

All people working in Australia have basic entitlements. These include the right to minimum pay and conditions for any job you are employed to do.

Who is the Fair Work Ombudsman?

Your workplace rights and entitlements are protected and enforced by the Fair Work Ombudsman. We are an Australian Government agency, and our role includes helping employees, employers, contractors and the community to understand and comply with Australia's workplace laws.

When should I contact the Fair Work Ombudsman?

Contact us for information and advice if you have any questions about your work situation, or if you believe you are not receiving your minimum pay and conditions. We can answer your questions confidentially, and our services are free to all people.

How does this checklist help me?

Learn about your workplace rights and entitlements by filling in this checklist. Circle one answer for each of the questions below. You can get the answer to any questions you circle 'no' (N) or 'unsure' (?) by asking your employer, calling the **Fair Work Infoline 13 13 94** or visiting **www.fairwork.gov.au**.

Do I know:

- the full legal name of my employer? Y / N / ?
- the name of my manager/supervisor? Y / N / ?
- my job title? Y / N / ?
- what work I am required to perform? Y / N / ?
- the name of the award or agreement covering my employment? Y / N / ?
- how the National Employment Standards (NES) apply to me? Y / N / ?

Have I:

- completed a tax file number declaration form? Y / N / ?
- signed a contract or agreement? Y / N / ?
- received a copy of the contract or agreement? Y / N / ?
- received a copy of the Fair Work Information Statement (if starting work on or after 1 January 2010)? Y / N / ?

Do I know if I:

- am full-time, part-time or casual? Y / N / ?
- am permanent or temporary? Y / N / ?
- am on probation and when the probation period ends? Y / N / ?
- am working a trial period? Y / N / ?
- am being paid for the trial period? Y / N / ?
- am paid to attend meetings? Y / N / ?
- am paid to get to work early or stay late outside of my official shift hours? Y / N / ?
- am being paid for training? Y / N / ?

- have to pay if customers leave without paying, the cash register is short of money, or I accidentally break something? Y / N / ?
- am required to pay for accidents or insurance when driving my employer's car? Y / N / ?
- am an apprentice or trainee? Y / N / ?
- have a registered training contract? Y / N / ?
- am being paid superannuation? Y / N / ?

Do I:

- wear a uniform? Y / N / ?
- pay for the uniform? Y / N / ?
- wash the uniform? Y / N / ?
- receive a uniform or laundry allowance? Y / N / ?
- supply my own tools? Y / N / ?
- receive a tool allowance? Y / N / ?
- receive a pay slip for every payment received? Y / N / ?

Do my pay slips include:

- my name? Y / N / ?
- my employer's name? Y / N / ?
- my employer's ABN (from 1 January 2010)? Y / N / ?
- the pay period start date, the end date and the payment date? Y / N / ?
- my rate of pay? Y / N / ?
- any loadings and/or penalties? Y / N / ?
- any payment for overtime? Y / N / ?
- any deductions I have agreed to? Y / N / ?
- total net and gross amounts? Y / N / ?
- any superannuation contributions and name of superannuation fund? Y / N / ?

Do I know my:

- hourly rate of pay before tax? Y / N / ?
- casual loading (if applicable)? Y / N / ?
- pay cycle (weekly, fortnightly, monthly)? Y / N / ?
- payment method (cash, cheque, deposit to my bank account)? Y / N / ?
- start and finish times? Y / N / ?
- minimum hours of work each week? Y / N / ?
- rostered days and hours? Y / N / ?
- meal and break times? Y / N / ?

Do I know what to do if:

- I am sick and need time off? Y / N / ?
- I want to go on holidays? Y / N / ?
- I have to do jury service? Y / N / ?
- I am hurt or injured at work? Y / N / ?
- I want to make a complaint about discrimination, bullying or harassment? Y / N / ?
- I want to take parental leave? Y / N / ?
- I want to take community service leave? Y / N / ?
- I want to take compassionate leave? Y / N / ?
- I want to leave my employment? Y / N / ?
- I am dismissed? Y / N / ?

Notes

Contact us

www.fairwork.gov.au

Fair Work Infoline: **13 13 94**

Mon-Fri 8.00am-6.00pm local time

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS)

- TTY: phone 1800 555 677 and ask for 13 13 94
- Speak & Listen: phone 1800 555 727 and ask for 13 13 94
- Internet relay: go to www.relayservice.com.au and ask for 13 13 94

The Fair Work Ombudsman is committed to providing useful, reliable information to help you understand your rights and obligations under workplace laws. It is your responsibility to comply with workplace laws that apply to you. The information contained in this publication is: general in nature and may not deal with all aspects of the law that are relevant to your specific situation; and not legal advice. Therefore, you may wish to seek independent professional advice to ensure all the factors relevant to your circumstances have been properly considered.

www.fairwork.gov.au

Fair Work Infoline **13 13 94**

Mon-Fri 8.00am-6.00pm local time



Australian Government

Fair Work
OMBUDSMAN