





IMPOTEN INFOMEISEN ABAOT PEI MO OL KONDISEN BLONG YU

Faenmaot moa abaot wokples entaetolmen mo samting yu mas mekem long taem blong impak blong Koronavaeres long coronavirus.fairwork.gov.au

Olketa wokman we oli wok long Australia oli gat ol entaetolmen mo ol raet blong protektem olketa long wok folem:

OL FAIR WORK LOA	OL AWOD (AWARDS)	OL ENTAPRAES AGRIMEN	OL EMPLOIMEN KONTRAK
 <ul style="list-style-type: none">• Olketa minimam entaetolmen blong evri wokman• hemia i inkludim Ol Nasonal Emploimen Standed (NES)	 <ul style="list-style-type: none">• minimam pei we i stap finis mo ol kondisen blong wan industri o wok• kavremap fulap wokman long Australia	 <ul style="list-style-type: none">• minimam pei i stap finis mo ol kondisen blong wan wok ples• oli nikosietem mo apruvum tru long wan fomol proses	 <ul style="list-style-type: none">• givim sam moa kondisen blong wan wokman hemwan• no save katem daon o tekemaot ol minimam entaetolmen

Faenem awod blong yu long www.fairwork.gov.au/awards. Jekem sipos wok ples blong yu i gat wan entapraes agrimen long www.fwc.gov.au/agreements

WOKMAN WE I WOK OL HAOA O DEI NOMO WE EMPLOIA I NIDIM (KASUAL)

Sapos yu stap wok folem ol haoa o dei nomo we emploia i nidim, bae oli mas givim long yu Casual Employment Information Statement taem yu statem wok. Ko long www.fairwork.gov.au/ceis blong kasem moa infomesen.

PEI

Ol minimam pei reit blong yu oli stap long awod blong yu o long entapraes agrimen blong yu. Sapos i nogat awod o agrimen blong wok blong yu, amaon blong pei blong yu, hem i no mas stap andanit long Nasonal Minimam Wej. Yu no alao blong agri se bambae oli pem yu wan amaon we i anda long wanem we i stap long Nasonal Minimam Wej.

Oli stap updeitem ol minimam pei reit ia evri yia.

Faenmaot wanem yu sapos blong kasem long www.fairwork.gov.au/minimum-wages

NASONAL MINIMAM PEI
STAT LONG 1 JULAE 2021



\$20.33 long wan haoa
ful taem o pat taem



\$25.41 long wan haoa

blong ol wokman we oli wok long ol haoa o dei nomo we emploia i nidim (casual)

Hemia hem i reit blong ol bigfala wokman we oli nogat awod o entapraes agrimen.

Oli save aplaem ol reit we i moa lo long ol junia, ol aprentis mo ol wokman we oli diseibol.



Yusum fri kalkuleta blong mifala blong jekem pei, lif mo ol temineisen entaetolmen blong yu long: www.fairwork.gov.au/pact

YU BIN SAVE OL SAMTING IA?

Se yu save mekem wan fri My account blong sevem wokples infomeisen blong yu long wan ples long: www.fairwork.gov.au/register

Se yu save faenem ol fri onlaen kos blong helpem yu blong statem wan niu wok o sipos yu faenem i had blong toktok long wok, ko long: www.fairwork.gov.au/learning

Se **Record My Hours app** hem i mekem i kwik mo isi blong rikodem ol haoa we yu wok long hem. Hem i fri long App Store mo Google Play.

IMPOTEN INFOMEISEN ABAOT PEI MO OL KONDISEN BLONG YU

⊙ OL NASONAL EMPLOIMEN STANDED (NATIONAL EMPLOYMENT STANDARDS – NES)

Hemia hem i ol minimam standed blong evri wokman. I gat ol rul we man i mas folem mo i gat sam man we NES i no kavremap olketa. **Awod blong yu o agrimen i save givim moa.** Faenem moa infomeisen abaot Nasonal Emploimen Standed long www.fairwork.gov.au/NES

