

## MACLUUMAAD MUHIIM AH OO KU SAABSAN LACAG BIXINTAADA IYO SHURUUDAHAAGA

Wax badan ka ogow xuquuqdaada goobtaada shaqada iyo waajibaadka inta lagu jiro saamaynta coronavirus-ka [coronavirus.fairwork.gov.au](https://www.fairwork.gov.au)

Shaqaalaha Australia gudaheeda waxay leeyihiin xuquuq iyo ilaalinaha shaqo, ee waafaqsan:

<b>SHURUUCDA FAIR WORK</b> <ul style="list-style-type: none"> <li>xuquuqda ugu yar ee loogu talagalay dhammaan shaqaalaha</li> <li>waxaa ku jira National Employment Standards (Heerarka Shaqada Qaranka)</li> </ul>	<b>AWARDS</b> <ul style="list-style-type: none"> <li>deji lacagta ugu yar iyo shuruudaha ee mihnada ama shaqada</li> <li>ayaa daboosha badi shaqaalaha Australia</li> </ul>	<b>HESHIISYADA GANACSI</b> <ul style="list-style-type: none"> <li>deji lacagta ugu yar iyo shuruudaha ee goob shaqo oo gaar ah</li> <li>lagawada xaajooday laguna ogolaaday nidaam toos ah iyadoo loo marayo hab rasmi ah</li> </ul>	<b>QANDARAASYADA SHAQADA</b> <ul style="list-style-type: none"> <li>sii shuruudo dheeraad ah shaqaalaha shakhsiga ah</li> <li>ma yareyn kartid ama kama saari kartid xuquuqda ugu yar</li> </ul>
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Ka raadi award [www.fairwork.gov.au](https://www.fairwork.gov.au) hubi haddii goobtaada shaqadu ay leedahay heshiiska ganacsi ee [www.fwc.gov.au/agreements](https://www.fwc.gov.au/agreements)

**SHAQAALAH MAR MARKA LOO YEERO** Haddii aad tahay shaqaale wakhti wakhti loo yeero waxaad sidoo kale u baahan tahay in lagu siiyo qoraalka macluumaadka Shaqada Wakhti Wakhtiga ah markaad shaqo bilowdo. Booqo [www.fairwork.gov.au/ceis](https://www.fairwork.gov.au/ceis) wixii macluumaad dheeraad ah.

**LACAG BIXIN** Heerkaaga ugu yar ee lacag bixinta waxay ku qoran tahay award kaaga ama heshiiska ganacsiga. Haddii aysan lahayn wax award ah ama heshiis shaqadaadu, waa inaad ugu yaraan heshaa Mushaharka ugu Yar ee Qaranka. **Ma ogolaan kartid inaan lacag lagu siin.** Heerarka lacagaha ugu yar badanaa waxaa loo cusbooneysiya si sanadle ah. Ka raadi waxaad heli lahayd [www.fairwork.gov.au/minimum-wages](https://www.fairwork.gov.au/minimum-wages)

**MUSHAHARKA UGU YAR EE QARANKA**  
LAGA BILAABO 1 LUULYO 2021

**\$20.33/saacadii**  
wakhti dhan ama wakhti dhiman

**\$25.41/saacadii**  
shaqada marmarka ahl (casual)

Tani waa heerka lacagta dadka waaweyn wixii shaqaale aan lahayn award ama heshiiska ganacsiga. Heerar hoose ayaa laga yaabaa in la siiyo dhalinyarada, mihiinad layaasha iyo shaqaalaha iinta leh.

Isticmaal aaladeena xisaabta ee bilaashka ah si aad ugu jeegareyso lacagtaada, fasaxa iyo xuquuqdaada ka dib shaqo ka joojinta:  
[www.fairwork.gov.au/pact](https://www.fairwork.gov.au/pact)

### HEERARKA SHAQADA QARANKA

Kuwani waa heerarka ugu yare e dhammaan shaqaalaha. Xeerar iyo waxyaalo laga saarayo baa laga yaabaa inay qabtaan. **Award kaaga ama heshiiskaaga waxaa laga yaabaa inuu wax badan ku siiyo.** Ka hel macluumaad dheeraad ah Heerarka Shaqada Qaranka [www.fairwork.gov.au/NES](https://www.fairwork.gov.au/NES)

