

South Australia

# Fair Work Act 1994

An Act about the relationship of employer and employee; and other matters.

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## Contents

### Chapter 1—Preliminary

- 1 Short title
- 3 Objects of Act
- 4 Interpretation
- 5 Outworkers
- 6 Application of Act to employment

### Chapter 2—Judicial and administrative industrial authorities

#### Part 1—Statutory industrial authorities

- 7 Industrial authorities

#### Part 2—The Industrial Relations Court

##### Division 1—Establishment of Court

- 8 Continuation of the Court
- 9 Court is court of record
- 10 Seal

##### Division 2—Jurisdiction of Court

- 11 Jurisdiction to interpret awards and enterprise agreements
- 12 Jurisdiction to decide questions of law and jurisdiction
- 13 Declaratory jurisdiction
- 14 Jurisdiction to decide monetary claims
- 15 Injunctive remedies
- 15A Other matters

##### Division 3—The Court's judiciary

- 16 Composition of the Court
- 17 The Senior Judge

##### Division 4—Judicial office

- 18 The Senior Judge
- 19 Other Judges of the Court
- 19A Industrial magistrates
- 20 Classification into principal and ancillary judiciary

## Division 5—Constitution of Court

- 21 Constitution of the Court
- 22 Full Court to act by majority decision

## Part 3—The Industrial Relations Commission of South Australia

### Division 1—Establishment of the Commission

- 23 Continuation of the Commission
- 24 Seal

### Division 3—Jurisdiction of the Commission

- 26 Jurisdiction of Commission
- 27 Advisory jurisdiction of the Commission

### Division 4—Composition of the Commission

- 28 Composition of the Commission
- 29 President
- 30 Deputy Presidents
- 31 Eligibility for appointment
- 32 Term of office
- 33 Remuneration and conditions of office

### Division 5—The Commissioners

- 34 Commissioners
- 35 Term of office
- 36 Remuneration and conditions of office
- 36A President may act ex officio as Commissioner

### Division 6—Concurrent appointments

- 37 Concurrent appointments
- 38 Powers of member holding concurrent appointments

### Division 7—Constitution of Commission

- 39 Constitution of Full Commission
- 40 Constitution of Commission

## Part 4—Provisions of common application to the Court and the Commission

### Division 1—The Industrial Registrar and other officers

- 41 Industrial Registrar
- 42 Powers of Industrial Registrar and other officers

### Division 2—Disclosure of interest

- 43 Disclosure of interest by members of the Court and Commission

### Division 3—Protection for officers

- 44 Protection for officers

### Division 3A—Completion of part-heard matters

- 44A Completion of part-heard matters

## Division 4—Annual report

- 45 Annual report

## Part 5—Industrial Relations Advisory Committee

### Division 1—The Committee and its functions

- 46 Establishment of the Committee  
47 Functions of the Committee  
48 Principles on which Committee is to act  
49 Sub-committees  
50 Annual report

### Division 2—Composition of the Committee

- 51 Membership of Committee  
52 Terms of office  
53 Remuneration and expenses

### Division 3—Proceedings of Committee

- 54 Meetings  
55 Proceedings  
55A Conflict of interest under Public Sector (Honesty and Accountability) Act  
56 Confidentiality

## Part 6—Administrative authorities

### Division 1—The office of the Employee Ombudsman

- 57 Constitution of the Office  
58 Appointment and conditions of office of Employee Ombudsman  
59 Remuneration and conditions of office  
60 Independence of the office  
61 Employee Ombudsman's access to Legislative Review Committee  
62 General functions of Employee Ombudsman  
63 Annual report

### Division 2—Inspectors

- 64 Who are inspectors  
65 General functions of inspectors

## Chapter 3—Employment

### Part 1—General conditions of employment

#### Division 1—Basic contractual features

- 66 Basis of contract of employment  
67 Accrual of wages  
68 Form of payment to employee

#### Division 2—Contracts to be construed subject to relevant minimum standards

- 69 Remuneration  
70 Sick leave/carer's leave

---

70A	Bereavement leave
71	Annual leave
72	Parental leave
72A	Minimum standards—additional matters
72B	Special provision relating to severance payments

