Australian Government 
Department of Employment and Workplace Relations
Secure Jobs Better Pay

Enabling multiple franchisees to access the single-enterprise agreement stream

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| These amendments allow franchisees of a common franchisor to bargain for common terms and conditions in the single-enterprise agreement stream. |

# What has changed?

These amendments provide a simpler path to allow franchisees of a common franchisor to voluntarily bargain together for a single-enterprise agreement. This is achieved by amending the definition of ‘related employers’ in the *Fair Work Act 2009* to allow those franchisees to bargain as a single enterprise without needing an authorisation from the Fair Work Commission.

# What do these changes mean?

These amendments provide franchisees of a common franchisor with the option to bargain together in the single-enterprise agreement stream if they wish to do so. When employees vote to approve an agreement, they will vote together as a single cohort rather than workplace-by-workplace, ensuring a consistent outcome across the franchisees.

Franchisees will still be able to make a single-enterprise agreement on a franchise-by-franchise basis, or a multi-enterprise agreement, provided they satisfy any necessary requirements.

# When will these changes come into effect?

The measure commenced on 27 February 2024.

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