

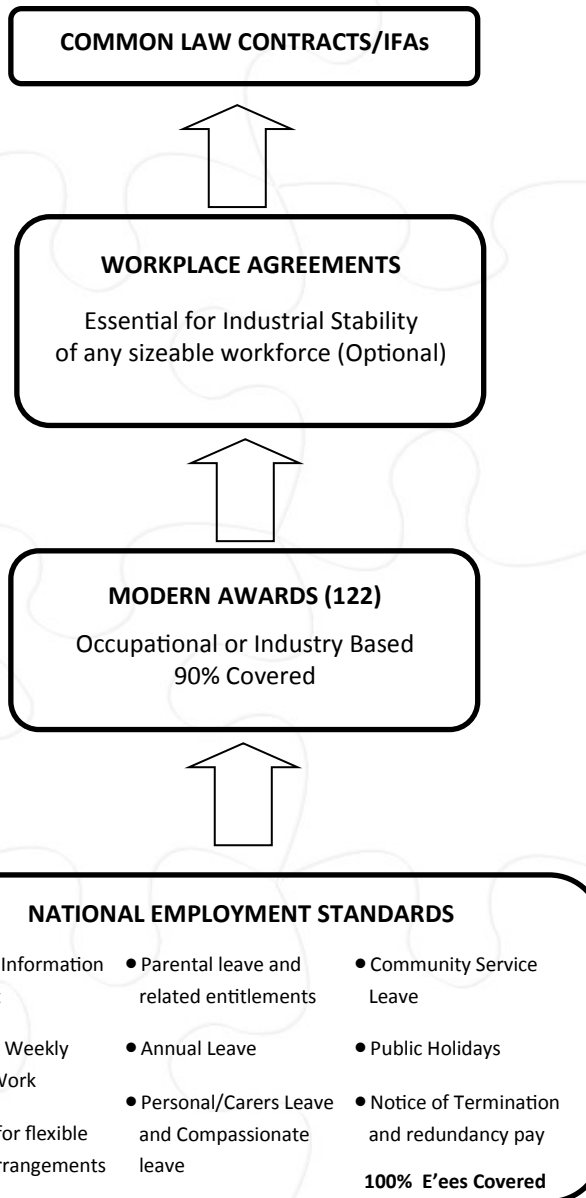
# AUSTRALIAN INDUSTRIAL RELATIONS SYSTEM

## Legislative Framework

- ⇒ Fair Work Act 2009 (Cth)
  - Unfair Dismissals
  - Adverse Actions
  - General Protections
  - Agreement Making
  - Right of Entry
  - Bullying
- ⇒ Superannuation Guarantee Charge Act 1992
  - Employer Contributions
- ⇒ Income Tax Assessment Act 1997
- ⇒ Privacy Act 1988
- ⇒ Various State IR Acts
- ⇒ Fair Work (Building Industry) Act 2012
  - Various Federal and State Codes
- ⇒ Long Service Leave Acts
  - State and Industry
- ⇒ Anti Discrimination Legislation
  - State and Commonwealth
- ⇒ Safety Legislation
  - State and Commonwealth Levels



## Industrial Instruments



## Regulatory Authorities

- ⇒ Fair Work Commission
  - Established under the Fair Work Act
  - Main body dealing with workplace issues and disputes
  - Approves Agreements
  - Decides unfair dismissal applications
  - People's Court jurisdiction
  - First level of general protection and adverse action disputes
  - New bullying jurisdiction
- ⇒ Australian Human Rights Commission
  - Anti-discrimination, Sex Harassment under Federal Law
- ⇒ Fair Work Ombudsman
  - Polices Industrial Instruments and Fair Work Act
  - 457 Visas
- ⇒ State Anti Discrimination Tribunals
  - Anti-discrimination, Sex Harassment under State Law
- ⇒ State Safety Regulators
  - Police Safety compliance
- ⇒ Federal Court
  - Adverse Action/General Protection
  - Anti-Discrimination, Sex Harassment
- ⇒ Building Construction Commissions
  - Federal level and Victoria
  - Qld, NSW and WA Expected to follow