The Work Choices legislation represents a concerted attempt to tilt the balance of labour regulation in favour of employers. It does this by allowing them to offer agreements that reduce or eliminate award or statutory entitlements, by making it harder for both workers and unions to contest management decisions, and by sidelining the Australian Industrial Relations Commission. It also seeks to 'move towards' a national system of regulation by providing that the majority of employers will be exclusively subject to federal rather than State regulation, at least for some purposes. Yet for all the radical nature of many of the changes, this is not the 'big bang' it might have been. Many features of the old arbitration system have been retained and there are genuine compromises at the heart of some of the changes. It also remains to be seen just how quickly employers will move to exploit the opportunities the new legislation offers, given its complexity, opposition from unions, and indeed the natural conservatism of many managers - and whether this will prompt further intervention by a government that appears uncomfortable with leaving it to employers to make their own choices.