



## Work Rights

### Minimum Wage

- There are laws to make sure that all workers are paid a minimum wage or higher. Different kinds of jobs have different pay rates.

### Work Condition

- There are laws about working conditions Eg. paid annual leave, sick leave, hours of work
- There are laws for employers to provide a safe workplace and respect workers' rights. The law says that both employers and employees are responsible for safety.
- For example, employers have responsibility to train you to operate tools safely. You have responsibility to follow safe practices.
- **Ask** if you do not understand signs at work. **It is important so that you don't get hurt.**

### Types of Employment

It is important to know the type of employment because pay rates, leave and other entitlements are different.

#### 1. Full-time

- A full-time employee works on average, around 38 hours each week.
- The actual hours of work for an employee in a particular job or industry are agreed between the employer and the employee and/or set by an award or registered agreement.

#### 2. Part-time

- A part-time employee:
  - works, on average, less than 38 hours per week
  - usually works regular hours each week
  - is entitled to the same benefits as a full-time employee, but on a **pro rata** basis
  - is a permanent employee or on a fixed-term contract.



### 3. Casual

- A casual employee:
  - has no guaranteed hours of work
  - usually works irregular hours
  - does not get paid sick or annual leave
  - can have his/her employment terminated without notice, unless notice is required by a registered agreement, award or employment contract.

(Adapted from: <http://www.fairwork.gov.au/employee-entitlements/types-of-employees/casual-part-time-and-full-time/part-time-employees>)

If you need advice and information on wages and workplace condition, contact **Fair Work Ombudsman** on 13 13 94 or go to [fairwork.gov.au](http://fairwork.gov.au)

If you need help with unfair dismissal and bullying and harassment issues, contact **Fair Work Commission** on 1300 799 675 or go to [fwc.gov.au](http://fwc.gov.au)