## Part 2—Regulation of industrial matters by enterprise agreements

73	Objects of this Part
74	Nature of enterprise agreement
75	Who may make enterprise agreement
76	Negotiation of enterprise agreement
76A	Best endeavours bargaining
77	Form and content of enterprise agreement
78	Enterprise agreement has no force or effect without approval
79	Approval of enterprise agreement
80	Extent to which aspects of negotiations and terms of the agreement are to be kept confidential
81	Effect of enterprise agreement
82	Commission's jurisdiction to act in disputes under an enterprise agreement
83	Duration of enterprise agreement
84	Power of Commission to vary or rescind an enterprise agreement
85	Commission may release party from obligation to comply with enterprise agreement
86	Limitation on Commission's powers
87	Representation
88	Confidentiality

## Part 3—Regulation of industrial matters by award

### Division 1—Awards generally

90	Power to regulate industrial matters by award
90A	Equity in remuneration
91	Who is bound by award
92	Retrospectivity
93	Form of awards
94	Effect of awards on contracts
95	Effect of multiple award provisions on remuneration
96	Duration of award
97	Effect of amendment or rescission of award
98	Consolidation or correction of awards

### Division 1A—Special provision relating to child labour

98A	Special provision relating to child labour
-----	--

### Division 1B—Special provision relating to trial work

98B	Special provision relating to trial work
-----	--

### Division 2—Review of awards

99	Triennial review of awards
----	----------------------------

## Part 3A—Outworkers

### Division 1—Preliminary

- 99A Interpretation
- 99B Responsible contractors

### Division 2—Code of practice

- 99C Code of practice

### Division 3—Recovery of unpaid remuneration

- 99D Outworker may initiate a claim against a responsible contractor
- 99E Liability of apparent responsible contractor on a claim
- 99F Liability of actual employer to which a claim is referred
- 99G Recovery of amount of unpaid remuneration
- 99H Ability of responsible contractor to claim contribution or to make deduction
- 99I Offence provision
- 99J Non-derogation

## Part 4—General principles affecting determination of working conditions

- 100 Adoption of principles affecting determination of remuneration and working conditions
- 101 State industrial authorities to apply principles

## Part 5—Enforcement of obligations arising from employment

### Division 1—Records to be kept by employers

- 102 Records to be kept
- 103 Employer to provide copy of award or enterprise agreement

### Division 2—Powers of inspectors

- 104 Powers of inspectors
- 104A Compliance notices

## Part 6—Unfair dismissal

### Division 1—Preliminary

- 105 Interpretation
- 105A Application of Part

### Division 2—Application for relief

- 106 Application for relief

### Division 4—Determination of application

- 108 Question to be determined at the hearing
- 109 Remedies for unfair dismissal from employment

### Division 5—Miscellaneous

- 110 Costs
- 111 Decisions to be given expeditiously

## Part 7—Exemption from employment conditions

- 112 Slow, inexperienced or infirm workers
- 113 Non-application of awards
- 114 Exemption for charitable organisations

## Chapter 4—Associations

### Part 1—Freedom of association

#### Division 1—Preliminary

- 115 Prohibited reason

#### Division 2—Protection of freedom of association

- 116 Freedom of association
- 116A General offences against the principle of freedom of association
- 116B Dismissal etc for prohibited reason
- 117 Prohibition of discrimination in supply or purchase of goods or services
- 118 Conscientious objection

### Part 2—Locally based associations

#### Division 1—Application for registration

- 119 Eligibility for registration
- 120 Application for registration
- 121 Objections

#### Division 2—Registration and incorporation

- 122 Registration of associations
- 123 Registration confers incorporation

#### Division 3—Rules

- 124 Rules
- 125 Alteration of rules of registered association
- 126 Model rules
- 127 Orders to secure compliance with rules etc

