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**

**COMMON LAW CONTRACTS/IFAs**

**WORKPLACE AGREEMENTS**
Essential for Industrial Stability of any sizeable workforce (Optional)

**MODERN AWARDS (122)**
Occupational or Industry Based 90% Covered

**NATIONAL EMPLOYMENT STANDARDS**
- Fair Work Information Statement
- Maximum Weekly Hours of Work
- Requests for flexible working arrangements
- Parental leave and related entitlements
- Annual Leave
- Personal/Carers Leave and Compassionate leave
- Community Service Leave
- Public Holidays
- Notice of Termination and redundancy pay

100% E’ees Covered

**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

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