	Ol fultaem mo pat taem wokman	Ol wokman we oli wok long ol haoa nomo o dei nomo we emploia i nidim
Anuol lif	✓ Emploia bae i pem liv blong 4 wik long wan yia (Bambae oli wokemaot amaon we i folem namba blong haoa blong ol pat taem wokman) + 1 wik blong olketa we oli wok long shift we oli save alao blong gat lif	✗
Pesenal lif (sik lif o lif we wokman i save tekem blong lukaotem wan famli memba, o blong ko long wan famli imejensi)	✓ 10 dei liv we oli pem long wan yia (Bambae oli wokemaot amaon we i folem namba blong haoa blong ol pat taem wokman)	✗
Lif we wokman i save tekem blong lukaotem wan famli memba o blong ko long wan famli imejensi	✓ 2 dei liv we oli no pem long taem we oli alaoem (sipos i nomo gat pesenal lif we oli pem i stap)	✓ 2 dei liv we oli no pem long taem we oli alaoem
Kompasenet lif	✓ 2 dei liv we oli pem long taem we oli alaoem	✓ 2 dei liv we oli pem long taem we oli alaoem
Famli & domestic vaelens lif	✓ 5 dei liv we oli no pem blong evri 12 manis	✓ 5 dei liv we oli no pem blong evri 12 manis
Komuniti sevis lif • Taem wokman i nid blong staon long wan kot blong disaedem abaotem wan kriminol o sivil keis • Ol volontia imejensi manejmen aktiviti	✓ 10 dei liv we oli pem wetem pei we oli givim long wokman folem hamas hem i pikimap, pakem o prunum blong leftemap pei blong hem kasem minimam amaon we emploia i mas pem + liv we oli no pem sipos i nid ✓ Liv we oli no pem sipos i nid, blong wokman i save tekpat long aktiviti	✓ Liv we oli no pem sipos i nid ✓ Liv we oli no pem sipos i nid blong tekpat long aktiviti
Long sevis lif	✓ Liv we oli pem (amaon mo ol rul we i talem hu i save aplae from oli difdifren folem ol steit mo ol teritoti)	* I difdifren folem wanwan steit mo ol teritori
Parentol lif wokman i save kasem sipos hem l wok ova 12 manis	✓ 12 manis liv we oli no pem – save ekstendem i ko kasem 24 manis wetem agrimen blong emploia	✓ 12 manis lif we oli no pem blong ol rekula mo sistematik wokman we oli wok long ol haoa o dei nomo we emploia i nidim olketa – save ekstendem i ko kasem 24 manis sipos emploia i agri
Maksimam haoa blong wok	✓ Ol fultaem wokman – 38 haoa long wan wik + sam moa haoa we i stret Pat taem wokman mo ol wokman we oli wok long ol haoa o dei nomo we emploia i nidim – 38 haoa o ol odineri haoa blong wan wokman long wan wik (wijwan we hem i smol moa) + sam moa haoa we i stret	
Ol Pablik holidei	✓ Wan dei of we oli pem sipos nomoli hem i dei we yu wok long hem. Sipos oli askem yu blong wok, yu save talem no, sipos hem i stret blong mekem olsem	✓ Wan dei of we oli no pem. Sipos oli askem yu blong wok, yu save talem no, sipos i stret blong mekem olsem
Notis blong temineisen	✓ 1-5 wik notis (o pem sipos yu no givim notis) folem taem we emploimen i stat kasem taem we hem i finis mo eij	✗
Ridandansi pei Wokman i save kasem sipos hem l wok ova 12 manis	✓ Pei blong 4-16 wik folem taem we emploimen i stat kasem taem we i finis	✗
Kasual konvesen	✗	✓ Raet blong kam wan fultaem o pat taem wokman long samfala situesen

IMPOTEN INFOMEISEN ABAOT PEI MO OL KONDISEN BLONG YU



FLEKSIBILITI

Sipos yu wok blong 12 manis finis, yu save raet blong askem fleksibol wok arenjmen, sipos yu gat 55 yia o moa, yu stap lukaotem wan memba blong famli we i sik o i kasem kil o i kasem wan imejensi we yu no ekspektem, yu gat wan disability, wan famli memba i vaelen agensem yu (o yu stap sapotem wan famli memba o memba blong haos blong yu we hem i stap eksperiensem vaelens), o yu wan peren we yu stap lukaotem, wan pikinini we i stap ko long skul o we i yang moa. Hemia hem i inkludim ol wokman we oli stap kambak afta we oli tekem parental o adopsen lif mo oli stap askem blong wok pat taem blong lukaotem pikinini.

Emploia blong yu i mas ansa bak long leta bifo 21 dei i pas. Oli save talem no nomo folem ol bisnis risen we oli stret.

Yu mo emploia blong yu yufala i save **nekosietem wan individual fleksibiliti arenjmen** we hem i wan agrimen we yu mo emploia blong yu i mekem blong jenisim sam pat long awod o agrimen we oli bin rejistarem mo mekem ol narafala arenjmen we stret long ol nid blong emploia mo wokman. Hemia bambae hem i jenisim olsem wanem sam pat long awod blong yu o entapraes agrimen hem i afektem 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 aot long evri samting, hem i mas putum yu long wan posisen we i moa gud. Faenemaot moa long:

www.fairwork.gov.au/flexibility



RAET BLONG ENTRI

Ol wokman blong ol union we oli gat wan entri permit oli save entarem wokples blong toktok wetem ol wokman we olketa oli gat raet blong ripresentem olketa, o blong mekem investigeisen long ol sefti isu we oli saspektem o taem eniwan i brekem ol loa blong ples blong wok.

