

Legislation

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 (Transitional Provisions and Consequential Amendments) Act 2009 allowed certain parts of the Fair Work system to gradually phase in from 1 July 2009 until around 2014.

Visit [T \(www.fairwork.gov.au/about-us/legislation/the-fair-work-system/default\)](http://www.fairwork.gov.au/about-us/legislation/the-fair-work-system/default) he Fair Work system page (www.fairwork.gov.au/about-us/legislation/the-fair-work-system/default) (www.fairwork.gov.au/about-us/legislation/the-fair-work-system/default) for more information about the system.

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:

- Fair Work Act 2009 [☞](http://www.comlaw.gov.au/Series/C2009A00028) (<http://www.comlaw.gov.au/Series/C2009A00028>)
- Fair Work Regulations 2009 [☞](http://www.comlaw.gov.au/Series/F2009L02356) (<http://www.comlaw.gov.au/Series/F2009L02356>)
- Fair Work (Registered Organisations) Act 2009 (<https://www.legislation.gov.au/Details/C2017C00147>) [☞](https://www.legislation.gov.au/Details/C2017C00147)
- Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 [☞](http://www.comlaw.gov.au/Series/C2009A00055) (<http://www.comlaw.gov.au/Series/C2009A00055>)
- Fair Work (State Referral and Consequential and Other Amendments) Act 2009 [☞](http://www.comlaw.gov.au/Series/C2009A00054) (<http://www.comlaw.gov.au/Series/C2009A00054>)
- Fair Work Amendment (State Referrals and Other Measures) Act 2009 [☞](http://www.comlaw.gov.au/Details/F2009L04605) (<http://www.comlaw.gov.au/Details/F2009L04605>)

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:

- Fair Work Amendment (Protecting Vulnerable Workers) Act 2017 (<https://www.legislation.gov.au/Details/C2017A00101>) [☞](https://www.legislation.gov.au/Details/C2017A00101)
- Fair Work Amendment (Corrupting Benefits) Act 2017 (<https://www.legislation.gov.au/Details/C2017A00084>) [☞](https://www.legislation.gov.au/Details/C2017A00084)
- Fair Work Amendment (Family and Domestic Violence Leave) Act 2018 (<https://www.legislation.gov.au/Details/C2018A00169>) [☞](https://www.legislation.gov.au/Details/C2018A00169)

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:

[Corporations Act 2001 ☞](https://www.legislation.gov.au/Details/C2019C00128) (<https://www.legislation.gov.au/Details/C2019C00128>)

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:

- [Independent Contractors Act 2006](http://www.comlaw.gov.au/Series/C2006A00162) 

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:

- [Freedom of Information Act 1982](http://www.comlaw.gov.au/Series/C2004A02562) 

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:

- [Privacy Act 1988](http://www.comlaw.gov.au/Series/C2004A03712) 

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/) (<https://www.accc.gov.au/>) .

Access the legislation:

- [Competition and Consumer Act 2010](https://www.legislation.gov.au/Series/C2004A00109) (<https://www.legislation.gov.au/Series/C2004A00109>) 

Help for small business

- Find tools, resources and information you might need on our [Small business page](http://www.fairwork.gov.au/Find-help-for/Small-business/default) (www.fairwork.gov.au/Find-help-for/Small-business/default) .

You might also be interested in

- [Australia's industrial relations timeline](http://www.fairwork.gov.au/about-us/legislation/the-fair-work-system/australias-industrial-relations-timeline) (www.fairwork.gov.au/about-us/legislation/the-fair-work-system/australias-industrial-relations-timeline)
- [Enforcing the legislation](http://www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/default) (www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/default)
- [Our role](http://www.fairwork.gov.au/About-us/Our-role/default) (www.fairwork.gov.au/About-us/Our-role/default)
- [Accessing our information](http://www.fairwork.gov.au/about-us/access-accountability-and-reporting/accessing-our-information/accessing-our-information) (www.fairwork.gov.au/about-us/access-accountability-and-reporting/accessing-our-information/accessing-our-information)
- [Our policies](http://www.fairwork.gov.au/about-us/our-policies/our-policies) (www.fairwork.gov.au/about-us/our-policies/our-policies)

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Contact us

Fair Work Online: 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

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.