No 2, 2024
c 111 .....	ad No 2, 2024
<b>Division 5A</b>	
c 111A .....	ad No 2, 2024
c 111B .....	ad No 2, 2024

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
c 111C.....	ad No 2, 2024
c 111D.....	ad No 2, 2024
<b>Division 6</b>	
c 112 .....	ad No 2, 2024
<b>Division 7</b>	
c 113 .....	ad No 2, 2024
<b>Division 8</b>	
c 114 .....	ad No 2, 2024
<b>Part 17</b>	
Part 17.....	ad No 2, 2024
<b>Division 1</b>	
c 115 .....	ad No 2, 2024
<b>Division 2</b>	
c 116 .....	ad No 2, 2024
c 117 .....	ad No 2, 2024
c 118 .....	ad No 2, 2024
c 119 .....	ad No 2, 2024
c 120 .....	ad No 2, 2024
<b>Division 3</b>	
c 121 .....	ad No 2, 2024
c 122 .....	ad No 2, 2024
<b>Part 18</b>	
Part 18.....	ad No 2, 2024
<b>Division 1</b>	
c 123 .....	ad No 2, 2024
<b>Division 2</b>	
c 124 .....	ad No 2, 2024
c 125 .....	ad No 2, 2024
c 126 .....	ad No 2, 2024
<b>Schedule 2</b>	
Schedule 2.....	ad No 175, 2012

## Endnote 4—Amendment history

Provision affected	How affected
c 1 .....	ad No 175, 2012
c 2 .....	ad No 175, 2012
<b>Schedule 3</b>	
Schedule 3.....	ad No 174, 2012
<b>Part 1</b>	
c 1 .....	ad No 174, 2012
<b>Part 2</b>	
c 2 .....	ad No 174, 2012
c 2A.....	ad No 174, 2012 (as am by No 89, 2013)
c 2B.....	ad No 174, 2012 (as am by No 89, 2013)
<b>Part 3</b>	
c 3 .....	ad No 174, 2012
<b>Part 4</b>	
c 4 .....	ad No 174, 2012
c 5 .....	ad No 174, 2012
c 6 .....	ad No 174, 2012
c 7 .....	ad No 174, 2012
c 8 .....	ad No 174, 2012
<b>Part 5</b>	
c 9 .....	ad No 174, 2012
<b>Part 6</b>	
c 10 .....	ad No 174, 2012
c 11 .....	ad No 174, 2012
c 12 .....	ad No 174, 2012
c 13 .....	ad No 174, 2012
<b>Part 7</b>	
c 14 .....	ad No 174, 2012
c 15 .....	ad No 174, 2012
c 16 .....	ad No 174, 2012
<b>Part 8</b>	
c 17 .....	ad No 174, 2012

## Endnotes

### Endnote 4—Amendment history

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Provision affected	How affected
c 18 .....	ad No 174, 2012
c 19 .....	ad No 174, 2012
c 20 .....	ad No 174, 2012
c 21 .....	ad No 174, 2012
c 22 .....	ad No 174, 2012
c 23 .....	ad No 174, 2012
<b>Part 9</b>	
c 24 .....	ad No 174, 2012
c 25 .....	ad No 174, 2012
c 26 .....	ad No 174, 2012
c 27 .....	ad No 174, 2012
c 28 .....	ad No 174, 2012
c 29 .....	ad No 174, 2012
c 30 .....	ad No 174, 2012
<b>Part 10</b>	
c 31 .....	ad No 174, 2012
<b>Part 11</b>	
c 32 .....	ad No 174, 2012 am No 126, 2015
<b>Schedule 4</b>	
Schedule 4.....	ad No 73, 2013
<b>Part 1</b>	
c 1 .....	ad No 73, 2013
<b>Part 2</b>	
c 2 .....	ad No 73, 2013
c 3 .....	ad No 73, 2013
c 4 .....	ad No 73, 2013
c 5 .....	ad No 73, 2013
c 6 .....	ad No 73, 2013
<b>Part 3</b>	
c 7 .....	ad No 73, 2013

## Endnote 4—Amendment history

Provision affected	How affected
<b>Part 4</b>	
c 8 .....	ad No 73, 2013
<b>Part 4A</b>	
c 8A.....	ad No 73, 2013
<b>Part 5</b>	
c 9 .....	ad No 73, 2013
<b>Part 6</b>	
c 10 .....	ad No 73, 2013
<b>Part 7</b>	
c 11 .....	ad No 73, 2013
<b>Schedule 5</b>	
Schedule 5.....	ad No 156, 2015