



# The Fair Work Information Statement and the National Employment Standards

## Overview

The provision of the Fair Work Information Statement (the Statement) forms part of the National Employment Standards (NES). The NES apply to all employees covered by the national workplace relations system, regardless any award, agreement or contract.

The Statement must be given to each new employee when they start work.

The Statement is published by the Fair Work Ombudsman (FWO) and must be published in the Commonwealth Government Notices Gazette (the Gazette). If the FWO changes the Statement in any way, they must publish the new version in the Gazette.

## What information must be contained in the Statement?

The Statement contains information about the following:

- the NES
- modern awards
- agreement-making under the Fair Work Act 2009 (FW Act)
- the right to freedom of association
- the role of the Fair Work Commission (FWC) and the FWO
- termination of employment
- individual flexibility arrangements
- right of entry (including the protection of personal information by privacy laws)
- an explanation of the effect on an employee's entitlements under the NES if both of the following occur:
  - a transfer of a business occurs as described in the FW Act
  - the employee becomes a transferring employee.

## Who must receive the Statement?

An employer must give each new employee the Statement before (or as soon as practicable after) the employee starts their employment.

This may occur by any means, for example:

- the employer gives it to the employee personally
- the employer sends it by pre-paid post to:
  - the employee's residential address or
  - a postal address nominated by the employee
- the employer sends it to:
  - the employee's work email address or
  - another email address nominated by the employee
- the employer sends to the employee's work email address (or to another email address nominated by the employee):
  - an electronic link to the FWO website on which the Statement is located or
  - an electronic link that takes the employee directly to a copy of the Statement on the employer's intranet
- the employer faxes it to:
  - the employee's work fax number or
  - the employee's home fax number or
  - another fax number nominated by the employee.

## Further Information

You can access a copy of the Statement at [www.fairwork.gov.au/fwis](http://www.fairwork.gov.au/fwis).

For further information on a specific NES entitlement, please see the relevant fact sheets at [www.fairwork.gov.au/factsheets](http://www.fairwork.gov.au/factsheets).

### Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)

Fair Work Infoline: **13 13 94**

#### Need language help?

Contact the Translating and Interpreting Service (TIS)  
on **13 14 50**

### Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: **13 36 77**. Ask for the Fair Work Infoline **13 13 94**

Speak & Listen: **1300 555 727**. Ask for the Fair Work Infoline **13 13 94**