	Shaqaalaha wakhtiga dhan iyo kuwa wakhtiga dhiman	Shaqaalaha shaqeeya wakhti wakhti
<b>Fasax sannadeedka</b>	✓ 4 toddobaad oo fasax ah lacagtana lagu siinayo sannadkiiba (shaqaalaha wakhtiga dhimana qayb qayb ahaan) + 1 toddobaad shaqaalaha xaqa u leh ee xiliyada shaqeeya	✗
<b>Fasaxa shakhsiga</b> (fasaxa xannaaneeyaha ama jirada)	✓ 10 maalmood oo ah fasax lacag lagu siinayo sannadkiiba (shaqaalaha wakhtiga dhimana qayb qayb ahaan)	✗
<b>Fasaxa xannaaneeyaha</b>	✓ 2 maalmood oo ah fasax lacag la'aan ah xaaladii la ogolaan karo (haddii aysan jirin wax fasax lacag leh oo harey)	✓ 2 maalmood oo fasax lacag la'aan ah ee xaalad la ogolaan karo
<b>Fasax u naxariisasho</b>	✓ 2 maalmood oo fasax lacag ah xaalad la ogolaan karo	✓ 2 maalmood oo fasax lacag la'aan ah ee xaalad la ogolaan karo
<b>Fasaxa qalalaasaha guriga &amp; qoyska</b>	✓ 5 maalmood oo fasax lacag la'aan ah 12 kii biloodba	✓ 5 maalmood oo fasax lacag la'aan ah 12 kii biloodba
<b>Fasaxa adeega bulshada</b> • Adeega xeer beegtada	✓ 10 maalmood oo fasax lacag ah oo leh lacagta aad gaftay + fasaxa lacag la'aanta ah sidii loogu baahdo	✓ Fasaxa lacag la'aanta ah sidii loogu baahdo
• Waxqabadyada maareynta xaaladaha degdega ah oo iskaaga ah	✓ Fasaxa lacag la'aanta ah sidii loogu baahdo si aad uga qaybgashid waxqabadka	✓ Fasaxa lacag la'aanta ah sidii loogu baahdo si aad uga qaybgashid waxqabadka
<b>Fasaxa adeega dheer</b>	✓ Fasaxa lacagta leh (qadar iyo xeerarka u xaq yeelashadu way isbedbedelaan gobolada iyo territoriyada dhexdooda)	* Isbedelada gobolada iyo territoriyada dhexdooda
<b>Fasax waalideed</b> waxaad xaq u leedahay markaad shaqeyso 12 bilood	✓ 12 bilood oo ah fasax lacag la'aan ah – waxaa la kordhin karaa ilaa 24 bilood haddii loo shaqeeyuhu ogolaado	✓ 12 bilood oo ah fasax lacag la'aan ah ee shaqaalaha joogtada ah ama kuwa nidaam ahaan shaqeeya wakhti wakhti – waxaa loo kordhin karaa ilaa 24 bilood haddii loo shaqeeyuhu ogolaado
<b>Saacadaha ugu badan ee shaqo</b>	✓ Shaqaalaha wakhtiga dhan – 38 saacadood toddobaadkii + saacado macquul ah oo dheeraad ah Shaqaalaha wakhtiga dhiman iyo kuwa marmarka ah – 38 saacadood ama saacadaha toddobaadlaha caadiga ah ee shaqaalaha (kii alaale kii yar) + saacadaha dheeraadka macquulka ah	
<b>Fasaxyada dadweynaha</b>	✓ Maalin fasax ah oo lacag leh haddii aad caadi ahaan shaqeyn lahayd. Haddii lagu weydiyo inaad shaqeyso waad diidi kartaa, haddii ay macquul tahay inaad sidaa sameyso	✓ Fasaxa aan lacag lahayn, haddii lagu weydiyo inaad shaqeyso waad diidi kartaa, haddii ay macquul tahay inaad sidaa sameysid
<b>Ogeysiiska shaqo ka joojinta</b>	✓ 1-5 toddobaad oo ogeysiis ah (ama lacag booskii ogeysiiska) oo ku saleysan intaad shaqeynaysay iyo da'da	✗
<b>Lacag siinta shaqo ka joojinta</b> Oo aad xaq u leedahay ka dib markaad shaqeystay 12 bilood	✓ 4-16 toddobaad oo lacag bixin ah oo ku saleysan intaad shaqeynaysay (qaarka laga reebayo ayaa jira)	✗
<b>Wareejinta shaqada mar marka ah</b>	✗	✓ Xaqaad u leedahay inaad noqoto shaqaale wakhti mar mar ah ama wakhti dhan xaaladaha qaarkood

