

LEGISLATIVE COUNCIL

EQUAL OPPORTUNITY AMENDMENT (WORK FROM HOME) BILL 2026

(Amendments to be proposed in Committee by RICHARD WELCH)

1. Clause 2, lines 7 and 8, omit all words and expressions on these lines and insert—
 - "(1) Subject to subsection (2), this Act comes into operation on 1 September 2026.
 - (2) Sections 8 to 14 come into operation on 1 January 2027."
2. Clause 6, page 5, after line 17 insert—
 - "(4) In determining whether an eligible employee is liable for any land tax under the **Land Tax Act 2005**, no account is to be taken of the employee exercising their right to work from home."
3. Clause 6, page 5, after line 30 insert—
 - "(2A) If an eligible employee's primary place of employment is in Victoria, a place referred to in subsection (2)(b) must be in Victoria, unless the employee and their employer agree otherwise."
4. Clause 6, page 8, after line 19 insert—
 - "(6) If an employer that is a company (within the meaning of the Corporations Act) allows an eligible employee to work from home under this Part, a director of the company (within the meaning of section 9AC of that Act) does not incur any liability under occupational health and safety legislation in relation to any incidents that occur because the employee is working from home."
5. Clause 6, page 8, before line 20 insert—
 - "(7) If an employer allows an eligible employee to work from home under this Part, any incidents that occur because the employee is working from home must not be taken into account in determining any contribution or insurance premium payable by the employer under the **Workplace Injury Rehabilitation and Compensation Act 2013**."
6. Clause 6, page 9, line 30, after "so" insert ", up to a maximum of \$1000".
7. Clause 6, page 10, line 4, omit 'systems.'" and insert "systems."
8. Clause 6, page 10, after line 4 insert—

'1020 Fair Work Act right of entry does not apply

The right of entry set out in Part 3-4 of the Fair Work Act does not apply in respect of any place at which an eligible employee is exercising their right to work from home."!