



Australian Government

Fair Work
OMBUDSMAN

Overview of 1 January changes

Sarah: "Hello, I'm Sarah, and I run a small business."

Tom: "I'm Tom and I work for Sarah."

Sarah: "The workplace relations system changes from January 1 2010, and it's important that all employers know about their responsibilities. The changes affect many aspects of employment, including pay rates and leave entitlements. Modern awards replace most other awards and apply nationally."

Tom: "It's important for employees to know about the changes too – my award is replaced by an industry-based award." *Tom holds up his new award.*

Tom: "So have a look around the web site, and find out how *you're* affected. I found out that my basic pay rate and penalty rates are going to change."

Sarah: "As an employer, it's my responsibility to know about the changes, and how they affect me and my employees. The new two-part safety net includes a set of ten national employment standards. Have a look at the NES videos to find out more."

Tom: "The second part of the safety net is the introduction of modern awards. Watch the video clips to get an overview of the changes, then you can read more about how you will be affected".

Sarah: "There's a lot of information on this site, but if you can't find what you're looking for, you can call the Fair Work Infoline on 13 13 94".