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### FURFURAN

Ka dib 12 bilood oo shaqo ah, waxaad sameyn kartaa **codsi qoraal ah si lagu siiyo nidaam shaqo oo furfuran** haddii aad jirto 55 ama ka weyn, xannaaneeye, aad leedahay iin, ay ku heysato qalalaase kaaga imanaya xubin qoyska ah (ama aad taageerayso qoys ama xubin qoyska ka mid ah oo ah), ama waalidka, ama u leh masuuliyad daryeel, ilmo da'da dugsiga jira ama ka yar. Tan waxaa ku jira shaqaalaha ka soo noqonaya fasaxa waalidka ama ilmo korsiga oo weydiisanaya inay shaqeeyaan wakhti dhiman si ay u daryeelaan ilmaha. Loo shaqeeyahaagu waa inuu kuugu soo jawaabaa qoraal 21 maalmood gudahood. Waxay oran karaan oo kaliya maya sababo ganacsi oo macquul ah awgood.

Adiga iyo loo shaqeeyahaagu waxaad sidoo kale **ka wada hadli kartaan nidaam furfuran oo shakhsiyeed**. Tani waxay bedeli doontaa sida shuruudaha award kaaga qaar ka mid ah ama heshiiska ganacsi ay kuu waafaqsan yihiin. Nidaamka furfuran ee shakhsiyeed waa inuu ahaadaa doorasho dhab ah – ma noqon karto shuruud shaqaaleyn – guud ahaana waa inay kuu dhaantaa. Ka raadi wax badan oo ku saabsan:

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

### MA OGAYD?

Waxaad sameyn kartaa My account bilaash ah si aad ugu keydiso macluumaadka goobtaada shaqada hal meel ah:

[www.fairwork.gov.au/register](http://www.fairwork.gov.au/register)

Waxaad heli kartaa koorsooyin online bilaash ah oo kaa caawiya inaad bilowdo shaqo cusub ama inaad ku yeelato wadahal dhib leh shaqada, booqo:

[www.fairwork.gov.au/learning](http://www.fairwork.gov.au/learning)

**Record My Hours app** wuxuu ka dhigayaa mid dhakhsha ah oo sahlan si loo duubo saacada aad shaqeyso. Waa ku bilaash App Store iyo Google Play.

### JOOJINTA SHAQADA

Marka shaqadaadu dhammaato, lacagtaada ugu danbeysaa waa inay ku jirtaa **dhammaan waxaad xaq u leedahay**, sida mushaharka iyo fasax sannadeedkaaga aadan isticmaalin iyo fasaxa adeega dheer.

Waxaa laga yaabaa inaad xaq u leedahay **ogeysiinta shaqo joojinta**, ama lacag siin ogeysiiska bedelkiis. Haddii lagugu ceeyriyo falaad xumo daran darteed, waxaad xaq u leedahay ogeysiis. Haddii aad iscasisho waxaa inaad loo shaqeeyahaaga ogeysiisaa. Si aad u jeegareyso in ogeysiis loo baahan yahay iyo in kale iyo waxa la doonayo inay ku jirto lacagtaada ugu danbeysa booqo:

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

Haddii aad u maleynaysid **in ceyrintaadu aysan cadaalad ahayn ama sharci darro**, waxaad leedahay **21 maalmood oo ah** kuwa jadwalka taariikhda inaad ku xareyso dalab FAIR Work Commission. Xeerar iyo waxyaalo laga soo reebayo ayaa jira. Ka raadi wax intaas ka badan:

[www.fairwork.gov.au/termination](http://www.fairwork.gov.au/termination)

## YAA CAAWIN KARA?

### OMBUDSMAN KA FAIR WORK

- wuxuu bixiyaa macluumaad iyo tallo ku saabsan lacagta iyo xuquuqaha
- aalada wax lagu xisaabiyo oo bilaash ah, qaab la raaci karo iyo koorsooyin online ah
- caawinta xalinta arimaha goobta shaqada
- baaraana oo uu sharci ku qaadaa jebinta shuruudka goobta shaqada.

