



Information Sheet #1

1. Meaning of the term 'worker'

SECTION 9 of the Act

Some differences between the old and new Act

The scope and coverage of the legislation has been extended to better capture contemporary work and employment arrangements. The definition of 'employee' has been replaced with a broader definition of 'worker', and people who have worker-like relationships will also be covered.

Who is a worker?

Worker means an individual who carries out work in relation to a business or undertaking under an arrangement with the person conducting the business or other undertaking.

This can be either for either:

- Reward, or
- Non reward

Who is covered?

Examples of worker include an:

- Apprentice
- Employee
- Independent contractor
- Outworker
- Person doing a work experience placement
- Volunteer

Under the Act these examples are not exhaustive and these roles may also overlap.