

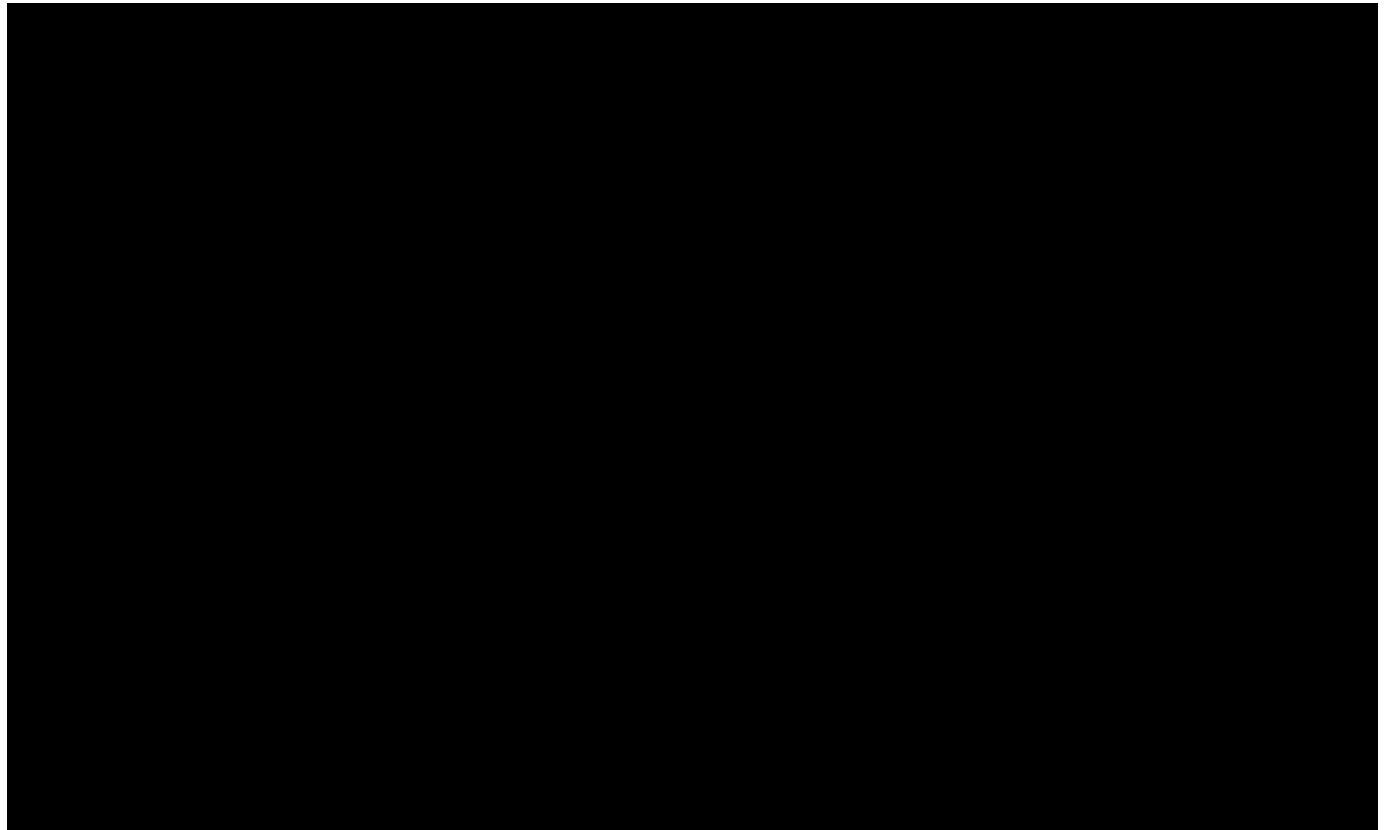
English

All employees working in Australia have the same workplace rights including migrant workers and visa holders.

All employers in Australia have to follow workplace laws even if their workers are on a visa.

We can help you understand your rights and responsibilities at work.

Watch our short video about working in Australia.



Getting started

Learn more about working in Australia:

- [pay](#)
- [holidays and time off work](#)
- [ending employment](#)
- [need help](#)
- [call us.](#)

See our guides to help you with [starting a new job \(DOCX 35.6KB\) \(www.fairwork.gov.au/ArticleDocuments/712/a-guide-to-starting-a-new-job.docx.aspx\)](#) (PDF 548.7KB) ([www.fairwork.gov.au/ArticleDocuments/712/a-guide-to-starting-a-new-job.pdf.aspx](#)) or [hiring employees \(DOCX 62.7KB\) \(https://www.fairwork.gov.au/ArticleDocuments/712/a-guide-to-hiring-new-employees.docx.aspx\)](#) (PDF 677.9KB) ([https://www.fairwork.gov.au/ArticleDocuments/712/guide-to-hiring-new-employees.pdf.aspx](#)) .

Pay

There are different minimum pay rates for different jobs that all employees have to be paid. As a guide, an employee who is 21 years or over should be getting at least \$19.49 per hour or \$24.36 if they don't get paid leave.

For more information visit our [Payment for work page \(www.fairwork.gov.au/language-help/english/payment-for-work\)](#) .

If an employee has to do training, attend meetings or open and close the business as part of their job, they have to be paid the right pay for all hours worked. Employees must be paid in money, not in goods and services like food, clothing or accommodation.

Holidays and taking time off work

Employees can take time off work. This is called 'leave' ('leave'). It includes:

- paid leave for holidays
- paid leave when they're sick or caring for someone
- leave when they have a baby.

Find more information on our [Holidays and taking time off work page \(www.fairwork.gov.au/language-help/english/holidays-and-taking-time-off-work\)](http://www.fairwork.gov.au/language-help/english/holidays-and-taking-time-off-work) .

