

⚠ Impoten infomesen long saed blong pei mo ol kondisen blong yu

Ol wokman long Ostrelia oli gat ol entaetolmen mo ol proteksen long wok blong olgeta long wok tru long:

Ol loa blong fairwork	Ol awod	Ol entapraes agrimen	Ol emploimen kontrak
 <ul style="list-style-type: none"> ▶ oli talem minimam entaetolmen blong evri wokman ▶ hem i inkludum ol Nasonal Emploimen Standed (NES) 	 <ul style="list-style-type: none"> ▶ oli talemaot minimam pei mo ol kondisen blong wok long wan indastri o wok ▶ hem i kavremap mos wokman long Ostrelia 	 <ul style="list-style-type: none"> ▶ oli talemaot minimam pei mo ol kondisen blong wan wokples ▶ oli nikosietem mo apruvum tru long wan fomol proses 	 <ul style="list-style-type: none"> ▶ oli givim sam narafala kondisen blong wanwan wokman ▶ oli no save katemdaon o tekemaot ol minimam entaetolmen

Faenem awod blong yu long fairwork.gov.au/awards

Jekem sapos wokples blong yu i gat wan entapraes agrimen long fwc.gov.au/agreements

📄 Ol narafala infomesen steitmen

Dipen long kaen emploimen blong yu maet oli nid blong givim sam narafala infomesen steitmen long yu taem yu statem wok o yu statem wan "fixed term" kontrak.




Blong **ol kasuel wokman** (ol wokman we oli wok long ol haoa nomo o dei nomo we emploia i nidim) i gat wan Kasuel Emploimen Infomesen Steitmen we hem i aveilobol long fairwork.gov.au/ceis

Blong **ol wokman we oli stap long wan "fixed term" kontrak** i gat wan infomesen steitmen long saed blong Fixed Term kontrak we hem i aveilobol long fairwork.gov.au/ftcis

🐷 Pei blong yu

Ol minimam pei reit blong yu oli stap long awod blong yu o long entapraes agrimen blong yu. Sapos i nogat awod blong wok blong yu o agrimen blong wok blong yu, amaon blong pei blong yu hem i no mas stap andanit long Nasonal Minimam Wej. Oli stap apdeitem ol minimam pei reit long evri yia.

Faenemaot wanem yu sud kasem long fairwork.gov.au/minimum-wages

Nasonal minimam pei stat long 1 julae 2023	 \$23.23 long wan haoa o \$882.80 long wan wik (folem wan wik we i gat 38 haoa blong wok) blong ol fultaem wokman	 \$23.23 long wan haoa blong ol pat taem wokman	 \$29.04 long wan haoa blong ol kasuel wokman
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Hemia hemi minimam reit blong adol blong ol wokman we oli nogat awod o entapraes agrimen. Oli save daonem pei reit ia long ol junia woka, ol aprentis, olgeta we oli stap tekem trening mo ol wokman we oli gat disabiliti we disabiliti ia hem i afektem wok blong olgeta. Oli save daonem pei reit long samfala awod, eksampol: ol reit blong sot team nomo afta wan wokman i jes statem wok blong hem. **Yu no save agri se bae oli pem yu wan amaon we hem i anda long minimam pei reit we i stap finis blong wok blong yu.**

📊 Yusum ol fri kalkuleta blong mifala blong jekem pei blong yu wetem ol liv mo teminesen entaetolmen long: fairwork.gov.au/pact

🗣 Hu i save help?