#### Division 4—Financial records

- 128 Financial records

#### Division 5—Amalgamation

- 129 Amalgamation

#### Division 6—De-registration

- 130 De-registration of associations

### Part 3—Federally based associations

#### Division 1—Application for registration

- 131 Eligibility for registration
- 132 Application for registration

---

133	Objections
Division 2—Registration and de-registration	
134	Registration
135	De-registration
Division 3—Federations	
136	Federation
Part 4—Provisions generally applicable to associations	
Division 1—Purpose of association	
137	Restraint of trade
138	Limitations of actions in tort
139	Industrial services not to be provided to non-members
Division 2—Powers of entry and inspection	
140	Powers of officials of employee associations
Division 3—Records	
141	Register of members and officers of associations
142	Rules
Division 4—Miscellaneous	
143	Certificate of registration
144	Service
145	Saving of obligations
146	Sequestration orders
147	Exercise of powers of the Commission
Chapter 5—The Court and the Commission—procedures and powers	
Part 1—Provisions common to the Court and the Commission	
Division 1—Conduct of proceedings	
148	Time and place of sitting
149	Adjournment from time to time and from place to place
150	Proceedings to be in public
Division 2—Representation	
151	Representation
152	Registered agents
152A	Inquiries into conduct of registered agents or other representative
Division 3—Intervention	
153	Intervention
Division 4—General principles about exercise of jurisdiction	
154	General principles affecting exercise of jurisdiction
155	Nature of relief

---

**Division 4A—Conciliation conferences**

- 155A Application of Division
- 155B Conciliation conference

**Division 5—Evidentiary powers**

- 156 Power to require attendance of witnesses and production of evidentiary material
- 157 Power to compel the giving of evidence
- 158 Issue of evidentiary summonses
- 159 Inspection and confidentiality
- 160 Form in which evidence may be taken
- 161 Orders to take evidence
- 162 Witness fees
- 163 Power to dispense with evidence
- 164 Powers of entry and inspection etc

**Division 6—Miscellaneous procedural rules**

- 165 Joinder of parties etc
- 166 Amendment or rectification of proceedings
- 167 Extension of time
- 168 Power to desist from hearing
- 169 Ex parte hearings
- 170 Power to refer matters for expert report
- 171 Service
- 172 Reservation of decision
- 173 Costs
- 174 Power to re-open questions
- 174A Power to refer question for report
- 175 General power of direction and waiver

**Division 7—Contempts**

- 176 Contempts of Court or Commission
- 177 Punishment of contempts

**Division 8—Rules**

- 178 Rules

**Part 2—Provisions of special application to the Court**

**Division 1—Monetary claims**

- 179 Limitation of action
- 180 Who may make claim
- 181 Simultaneous proceedings not permitted
- 182 Joinder of additional defendant
- 183 Award to include interest
- 184 Monetary judgment
- 185 Costs
- 186 Decisions to be given expeditiously

**Division 2—Appeals to the Court**

- 187 Appeals from Industrial Magistrate
- 188 Appeals to Full Court



---

189	How to begin appeal
190	Powers of appellate court
Division 3—Appeal to Supreme Court	
191	Appeal to Supreme Court
Part 3—Provisions of special application to the Commission	
Division 1—General principles	
192	Commission to conciliate where possible
193	Determinations to be consistent with object of Act
Division 2—Beginning proceedings	
194	Applications to the Commission
195	Advertisement of applications
196	Commission may act on application or on own initiative
Division 3—Settlement of industrial disputes	
197	Commission's power of mediation
198	Assignment of Commissioner to deal with dispute resolution
199	Provisions of award etc relevant to how Commission intervenes in dispute
200	Voluntary conferences
201	Compulsory conference
202	Reference of questions for determination by the Commission
203	Representation at voluntary or compulsory conference
204	Experience gained in settlement of dispute
205	Presidential conference to discuss means of preventing and resolving disputes
Division 4—Appeals and references	
206	Finality of decisions
207	Right of appeal
208	Procedure on appeal
209	Stay of operation of determination
210	Powers on appeal
211	Review on application by Minister
212	Reference of matters to the Full Commission
213	Powers of Full Commission on reference
214	Reference of question of law to the Court
Part 4—Cooperative arrangements	
215	Cooperation between industrial authorities
216	Reference of industrial matters to Fair Work Australia
217	Commission may exercise powers vested by certain other Acts
Chapter 6—Miscellaneous	
219	Confidentiality
220	Notice of determinations of the Commission
221	Industry consultative councils
223	Discrimination against employee for taking part in industrial proceedings etc
224	Non-compliance with awards and enterprise agreements
225	Improper pressure etc related to enterprise agreements

---

225A	Use of offensive language against a representative
226	False entries
227	Experience of apprentice etc how calculated
228	No premium to be demanded for apprentices or juniors
229	Illegal guarantees
230	Orders for payment of money
231	Recovery of penalty from members of association
232	General defence
233	Order for payment against convicted person
234	Proof of awards etc
235	Proceedings for offences
236	Conduct by officers etc of body corporate
236A	Offences by body corporate
237	Regulations

