Legislation

New course for business advisers on workplace laws

If you’re a business adviser, we can help you give the right advice. Our free course equips you with the latest knowledge on pay, record-keeping, and workplace laws.


We administer a number of laws and regulations that govern Australia’s workplaces.

Fair Work Legislation

The Fair Work Act 2009 (FW Act) and the Fair Work Regulations 2009 are the main legislation we deal with. They govern the employee / employer relationship in Australia. They provide a safety net of minimum entitlements, enable flexible working arrangements and fairness at work and prevent discrimination against employees.


The Fair Work (State Referral and Consequential and Other Amendments) Act 2009 and the Fair Work Amendment (State Referrals and Other Measures) Act 2009 changes the FW Act to allow states to refer matters to the Australian federal government to form a national workplace relations system. Before this, workplace laws were set and administered by most individual states. States kept their workplace relations powers over state and local government employees.

Access the legislation:


Amendment Acts

Sometimes Parliament make changes to existing Acts by passing amendments known as Amendment Acts. Recent Amendment Acts that made changes to the FW Act include:


Other relevant legislation

Corporations Act 2001
The Corporations Act 2001 is the main legislation regulating companies in Australia. It covers companies and other entities, such as partnerships.

The Corporations Act regulates matters including how to register a company and how businesses should behave during insolvency. We may take action to enforce a limited number of sections of the Corporations Act.

Access the legislation:

Independent Contractors Act 2006
The Independent Contractors Act 2006 protects the rights of genuine independent contractors to enter into a contract for services and prevents interference by any other party.

Access the legislation:

Freedom of Information Act 1982
The Freedom of Information Act 1982 gives members of the public the right to access official documents of the Australian Government and its agencies.

Access the legislation:

Privacy Act 1988
The Privacy Act 1988 regulates how the Australian Government and its agencies use and distribute information they collect about individuals.

Access the legislation:

Competition and Consumer Act 2010
The Competition and Consumer Act 2010 covers most areas of the market: the relationships between suppliers, wholesalers, retailers, and consumers. Its purpose is to enhance the welfare of Australians by promoting fair trading and competition, and through the provision of consumer protections. The Competition and Consumer Act 2010 is enforced by the Australian Competition and Consumer Commission (https://www.accc.gov.au).

Access the legislation:

Help for small business

You might also be interested in
- Our role (www.fairwork.gov.au/About-us/Our-role/default)

Page reference No: 2481
The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.