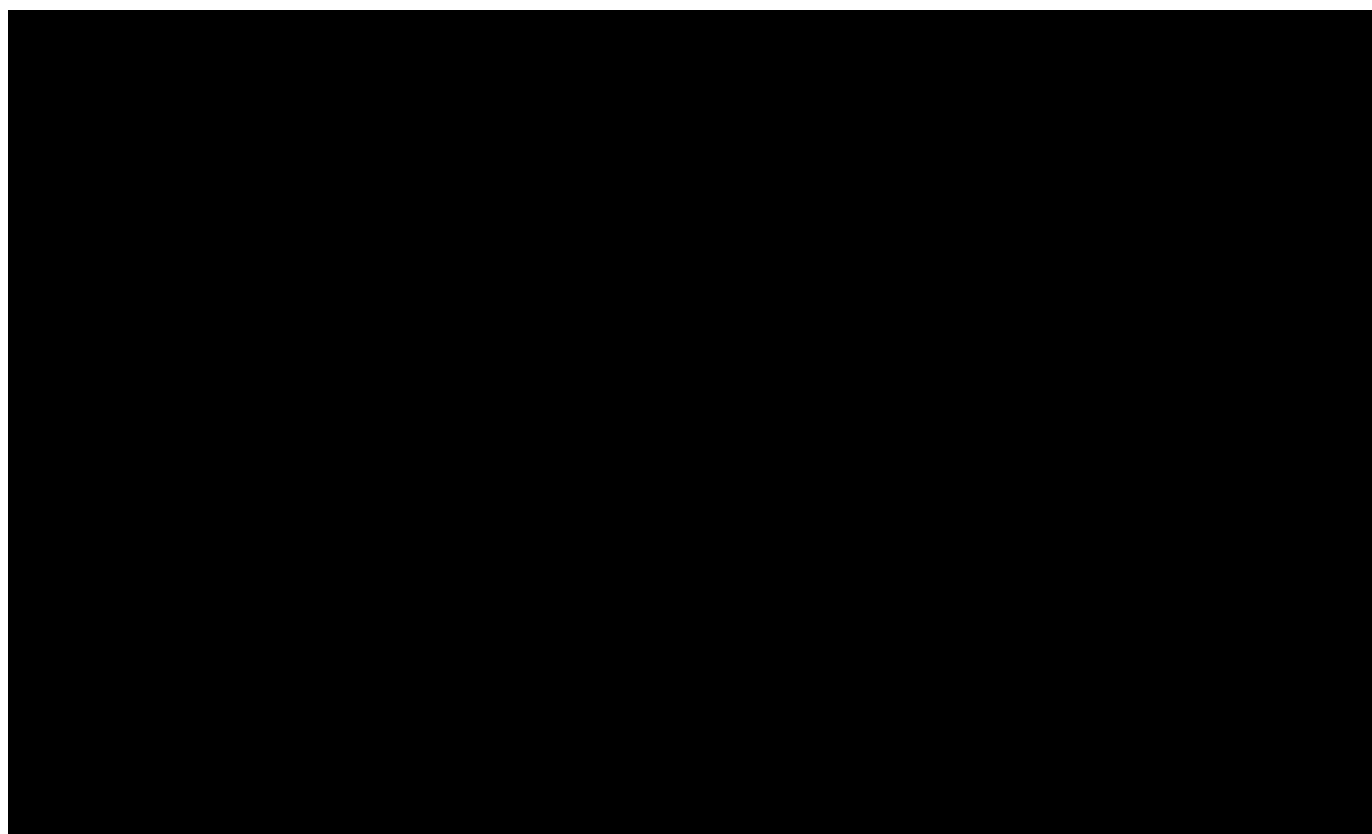
Ending employment

An employee may resign or can be dismissed (fired).

It is important that the correct notice (notice) period is given. Use our [Notice and Redundancy Calculator \(Notice and Redundancy Calculator \(https://calculate.fairwork.gov.au/endingemployment\) \)](https://calculate.fairwork.gov.au/endingemployment) to work out notice and redundancy (redundancy) entitlements.

Need help?

We can help if you're having a problem with your pay or conditions at work. [Speak to us in your language](#). Everyone has the same workplace rights in Australia. Watch our short video to find out more.



For information about how the Fair Work Ombudsman can help you with a workplace dispute please refer to our [Help resolving workplace issues \(www.fairwork.gov.au/language-help/english/issues-in-the-workplace/resolving-workplace-disputes\)](http://www.fairwork.gov.au/language-help/english/issues-in-the-workplace/resolving-workplace-disputes) page.

If you're worried someone isn't following workplace laws but you don't want to get involved, you can also [report the issue to us anonymously \(www.fairwork.gov.au/language-help/english/issues-in-the-workplace/default\)](http://www.fairwork.gov.au/language-help/english/issues-in-the-workplace/default) .

An employee cannot get in trouble for contacting the Fair Work Ombudsman to ask for information about their pay and entitlements.

All workers in Australia have the same workplace protections. Watch our short video to find out more.

Call us

If you need an interpreter, call the Translating and Interpreting Service (TIS) on 131 450 to set up a time to talk with us in your language for free. Tell the operator the language you speak and ask them to call us on 131 394. You can call TIS from outside Australia on +61 3 9268 8332.

What to do next

- Are you worried someone isn't following workplace laws? You can tell us about this anonymously. Make an [anonymous report](https://www.fairwork.gov.au/how-we-will-help/how-we-help-you/anonymous-report) (<https://www.fairwork.gov.au/how-we-will-help/how-we-help-you/anonymous-report>) now

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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.