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## New Federal work laws commencing tomorrow – What you do you need to know?

From 1 July 2009, the Fair Work Act 2009 will replace WorkChoices and create a new set of industrial relations laws throughout Australia.

It is important to know that there are 2 phases in the introduction of the new laws.

Starting 1 July there are changes to the laws dealing with:

- agreement making and enterprise bargaining,
- union right of entry, strikes and industrial action, and
- the protection of workplace rights, such as anti-discrimination and unfair dismissal.

Fair Work Australia (FWA) will be a single government agency to administer the new workplace relations system.

The next phase begins on 1 January 2010. From this date all employees will be covered by a new safety net of minimum conditions known as the National Employment Standards (NES) and the Modern Award system will be in operation.

During the “bridging period” between 1 July 2009 and 31 December 2009, the current federal minimum wage, federal awards and NAPSAs will continue to apply. ITEAs can also continue to be made but must have an automatic nominal expiry date of 31 December 2009.

### Want to know more?

To find out more about the new laws, HIA have developed a concise, easy to read summary in the form of the HIA Fair Work Booklet

The HIA Fair Work Booklet and other employment related information can be accessed from the HIA website - [www.hia.com.au](http://www.hia.com.au)

HIA’s Info centre and national team of workplace advisers are also ready to assist with any questions you might have on the new laws.

You can contact the Info Centre on 1300 650 620.

**DISCLAIMER** - The above is intended to provide general information in summary form. The contents do not constitute specific advice and should not be relied upon as such. Formal specific advice should be sought by members with respect to particular matters before taking action.

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