Fair Work Ombudsman	Fair Work Commission
<ul style="list-style-type: none"> ▶ i gat ol infomesen mo advaes long pei mo ol entaetolmen ▶ i givim ol fri kalkuleta, templet mo onlaen kos ▶ i helpem blong stretem ol problem long wokples ▶ i enfosem ol loa blong wokples mo hem i tekem aksen agensem olgeta we oli brekem loa blong wokples. <p>fairwork.gov.au – 13 13 94</p>	<ul style="list-style-type: none"> ▶ i dil wetem ol rao long fulap kaen isu olsem taem oli sakemaot wokman folem rod we i no stret, buling, seksual harasmen, diskriminesen mo "adverse action" long wok (olsem sakemaot wokman folem wan infomesen we oli faenemaot abaotem hem) ▶ i apruvum, jenisim mo teminetem ol entapraes agrimen ▶ i mekem, reviuem mo jenisim ol awod ▶ i givim ol entri pemit mo i stretem ol rao long indastri level ▶ i reguletem ol oganaesesen we oli rejista. <p>fwc.gov.au – 1300 799 675</p>



Nasonal Emploimen Standed

Nasonal Emploimen Standad (NES) hem i ol minimam entaetolmen blong evri wokman. Ol NES entaetolmen oli inkludum raet blong risivim stret infomesen steitmen, raet blong rikwestem fleksibol woking arenjmen, raet blong emplaia i pem ol superannuation kontribusen. Narafala NES entaetolmen oli samaraesem long tebol daon ia. I gat ol rul blong hem mo maet sam saming i no folem hemia. **Awod o agrimen blong yu i save provaedem moa.** Faenemaot moa infomesen long saed blong NES long fairwork.gov.au/NES

	Ol fultaem mo pat taem wokman	Ol kasuel wokman
Anuol Liv	✓ Emplaia i pem liv blong 4 wik evri yia (bae oli wokemaot amaon we i folem namba blong haoa blong ol pat taem wokman) + 1 wik blong samfala we oli wok long shift	✗ Oli no pem anuol liv
Pesonel liv (Sik liv o liv blong kera – blong lukaotem wan famli)	✓ Liv blong 10 dei we oli pem evri yia (bae oli wokemaot amaon we i folem namba blong haoa blong ol pat taem wokman)	✗ Oli no pem pesonel liv
Kera liv - blong lukaotem wan famli	✓ Liv blong 2 dei we oli no pem. Bae oli apruvum fastaem blong tekem (sapos i nomo gat pesonel liv i stap blong wokman i yusum)	✓ Liv blong 2 dei we oli no pem long taem we oli alaoem
Kompasenet liv – blong taem wan memba blong famli i ded o i sik bigwan se bae oli ded	✓ Liv blong 2 dei we oli pem long taem we oli alaoem	✓ Liv blong 2 dei we oli no pem long taem we oli alaoem
Famli vaelens mo domestik vaelens liv	✓ Liv blong 10 dei we oli pem evri yia	✓ Liv blong 10 dei we oli pem evri yia
Komuniti sevis liv Ol juri sevis (long kot) Ol imejensi manejen aktiviti we oli volontia long hem	<p>✓ Liv blong 10 dei we oli pem wetem “make-up” pei mo liv we oli no pem blong wokman i atendem juri sevis</p> <p>✓ Liv we oli no pem blong wokman i save pat long ol narafala komuniti sevis we oli agri long hem (olsem ol imejensi manejen aktiviti we wan i volontia lo hem)</p>	<p>✓ Liv we oli no pem blong wokman i atendem juri sevis</p> <p>✓ Liv we oli no pem blong wokman i save pat long ol narafala komuniti sevis we oli agri long hem (olsem ol imejensi manejen aktiviti we oli volontia long hem)</p>
Longfala sevis liv	✓ Maet oli save kasem longfala sevis liv anda long NES, wan entapraes agrimen o anda long loa blong (wan) stet o teritori. I gat ol difdifren rul long amaon mo hu i save kasem liv ia.	✓ Maet oli save kasem longfala sevis liv anda long NES, wan entapraes agrimen o anda long loa blong (wan) stet o teritori. I gat ol difdifren rul long amaon mo hu i save kasem liv ia.
Perentol liv Wan woka i save kasem hemia sapos hem i wok ova long 12 manis	✓ 12 manis liv we oli no pem – oli save ekstendem i go kasem 24 manis sapos emplaia i agri	✓ 12 manis liv we oli no pem blong ol nomol mo sistematik kasuel wokman – oli save ekstendem i go kasem 24 manis sapos emplaia i agri
Maksimam haoa blong wok	<p>✓ Ol fultaem wokman – 38 haoa long wan wik + sam moa haoa we i stret</p> <p>✓ Ol pat taem wokman – 38 haoa o ol nomol haoa blong wokman (wijwan we i smol moa) + sam moa haoa we i stret</p>	✓ 38 haoa o ol nomol haoa blong wokman (wijwan we i smol moa) + sam moa haoa we i stret
Ol pablik holidei	✓ Wan dei we oli pem blong wan i no wok sapos nomoli oli wok long dei ia. Sapos oli askem yu blong wok, yu save talem no sapos hem i stret blong mekem olsem	✓ Wan dei we oli no pem blong wan i no wok. Sapos oli askem yu blong wok, yu save talem no sapos hem i stret blong mekem olsem
Notis blong teminesen	✓ 1-5 wik notis (o oli pem mo no givim notis) folem taem we emploimen i stat kasem taem i finis mo ej blong wokman	✗ I nogat entaetolmen long wan notis blong teminesen
Ridandansi pei Wokman i save kasem hemia sapos hem i wok ova long 12 manis	✓ 4-16 wik we oli pem folem taem we emploimen i stat kasem taem i finis (maet sam woka i no save kasem)	✗ Nogat entaetolmen long ridandansi pei
Kasuel konvesen (jenisim i kam fultaem o pat taem)	✗ I nogat	✓ Raet blong kam wan fultaem o pat taem wokman long samfala situesen



