

## Step 1: Find out what we can help with

We can help resolve workplace law issues. This includes issues arising from:

- [pay](http://www.fairwork.gov.au/pay/default) (www.fairwork.gov.au/pay/default) – eg. penalty rates, allowances and loadings
- [leave](http://www.fairwork.gov.au/leave/default) (www.fairwork.gov.au/leave/default) – eg. annual, sick, maternity and parental leave
- [ending employment](http://www.fairwork.gov.au/ending-employment/default) (www.fairwork.gov.au/ending-employment/default) – eg. notice, final pay and redundancy
- [discrimination](http://www.fairwork.gov.au/employee-entitlements/protections-at-work/protection-from-discrimination-at-work) (www.fairwork.gov.au/employee-entitlements/protections-at-work/protection-from-discrimination-at-work) and other workplace protections
- [sham contracting](http://www.fairwork.gov.au/find-help-for/independent-contractors) (www.fairwork.gov.au/find-help-for/independent-contractors)
- [union membership and right of entry](http://www.fairwork.gov.au/employee-entitlements/industrial-action-and-union-membership/union-membership) (www.fairwork.gov.au/employee-entitlements/industrial-action-and-union-membership/union-membership)
- anything else covered by an award, enterprise agreement or other [registered agreement](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2034) (www.fairwork.gov.au/Dictionary.aspx?TermID=2034) .

### Who we can help

We offer information, resources and dispute resolution assistance, for employees and employers covered by the Fair Work system.

Employees of sole traders or partnerships in WA are not covered by the Fair Work system and should contact the state [Department of Commerce](http://www.commerce.wa.gov.au/LabourRelations/) [\(http://www.commerce.wa.gov.au/LabourRelations/\)](http://www.commerce.wa.gov.au/LabourRelations/) for assistance with workplace relations issues.

### When we can help

Disputes are more likely to be resolved if action is taken as soon as possible. We're unlikely to get involved in workplace issues which happened more than 2 years ago.

There are time limits on when employees, employers and other parties (including us) can take legal action. Courts can hear evidence about:

- general workplace issues that happened up to 6 years ago
- workplace discrimination issues that happened after 1 July 2009.

### Where else to find help

If we can't help, it's likely someone else can.

For help with issues relating to:

- superannuation and tax (including group certificates / PAYG tax summaries), contact the [Australian Tax Office](http://www.ato.gov.au/) [\(http://www.ato.gov.au/\)](http://www.ato.gov.au/)
- illegal phoenix activity (where an employer avoids tax and other responsibilities through intentionally and systematically [liquidating](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2063) their business), contact the [Australian Taxation Office's Phoenix Hotline](https://www.ato.gov.au/General/The-fight-against-tax-crime/Our-focus/Illegal-phoenix-activity/) [\(https://www.ato.gov.au/General/The-fight-against-tax-crime/Our-focus/Illegal-phoenix-activity/\)](https://www.ato.gov.au/General/The-fight-against-tax-crime/Our-focus/Illegal-phoenix-activity/) [\(http://www.ato.gov.au/\)](http://www.ato.gov.au/)
- employment contracts, seek [independent legal advice](http://www.fairwork.gov.au/Website-information/Related-sites/default) (www.fairwork.gov.au/Website-information/Related-sites/default)
- bullying and harassment, contact:
  - the [Fair Work Commission](https://www.fwc.gov.au/disputes-at-work/anti-bullying) [\(https://www.fwc.gov.au/disputes-at-work/anti-bullying\)](https://www.fwc.gov.au/disputes-at-work/anti-bullying)
  - your [state health and safety authority](http://www.fairwork.gov.au/Website-information/Related-sites/default) (www.fairwork.gov.au/Website-information/Related-sites/default)
- discrimination, contact the [Australian Human Rights Commission](https://www.humanrights.gov.au/) [\(https://www.humanrights.gov.au/\)](https://www.humanrights.gov.au/) or your state or territory anti-discrimination body. For contact details in your state or territory see the list at [Related sites](http://www.fairwork.gov.au/website-information/related-sites) (www.fairwork.gov.au/website-information/related-sites) .
- obligations and entitlements in the commercial building and construction industry, contact the [Australian Building & Construction Commission \(ABCC\)](https://www.abcc.gov.au/) [\(https://www.abcc.gov.au/\)](https://www.abcc.gov.au/) [\(https://www.fwc.gov.au/disputes-at-work/anti-bullying\)](https://www.fwc.gov.au/disputes-at-work/anti-bullying) .

If you're an employee and you've lost your job, contact the Fair Work Commission (the Commission) first if you think you were sacked because of:

- [discrimination](http://www.fairwork.gov.au/employee-entitlements/protections-at-work/protection-from-discrimination-at-work) (www.fairwork.gov.au/employee-entitlements/protections-at-work/protection-from-discrimination-at-work)

- a reason that is harsh, unjust or unreasonable
- another protected right.

You have 21 days from the day you were sacked to lodge an application with the Commission. Check the information on the Commission website to find out if you can apply for:

- [unfair dismissal](https://www.fwc.gov.au/termination-of-employment/unfair-dismissal) <sup>☞</sup> (https://www.fwc.gov.au/termination-of-employment/unfair-dismissal) (not available if you lost your job because of a genuine [Redundancy](http://www.fairwork.gov.au/Ending-employment/Redundancy/default) (www.fairwork.gov.au/Ending-employment/Redundancy/default) )
- [a general protections dismissal](https://www.fwc.gov.au/termination-employment/general-protections-dismissal) <sup>☞</sup> (https://www.fwc.gov.au/termination-employment/general-protections-dismissal)
- [unlawful termination](https://www.fwc.gov.au/termination-employment/unlawful-termination) <sup>☞</sup> (https://www.fwc.gov.au/termination-employment/unlawful-termination) .

[Back to top](#)

## Do you need to take the next step?

Are you:

- covered by the Fair Work system; and
- trying to sort out a workplace law issue that we can help with?

If yes, take the next step towards resolving your workplace issue. Go to [Step 2: Check the law](http://www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/step-2-check-the-law) (www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/step-2-check-the-law) .

**Page reference No: 6937**

### 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

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.