### **Schedule 1—Transitional provisions**

4	Definitions
5	References to former Court or Commission
6	Awards and other determinations of the former Commission
7	Industrial agreements
7A	References to industrial agreements
8	Continuation of part-heard proceedings etc
9	Certificates and licences
10	The President of the former Court
11	Deputy Presidents of the Court
12	Industrial magistrates
13	Other officers of former Court and Commission
14	Inspectors
15	Members of Industrial Relations Advisory Council
16	Registered associations
17	Enterprise agreements and spouses and domestic partners
18	National industrial relations system

### **Schedule 2—Continuity of industrial arrangements—government business enterprises**

1	Preliminary
2	Operation of federal industrial instruments
3	Ability to carry over matters

### **Schedule 2A—Continuity of industrial arrangements—local government sector**

1	Preliminary
2	State industrial instruments
3	Federal industrial instruments—immediate changeover
4	Federal enterprise agreements—later changeover
5	Ability to carry over matters

### **Schedule 3—Minimum standard for sick leave/carer's leave**

1	Definitions
2	Application of standard
3	Accrual of sick leave entitlement

- 
- 4 Taking sick leave
  - 5 Sick leave to be on full pay
  - 6 Carer's leave

### Schedule 3A—Minimum standard for bereavement leave

- 1 Bereavement leave

### Schedule 4—Minimum standard for annual leave

- 1 Definitions
- 2 Application of standard
- 3 Accrual of annual leave entitlement
- 4 Taking annual leave
- 5 Annual leave to be on full pay

### Schedule 5—Minimum standard for parental leave

- 1 Definitions
- 2 Entitlement to parental leave
- 3 Maternity leave to start 6 weeks before birth
- 4 Medical certificate
- 5 Notice of spouse's parental leave
- 6 Starting and finishing dates of parental leave
- 7 Return to work after parental leave
- 8 Effect of parental leave on employment rights
- 9 Part-time employment in lieu of parental leave

### Schedule 6—Equal Remuneration Convention

### Schedule 7—Termination of Employment Convention

### Schedule 8—Rules for terminating employment

- 1 Employee to be given notice of termination
- 2 Employee to have opportunity to respond to allegations
- 3 Employer to comply with obligations imposed by regulation

### Schedule 9—Worst Forms of Child Labour Convention 1999

### Schedule 10—Workers with Family Responsibilities Convention 1981

### Schedule 11—Workers' Representatives Convention 1971

### Legislative history

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**The Parliament of South Australia enacts as follows:**

## **Chapter 1—Preliminary**

### **1—Short title**

This Act may be cited as the *Fair Work Act 1994*.

### **3—Objects of Act**

- (1) The objects of this Act are—
- (a) to promote goodwill in industry; and
  - (b) to contribute to the economic prosperity and welfare of the people of South Australia; and
  - (c) to facilitate industrial efficiency and flexibility, and improve the productiveness of South Australian industry; and
  - (ca) to promote and facilitate employment; and
  - (d) to encourage enterprise agreements that are relevant, flexible and appropriate; and
  - (e) to provide for awards that are relevant, flexible and expressed in non-technical language; and
  - (f) to provide a framework for making enterprise agreements, awards and determinations affecting industrial matters that is fair and equitable to both employers and employees;
  - (fa) to establish and maintain an effective safety net of fair and enforceable conditions for the performance of work by employees (including fair wages); and
  - (fb) to promote and facilitate security in employment; and
  - (g) to encourage prevention and settlement of industrial disputes by amicable agreement, and to provide a means of conciliation for that purpose; and
  - (h) to provide a means for settling industrial disputes that cannot be resolved by amicable agreement as expeditiously as possible and with a minimum of legal formality and technicality; and
  - (i) to ensure compliance with agreements and awards made for the prevention or settlement of industrial disputes, and to ensure compliance with any obligations arising under this Act; and
  - (j) to provide employees with an avenue for expressing employment-related grievances and having them considered and remedied including provisions for a right to the review of harsh, unjust or unreasonable dismissals—
    - (i) directed towards giving effect to the *Termination of Employment Convention*; and
    - (ii) ensuring industrial fair play; and