Fleksibiliti

Sapos yu wok blong 12 manis, maet yu save raetem leta blong askem **fleksibol woking arenjmen**. Hem i inkludum sapos yu gat bel, yu gat 55 yia o i bitim, yu wan kera, yu gat wan disabiliti, yu stap fesem famli vaelens o domestik vaelens, yu stap sapotem wan famli o memba blong haos we oli fesem famli vaelens o domestik vaelens, o yu wan peren o yu gat risponsibiliti blong lukaotem wan pikinini we i skul o we i yangfala moa. Ol empoia i nid blong folem samfala rul blong ansa bak long rikwes blong fleksibol wok arenjmen inkludum blong raetem riplae bifo 21 dei i pas. Faenemaot moa long saed blong ol rul ia long:

[fairwork.gov.au/flexibility](https://www.fairwork.gov.au/flexibility)

Yu mo empoia blong yu yufala i save nikosietem wan individual fleksibiliti arenjmen. Hemia i save jenisim sam **pat long awod o entapraes agrimen blong yu**. Wan individual fleksibiliti arenjmen hem i wan samting we wokman i mekem wetem glad hat blong hem – hem i no mas hapen olsem wan kondisen blong emploimen – mo hem i mas mekem wokman i benefit moa bitim bifo.



Raet blong entri

Ol wokman blong union we oli gat wan entri pemit oli save go insaed long wokples blong toktok long ol wokman we oli stap ripresentem, o blong investigetem wan sefti isu we oli saspektem o taem eniwan i brekem loa blong wokples.

Olgeta i mas folem samfala rikwaemen olsem blong talemaot long empoia mo oli save jekem o mekem kopi blong samfala dokumen. I gat ol strict rul blong praevisi blong man we i holem pemit, oganaesesen blong olgeta mo empoia blong yu blong oli mas protektem ol pesonel infomesen blong yu. Faenemaot moa long:

[fwc.gov.au/entry-permits](https://www.fwc.gov.au/entry-permits)



Mekem agrimen

Ol entapraes agrimen oli nikosietem bitwin wan empoia (o wan o moa empoia we i semak), ol wokman blong olgeta, mo eni ripresentatif blong ol wokman (eksampol: wan yunion). Proses ia oli singaotem “bargaining” mo hem i mas folem ol rul we i stap. Fair Work Commission hem i jekem mo apruvum ol agrimen. Blong kasem moa infomesen long saed blong mekem, jenisim o teminetem wan entapraes agrimen, go long:

