

Outworkers

Outworkers are contractors or employees who perform their work at home or at a place that wouldn't normally be thought of as a business premises. Outworkers are common in the textile, clothing or footwear industry.

Employee entitlements for outworkers

Outworkers have to get at least the:

- minimum entitlements in the [National Employment Standards \(www.fairwork.gov.au/Dictionary.aspx?TermID=2027\)](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2027)
- relevant award rate or the national minimum wage.

Awards or [registered agreements \(www.fairwork.gov.au/Dictionary.aspx?TermID=2034\)](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2034) may also have other minimum conditions for outworkers.

Outworker terms in registered agreements have to be at least as good as the conditions in the relevant award. Award conditions for outworkers in the clothing, textile and footwear industry still apply even when there's a registered agreement in place.

If an award or agreement doesn't contain outworker terms, then the outworker gets the same conditions as any other employee.

Outworkers in the clothing, textile and footwear industry

Outworkers in the clothing, textile and footwear industry are covered by the Textile Award. All outworkers covered by the Textile Award have to be given an information sheet in Schedule F of the award which sets out outworker:

- pay rates
- hours of work
- leave and public holidays.

For more information on outworker pay rates, hours of work, leave and public holiday entitlements, go to [Textile, Clothing, Footwear and Associated Industries Award 2010 \[MA000017\] schedule F](http://awardviewer.fwo.gov.au/award/show/MA000017). (<http://awardviewer.fwo.gov.au/award/show/MA000017>)

Best practice tip

Outworkers should keep records every time they receive work. Employers also have to keep certain records.

For outworkers in the clothing, textile and footwear industry check schedule F in the Textile Award for more information.

- Source reference:
 - [Fair Work Act 2009 s.12](http://www.comlaw.gov.au/Series/C2009A00028) [↗](#) (<http://www.comlaw.gov.au/Series/C2009A00028>)
 - [Textile, Clothing, Footwear and Associated Industries Award 2010 \[MA000017\] schedule F](http://awardviewer.fwo.gov.au/award/show/MA000017) [↗](#) (<http://awardviewer.fwo.gov.au/award/show/MA000017>)

What to do next

- Search [Awards \(www.fairwork.gov.au/Awards-and-agreements/Awards/default\)](http://www.fairwork.gov.au/Awards-and-agreements/Awards/default) to find the award that applies
- Find an agreement on the [Fair Work Commission website](https://www.fwc.gov.au/awards-and-agreements/agreements) [↗](#) (<https://www.fwc.gov.au/awards-and-agreements/agreements>)
- Calculate a pay rate using our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward)
- Find out more in [Unions entering the workplace \(www.fairwork.gov.au/Employee-entitlements/industrial-action-and-union-membership/The-role-of-unions/unions-entering-the-workplace\)](http://www.fairwork.gov.au/Employee-entitlements/industrial-action-and-union-membership/The-role-of-unions/unions-entering-the-workplace) to investigate suspected breaches of outworker conditions

You might also be interested in

- [Minimum wages \(www.fairwork.gov.au/pay/minimum-wages/default\)](http://www.fairwork.gov.au/pay/minimum-wages/default)
- [Annual leave \(www.fairwork.gov.au/leave/annual-leave/default\)](http://www.fairwork.gov.au/leave/annual-leave/default)
- [Sick and carer's leave \(www.fairwork.gov.au/leave/sick-and-carers-leave/default\)](http://www.fairwork.gov.au/leave/sick-and-carers-leave/default)
- [Public holidays \(www.fairwork.gov.au/Leave/Public-holidays/default\)](http://www.fairwork.gov.au/Leave/Public-holidays/default)

- Calculating leave using our [Leave Calculator \(http://calculate.fairwork.gov.au/Leave\)](http://calculate.fairwork.gov.au/Leave)
- [Unions entering the workplace \(www.fairwork.gov.au/Employee-entitlements/industrial-action-and-union-membership/The-role-of-unions/unions-entering-the-workplace\)](http://www.fairwork.gov.au/Employee-entitlements/industrial-action-and-union-membership/The-role-of-unions/unions-entering-the-workplace)

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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.