

## **Election Policy Updates**

**22 April 2025**

Further to our previous coverage of the Federal Election and Policy Announcements, we outline further policy announcements from the various parties for your consideration.

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### **The Australian Labor Party**

#### **Legislate to Protect Penalty Rates**

Minister Watt and the Prime Minister announced that a re-elected Labor government would legislate to protect penalty rates by preventing them from being reduced. At this stage, the government has not revealed precisely how it would amend the Fair Work Act to achieve this.

The policy announcement comes in response to various employer organisations seeking to vary awards to give managerial employees a choice to accept a pay rise in exchange for forgoing certain entitlements like penalty rates following a coordinated disinformation campaign by unions.

It is also unclear how existing salary absorption terms in awards (i.e., the Hospitality Award) would be affected.

#### **Restrict Non-Compete Clauses**

The ALP will ban non-compete clauses for workers earning less than \$175,000 per year (not including superannuation) in line with the current contractor high income threshold. They will also ban wage-fixing agreements that do not have the agreement of workers and prevent the use of no-poach clauses.

The ALP will consult on policy details, including exemptions, penalties, and transition arrangements and will also consider and consult further on non-solicitation clauses for clients and co-workers and non-compete clauses for high-income workers.

### **Liberal – National Coalition**

#### **Review into Same Job Same Pay**

Mr Dutton, at a press conference in Midvale WA on 3 April, promised that a Coalition Government would not repeal the Same Job Same Pay laws.

Senator Michaelia Cash, however, confirmed that a Coalition Government would review changes made by the current government to the industrial relations system.

#### **Reverse the Right to Disconnect and Casual Employment Definition**

The Coalition will repeal the right to disconnect and reverse the definition of casual employment to its prior meaning if elected.

## **The Greens**

### **4-Day Work Week**

The Greens support a national four-day work week test case through the Fair Work Commission aiming to reduce working hours to a four-day week, with no loss of pay, and would establish a National Institute for the Four-Day Work Week to plan and guide implementation.

### **Paid Leave for Casuals**

The Greens pledge to extend pro-rata entitlements on personal and annual leave to casuals.

### **Prevent Short Notice Rostering Changes**

The Greens would amend the Fair Work Act to prevent unpredictable and short hours rostering and require employers to provide roster changes within regulated notice periods.

### **52 Weeks PPL at Replacement Wage**

The Greens would increase paid parental leave from 26 to 52 weeks, which would include an increase in the "use it or lose it" component for the secondary parent from four to 12 weeks.

Under the policy, the Greens would also increase the rate of pay to replacement wage, with the government funding up to \$100,000 and employers topping up to replacement wage for those earning above \$100,000

The Greens propose paying superannuation on all 52 weeks and extending PPL to PhD students.