Olketa oli mas folem sam rikwaemen olsem, oli mas talemaot long emploia, mo oli save inspektem o mekem kopi blong sam kaen dokumen. I gat ol strik pravesi rul we olketa we oli holem ol permit, okanaeseisen blong olketa mo emploia blong yu, oli mas folem. Faenemaot moa long:

www.fwc.gov.au/entry-permits



MEKEM AGRIMEN

Ol entapraes agrimen oli ol agrimen we oli nikosietem bitwin wan emploia, ol wokman blong olketa mo eni ripresentatif blong ol wokman (eksampol: wan union). Proses ia oli singaot 'bargaining' mo i mas folem ol rul we i stap finis. Fair Work Commission hem i jekem mo apruvum ol agrimen. Blong kasem infomeisen long saed blong mekem, jenisim o temineitem wan entapraes agrimen, ko long:

www.fwc.gov.au/agreements



OL RAET BLONG PROTEKTEM OL WOKMAN LONG WOK

Evri wokman oli mas gat ol raet blong protektem olketa long wok. Man i no save tritim yu long wan difren wei o long wan nogud wei from se yu gat, o yu stap yusum wan raet long wok ples, eksampol, raet blong rikwestem ol fleksibol wok arenjmen, tekem liv o mekem wan komplek o enkwaeri abaotem wok blong yu.

Yu gat raet blong joenem wan union o blong no joenem, mo blong tek pat long wan industrial aktiviti we oli folem loa o yu save jus long no mekem.

Yu gat raet we i protektem yu tu taem yu no wok long wan sottaem from yu sik o yu kasem wan kil, mo tu from diskrimineisen, buling mo harasmen, seksuel harasmen, fasin blong fosem man, misripresenteisen, emploia i mekem wan emploimen rileisensip olsem wan indipenden kontrak arenjmen ("sham contracting"), mo fasin blong fosem o putum presa long wokman. Faenemaot moa long:

www.fairwork.gov.au/protections
www.fairwork.gov.au/bullying-harassment



TAEM EMPLOIMEN I FINIS

Taem we emploimen blong yu i finis, faenal pei blong yu i mas inkludim evri **aotstanding entaetolmen**, olsem ol pei mo ol anuol liv we yu no yusum mo long sevis liv.

Hem i posibol se yu entaetol blong kasem **taem blong notis blong temineisen** ia, o pei sipos yu no kasem notis blong temineisen. Sipos oli sakem yu from yu mekem wan saries rong, yu no entaetol blong kasem notis. Sipos yu risaen, yu savegivim notis long emploia blong yu spos hem i wantem. Blong jek sipos i nid blong kasem o givim notis mo wanem i mas stap long faenal pei blong yu, ko long:

www.fairwork.gov.au/ending-employment

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

www.fwc.gov.au



TRANSFE BLONG BISNIS

Sipos i gat wan transfe blong bisnis, emploimen blong yu wetem olfala emploia blong yu i finis. Sipos niufala emploia blong yu i tekem yu blong mekem semak wok (o wan narafala kaen wok we i semak long hemia), bifo tri manis i pas, oli save ekstendem sam long ol entaetolmen blong yu i ko long niufala emploia blong yu. Hemia hem i save hapen, sipos, olsem wan eksampol, oli salem bisnis o oli givim kontrak blong wok i ko long wan narafala kampani. Faenemaot moa long:

www.fairwork.gov.au/transfer-of-business

HU I SAVE HELP?

FAIR WORK OMBUDSMAN

- infomeisen mo advaes abaot pei mo ol entaetolmen
- ol fri kalkuleta, templet mo ol onlaen kos
- help blong stretem ol problem long ples blong wok
- investigetem mo tekem aksen agensem olketa we oli brekem ol loa blong ples blong wok.

www.fairwork.gov.au - 13 13 94

FAIR WORK COMMISSION

- i dil wetem ol klem blong ol wokman we oli sakemaot olketa folem rod we i no stret mo blong olketa we oli temineitem olketa folem rod we i no folem loa, buling, seksuel harasmen, diskrimineisen o "adverse action" long wok we hem i taem oli sakemaot wokman folem wan infomesen we oli faenemaot abaotem hem we i no gud.
- apruvum, jenisim mo temineitem ol entapraes agrimen
- givim ol entri permit mo noitem ol industrial problem.

www.fwc.gov.au - 1300 799 675