



State Referrals In depth

Sarah: Businesses that move into the national system on January 1, 2010, have a number of transitional arrangements to help them. State awards continue to apply until 1 January 2011 and state employment agreements will continue to apply until terminated or replaced.

Tom: “However, there are some changes in that first year for employers and employees moving into the national system. For instance, employers will need to make sure that they provide their employees with the conditions contained in the 10 National Employment Standards...just like all other employers in the national system.”

Sarah: “These ten National Employment Standards apply on a ‘no-detriment’ basis. This means that employers will need to compare the ten National Employment Standards with the relevant ones in their state award or employment agreement. ”

Tom: “Once you’ve had a look and checked for any differences, employers need to make sure that their employees are receiving the more beneficial entitlement – to make sure that there is ‘no detriment’ to the employee.”

Sarah: “The ten National Employment Standards cover common entitlements you’d be used to like annual leave and sick leave... as well as some new entitlements like ensuring that all new employees are provided with a Fair Work Information Statement.”

Tom: “Copies of the Fair Work Information Statement are available for download from this site... along with plenty of information on all ten of the National Employment Standards, modern awards and unfair dismissal.”

Sarah: “And, as always, if you need some more information, you can contact the Fair Work Infoline on 13 13 94.