

18<sup>th</sup> December 2009

Dear Client,

## **Fair Work Act 2009**

The Fair Work Act 2009 commenced 1 July 2009 and replaced the Workplace Relations Act 1996 and 'Work Choices'.

The major changes will come into effect on 1 January 2010 and include the following:

1. National Employment Standards (NES)
2. Fair Work Information Statement
3. New Modern Awards

### **1. National Employment Standards**

The NES replace the 5 Australian Fair Pay Commissions and include:

1. Maximum 38 hours per week plus reasonable additional hours
2. Right to request flexible working arrangements
3. Annual leave
4. Personal/carer's and compassionate leave
5. Community Service leave
6. Long service leave
7. Public holidays
8. Parental leave
9. Notice of termination and redundancy pay
10. Fair Work Information Statement

Further details on these standards can be found in the attached documents.

### **2. Fair Work Information Statement**

**Employers need to provide a Fair Work Information Statement (FWIS) to all current employees before 1 January 2010 and to all new employees thereafter.**

**Please find a copy of an FWIS in the attached documents for you to copy and distribute (this document is available on our website or we can email it to you).**

### **3. New Modern Awards**

These awards will replace existing awards including all private state awards unless retained under the transition provisions.

If you require further information please refer to the attached or contact your Accountant or Angie Moller at this office.

Yours faithfully,

MOR ACCOUNTANTS

