

HR laws – key instruments governing employment arrangements



Fair Work Act 2009 and amendments

Policies and Procedure

(Embed Fair Work Act requirements in the organisation's relevant HR policies and procedures to ensure compliance)

Employment Contracts

(Verbal or written agreement that sets out terms and conditions of employment. Contract cannot provide for less than the legal minimum set out in NES, awards, EAs that may apply)

Enterprise Agreements

(EAs and other registered agreements set out min. employment conditions and can apply to one business or a group of businesses)

Modern Awards

(Minimum pay rates and conditions of employment for 100+ industries or occupations)

National Employment Standards

(Minimum employee entitlements that must be provided to all employees)

To learn more about the Fair Work System and each part of this pyramid go to:
www.fairwork.gov.au/about-us/legislation/the-fair-work-system