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- (k) to provide for absolute freedom of association and choice of industrial representation; and
  - (l) to encourage the democratic control of representative associations of employers or employees, and the full participation by members in their affairs; and
  - (m) to help prevent and eliminate unlawful discrimination in the workplace; and
  - (n) to ensure equal remuneration for men and women doing work of equal or comparable value; and
  - (o) to facilitate the effective balancing of work and family responsibilities; and
  - (p) to facilitate the establishment and operation of a national industrial relations system based on co-operative federalism through—
    - (i) the use of dual appointments to Commonwealth and State industrial authorities; and
    - (ii) the promotion and facilitation of other arrangements that assist in integrating State and federal workplace relations systems and processes.
- (2) In exercising powers and carrying out functions under this Act, the Court, the Commission and other industrial authorities are to have regard (where relevant) to the provisions of—
- (a) the Worst Forms of Child Labour Convention 1999 (See Schedule 9); and
  - (b) the Workers with Family Responsibilities Convention 1981 (See Schedule 10); and
  - (c) the Workers' Representatives Convention 1971 (See Schedule 11).

#### 4—Interpretation

- (1) In this Act, unless the contrary intention appears—

**adult** means a person of or above 21 years of age;

**apprentice** means an apprentice/trainee as defined in the *Training and Skills Development Act 2008*;

**association** means—

- (a) an association, society or body formed to represent, protect or further the interests of employers or employees; or
- (b) an organisation, or a branch of an organisation, registered under the Commonwealth (Registered Organisations) Act;

**award** means an order of the Commission regulating remuneration or other industrial matters;

**child** means a person who has not attained the age of 18 years;

**Commission** means the Industrial Relations Commission of South Australia;

**Committee** means the *Industrial Relations Advisory Committee*;

**Commonwealth Act** means the *Fair Work Act 2009* of the Commonwealth;

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**Commonwealth (Registered Organisations) Act** means the *Fair Work (Registered Organisations) Act 2009* of the Commonwealth;

**contract of employment** means—

- (a) a contract recognised at common law as a contract of employment under which a person is employed for remuneration in an industry; or
- (b) a contract under which a person (the **employer**) engages another (the **employee**) to drive a vehicle that is not registered in the employee's name to provide a public passenger service (even though the contract would not be recognised at common law as a contract of employment); or

**Exception—**

The contract is not a contract of employment if the vehicle is a taxi and the contract would not be recognised at common law as a contract of employment.

- (c) a contract under which a person (the **employer**) engages another (the **employee**) to carry out personally the work of cleaning premises (even though the contract would not be recognised at common law as a contract of employment); or
- (d) a contract under which a person (the **employer**) engages another (the **employee**) to carry out work as an outworker (even though the contract would not be recognised at common law as a contract of employment);

**Court** means the Industrial Relations Court of South Australia;

**decision** includes a refusal or failure to make a decision;

**demarcation dispute** includes—

- (a) a dispute within an association or between associations about the rights, status or functions of members of the association or associations in relation to the employment of those members; or
- (b) a dispute between employers and employees, or between members of different associations, about the demarcation of functions of employees or classes of employees; or
- (c) a dispute about the representation under this Act of the industrial interests of employees by an association of employees;

**Deputy President** means a Deputy President of the Commission;

**determination** means an award, order, declaration, approval or decision;

**domestic partner** means a person who is a domestic partner within the meaning of the *Family Relationships Act 1975*, whether declared as such under that Act or not;

**employee** means a person employed for remuneration under a contract of employment and includes a public employee;

**Employee Ombudsman** means the Employee Ombudsman appointed under this Act—see section 58;

**employer** means—

- (a) for public employees—the body or person (not being a Minister) declared by regulation to be the employer of the employees;

- (b) for other employees—a person who employs the employees for remuneration in an industry under a contract of employment;

**enterprise agreement** means an agreement under Chapter 3 Part 2 of this Act between 1 or more employers and a group of employees regulating remuneration or other industrial matters (and includes a provisional enterprise agreement);

**enterprise agreement matter** means—

- (a) a matter arising under Chapter 3, Part 2 (Regulation of Industrial Matters by Enterprise Agreements); or
- (b) a matter related to an industrial dispute between the parties to an enterprise agreement but not a matter under Chapter 3, Part 6 (Unfair dismissal);

**Equal Remuneration Convention** means the Convention Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value set out in Schedule 6;