[fwc.gov.au/agreements](https://www.fwc.gov.au/agreements)



Transfe blong bisnis

Sapos i gat wan transfe blong bisnis, emploimen blong yu wetem olfala empoia blong yu i finis. Sapos niufala empoia blong yu i tekem yu blong mekem semak wok (o wan narafala wok we i klosap semak long hemia), bifo tri manis i pas, sam long ol entaetolmen blong yu i go long niufala empoia blong yu. Hemia i save hapen sapos, olsem wan eksampol: oli salemaot bisnis o oli givim kontrak blong wok i go long wan narafala kampani. Faenemaot moa long:

[fairwork.gov.au/transfer-of-business](https://www.fairwork.gov.au/transfer-of-business)



Fasin blong protektem wokman long wok

Evri wokman i gat ol proteksen long wok. Oli no save tritrim yu long wan difren wei o long wan nogud fasin from se yu gat o yu stap yusum wan raet blong yu long wokples. Eksampol: raet blong yu blong rikwestem fleksibol woking arenjmen, tekem liv, mekem wan komplem o askem kwestin long saed blong emploimen blong yu.

Yu gat raet blong joenem union o blong no joenem, mo blong tekpat long wan indastri aktiviti we i folem loa o yu save jus blong no tekem pat.

Yu gat raet blong tokbaot (o no tokbaot) pei blong yu we yu karem naoia o hemia we yu bin karem bifo, mo ol tem mo kondisen blong wok we i nid blong save blong wokemaot pei blong yu (olsem ol haoa blong wok). Yu save askem tu long ol narafala wokman (abaotem pei mo ol tem mo kondisen blong olgeta) be olgeta tu oli gat raet blong no talemaot long yu.

I gat ol proteksen blong taem yu no wok sot taem from yu sik o yu kasem kil, mo tu from diskriminesen, buli, seksual harasmen, fasin blong fosem man, taem oli no ripresentem man i stret, “sham” kontrak, mo fasin blong fosem o presarem wokman.

Faenemaot moa long:

[fairwork.gov.au/protections](https://www.fairwork.gov.au/protections)

[fairwork.gov.au/bullying-harassment](https://www.fairwork.gov.au/bullying-harassment)



Taem emploimen i finis

Taem emploimen blong yu i finis, faenol pei blong yu i mas inkludum ol **aotstanding entaetolmen**, olsem ol pei mo anuol liv mo long sevis liv.

Maet yu gat entaetolmen blong kasem wan **notis blong teminesen**, o blong oli pem yu sapos yu no kasem wan notis. Sapos oli sakemaot yu from yu mekem wan series rong, yu no gat entaetolmen blong kasem wan notis. Sapos yu risaen, maet yu mas givim notis long empoia. Blong jekem sapos i nid blong givim notis mo wanem bae i sud stap long faenol pei blong yu, go long:

[fairwork.gov.au/ending-employment](https://www.fairwork.gov.au/ending-employment)

Sapos yu ting se oli bin sakemaot yu long wan rod we i no stret o i no folem loa, yu gat **21 kalenda dei** blong sabmitim wan klem long Fair Work Commission. I gat ol rul mo ol samting we i no aplae long hemia. Faenemaot moa long:

[fwc.gov.au](https://www.fwc.gov.au)

Yu bin save ol samting ia?

Yu save mekem wan fri **My account** blong sevem ol infomesen blong wok ples blong yu long wan ples: [fairwork.gov.au/register](https://www.fairwork.gov.au/register)

Yu save faenem ol fri **onlaen kos** blong helpem yu blong statem wan niufala wok o helpem yu blong toktok long wok long sam difikul samting: [fairwork.gov.au/learning](https://www.fairwork.gov.au/learning)

Yu save faenem fulap ol fri **tul mo risos**, olsem ol templet, gaed blong gudfala praktis mo ol infomesen pepa: [fairwork.gov.au/tools-and-resources](https://www.fairwork.gov.au/tools-and-resources)