

Principles of Sham Contracting

Difference between the Employee and Independent Contractor

Indicator	Employee	Independent Contractor
Hours of Work	Generally, works standard or set hours (note: a casual employee's hours may vary from week to week).	Under agreement, decides what hours to work to complete the specific task.
Expectation of Work	Usually has an ongoing expectation of work (note: some employees may be engaged for a specific task or specific period).	Usually engaged for a specific task.
Risk	Bears no financial risk (this is the responsibility of their employer).	Bears the risk for making a profit or loss on each task. Usually bears responsibility and liability for poor work or injury sustained while performing the task. As such, contractors generally have their own insurance policy.

(Independent contractors and employees, 2020)

Prohibitions of sham contracting

Under the sham contracting provisions of the Fair Work Act 2009, an employer cannot:

- Misrepresent an employment relationship or a proposed employment arrangement as an independent contracting arrangement
- Dismiss or threaten to dismiss an employee for the purpose of engaging them as an independent contractor
- Make a knowingly false statement to persuade or influence an employee to become an independent contractor.

Penalties

Fair Work Inspectors are responsible for imposing sham contracting penalties. Then it is the courts that hand out the fines which are \$12,600 for individuals and \$63,000 for corporations, per contravention. "Fair Work Inspectors may also apply to the courts to grant an injunction or an interim injunction if an employer seeks (or threatens) to dismiss an employee for the purpose of engaging them as an independent contractor" (Independent contractors and employees, 2020).

General Protections etc.

Under the Fair Work Act 2009, there are some general protections provided to independent contractors and their principals. They are protected from any "adverse action by any person in relation to the decision to exercise or potentially exercise their rights under these provisions".

Fair Work Ombudsman. 2020. Independent Contractors And Employees. [online] Available at: <<https://www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/independent-contractors-and-employees>> [Accessed 9 August 2020].

Sham Contracting Roundtable Discussion Paper Word

M Woodhall



Sham Contracting Roundtable Discussion Paper Word:

Sham Contracting Roundtable Discussion Paper Word Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the energy of words has become more evident than ever. They have the capability to inspire, provoke, and ignite change. Such could be the essence of the book **Sham Contracting Roundtable Discussion Paper Word**, a literary masterpiece that delves deep into the significance of words and their effect on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book's key themes, examine its writing style, and analyze its overall effect on readers.

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