[www.fairwork.gov.au](http://www.fairwork.gov.au) - 13 13 94

### XAFIDAADA KA JIRTA SHAQADA

**Dhammaan shaqaaluhu waxay leeyihiin ilaalino shaqo.** Laguulama dhaqmi karo si ka duwan ama ka xun sababtoo ah waxaad leedahay xuquuqda goobta shaqada ama waad isticmaashay, tusaale, xaqaad u leedahay inaad codsatid nidaam shaqo oo furfuran, fasax qaadasho ama cabasho sameyn ama weydiimo ku saabsan shaqadaada.

Waxaad xaq u leedahay inaad ku biirto ururka shaqaalaha ama inaad ku biirin, iyo inaad ka qayb qaadata waxqabad mihnadeed oo sharci ah ama waxaad dooran kartaa inaad ka qaybqaadan.

Waxaad sidoo kale leedahay ilaalin markaad si ku meelgaar ah aad uga maqan tahay shaqada jiro danted ama dhaawac, midab takoor, xoog u sheegasho iyo dhibidba, ku khasbid, isbeen fariimid metelaadeed, qandaraas been ah, iyo cadaadis ama duufsi aan loo baahneyn. Ka raadi wax intaas ka badan:

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

### HESHIIS GAARIDA

Heshiisyada ganacsi waxaa ka wada hadla loo shaqeeyaha, shaqaalaa hooda iyo wakiil kasta oo shaqaale (tusaale, ururka shaqaalaha). Nidaamkani waxaa la yiraahdaa 'gorgortan' waana inuu raacaa xeerar u degan. Fair Work Commission waxay jeegaraysaa oo ay ogolaataa heshiisyada. Wixii macluumaad ah ee ku saabsan sameynta, bedelida, ama joojinta heshiiska ganacsi boogo:

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

### WAREEJINTA GANACSIGA

Haddii ay dhacdo wareejin ganacsi, shaqadaadii loo shaqeeyahaagii hore waa dhammaatay. Haddii loo shaqeeyaha cusubi uu ku shaqaaleysiyo saddex bilood gudahood inaad isla shaqadii qabato (ama wax la mid ah), qaar ka mid ah waxaad xaq u lahayd waxaa laga yaabaa inay ku soo wareegaan loo shaqeeyaha cusub. Tan waxaa laga yaabaa inay dhacdo haddii, tusaale ganacsiga la iibiyo ama shaqada dibeda loo xawilo. Ka raadi wax intaas ka badan:

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

### XAQ U YEELASHADA SOOGELIDA

Saraakhiisha ururka shaqaalaha ee leh ogolaanshaha soo gelitaanka goobta shaqada si ay ula hadlaan shaqaalaha ay xaq u leeyihiin inay matelaan, ama ay baaraan arimo ammaan oo laga shakisan yahay ama jebinta shuruudka goobta shaqada.

Waa inay raacaan shuruudaha qaarkood, sida soo wargelinta loo shaqeeyaha, iyo inay kormeeri karaan ama nuqul ka qaadan karaan dukumiintiyada qaarkood. Waxaa qabaneysa xeerarka arimaha gaarka ah oo adag ogolaansha qofka sita. Ururkooda iyo loo shaqeeyahaaga. Ka raadi intaas wax ka badan:

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

### GUDDIGA FAIR WORK

- wuxuu dhageystaa cabashooyinka ceeyrinta aan cadaalad ahayn, shaqo ka joojinta aan sharci ahayn, xoog u sheegashada, midab takoorka ama 'fal xun' ee shaqada ah
- waxay ogolaadaan, wax ka bedelaa oo uu joojiyaa heshiisyada ganacsiyeed
- wuxuu bixiyaa ogolaanshaha soo gelitaanka oo uu xaliyaa muranka mihnadaha.

[www.fwc.gov.au](http://www.fwc.gov.au) - 1300 799 675

Haddii aad ka shaqeyso mihnada dhismaha ganacsiga waxaa ku caawin kara Guddiga Dhismaha iyo Daaraha Australia.  
[www.abcc.gov.au](http://www.abcc.gov.au) - 1800 003 338