Workplace relations Melbourne â€“ Is Your Business Ready for The Fair Work Act? Be Compliant or Beware

As the Fair Work fanfare begins to fall away from the media spotlight after its much anticipated introduction, many employers remain uninformed of their obligations under the new workplace relations laws that apply to Australian businesses.

From 1 January 2010 if you have not considered and implemented changes to your workplace agreements and policies you may be exposed to significant penalties. For most offences under the Fair Work Act it is not a defence to be unaware of your obligations.
Maintaining current practices and conditions applied during the former Workplace Relations Act era may now be illegal or unenforceable under the Fair Work Act. It is therefore worth refreshing on the major changes and identifying possible areas of non-compliance in your business.
Harwood Andrews Lawyers experienced workplace relations team, lead by Jim Rutherford, an accredited specialist in workplace relations law together with his team, Rohan Kux and Melissa Whelan, understand the implications and obligations of the National Employment Standards and Modern Awards.
A new safety net of National Employment Standards (NES) and modern awards apply under the Fair Work Act 2009 (the Act). These awards and standards prescribe minimum conditions and entitlements for your employees.
The NES consist of 10 statutory entitlements relating to hours of work, parental leave, annual leave, flexible work options for parents, personal/carer’s leave, community service leave, public holidays, long service leave and redundancy pay. Some of the new provisions include:
• redundancy pay (applies to all employers with 15 or more employees);
• flexible work arrangements for parents;
• parental leave for both parents; and
• providing new employees with a Fair Work Information Statement;
In addition to the NES, there are industry based modern awards.
Read more…
If you would like further information about Harwood Andrews Lawyers workplace relations services please contact Jim Rutherford on 03 5225 5225.

Contacts

Pip Hunt
03 52255225
mailto: publication@harwoodandrews.com.au