**evidentiary material** means a document, object or substance of evidentiary value in proceedings before the Court or the Commission and includes a document, object or substance that should, in the opinion of the Court or the Commission, be produced for the purpose of enabling the Court or the Commission to determine whether or not it has evidentiary value;

**examinable arrangements** means—

- (a) contractual arrangements under which work is carried out by outworkers; or
- (b) other contractual arrangements classified by regulation as examinable arrangements;

**Fair Work Australia** means Fair Work Australia established under the Commonwealth Act (or an industrial authority that takes the place of Fair Work Australia under Commonwealth law);

**family**—the following are to be regarded as members of a person's family—

- (a) a spouse or domestic partner;
- (b) a child;
- (c) a parent;
- (d) any other member of the person's household;
- (e) any other person who is dependent on the person's care;

**Full Commission**—see section 39;

**Full Court**—see section 21;

**group of employees**—see subsection (2);

**(indexed)**—see subsection (4);

**industrial action** means—

- (a) a work practice, or a way of performing work, adopted in connection with an industrial dispute, that restricts, limits or delays the performance of the work;  
or



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- (b) a ban, limitation, or restriction affecting the performance of work, or the offering or acceptance of work; or
  - (c) a failure or refusal in connection with an industrial dispute to attend for work, or to perform work,

but does not include action taken by an employer with the agreement of the employees, or action taken by employees with the agreement of the employer;

***industrial authority*** means—

- (a) a State industrial authority; or
- (b) a commission, court, board, tribunal, or body having authority under the law of the Commonwealth or another State to exercise powers of conciliation, determination or arbitration in industrial matters; or
- (c) a body declared by regulation to be an industrial authority for the purposes of this definition;

***industrial dispute*** means a dispute, or a threatened, impending or probable dispute, about an industrial matter (and an industrial dispute does not come to an end only because the parties, or some of them, cease to be in the relationship of employer and employee);

***industrial instrument*** means—

- (a) an award or enterprise agreement under this Act; or
- (b) a fair work instrument under the Commonwealth Act; or
- (c) an instrument (but not an Australian workplace agreement) given continuing effect under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* of the Commonwealth;

***industrial matter*** means a matter affecting or relating to the rights, privileges or duties of an employer or employers (including a prospective employer or prospective employers) or an employee or employees (including a prospective employee or prospective employees), or the work to be done in employment, including, for example—

- (a) the wages, allowances or remuneration of employees or prospective employees in an industry, or the piece-work, contract or other prices paid or to be paid for the employment, including any loading or amount that may be included in wages, allowances, remuneration or prices as compensation for lost time and the wages, allowances or remuneration to be paid for work done during overtime or on holidays, or for other special work, and also the question whether piece-work will be allowed in an industry;
- (b) the hours of employment in an industry, including the lengths of time to be worked, and the quantum of work or service to be done, to entitle employees to any given wages, allowances, remuneration or prices, and what times are to be regarded as overtime;
- (c) the age, qualification or status of employees, and the manner, terms and conditions of employment;
- (d) the relationship between an employer and an apprentice (and any matter relating to employment arising between an employer and an apprentice);

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- (e) the employment of juniors and apprentices in an industry (including the number or proportion that may be employed);
  - (f) the employment of any person, or of any class of persons, in addition to those referred to above, in an industry;
  - (g) the refusal or neglect, without reasonable cause or excuse, of any person bound by an award, order or enterprise agreement to offer or accept employment, or to continue to be employed on the terms of the award, order or agreement;
  - (h) any established or allegedly established custom or usage of an industry, either generally or in a particular locality;
  - (i) the monetary value of allowances granted to or enjoyed by employees;
  - (j) the dismissal of an employee by an employer;
  - (k) a demarcation dispute;
  - (ka) any matter affecting or relating to the performance of work by outworkers, including—
    - (i) the giving out of work which is to be performed (or is reasonably likely to be performed), directly or indirectly, by an outworker;
    - (ii) the regulation of any person who gives out work which is to be performed (or is reasonably likely to be performed), directly or indirectly, by an outworker;
    - (iii) the creation of 1 or more contracts (including a series of contracts) dealing with the performance of work by outworkers;
    - (iv) the terms or conditions under which work is performed by outworkers;
    - (v) the protection of outworkers in any other respect;
  - (l) the performance of work nude or partially nude, or in transparent clothing;
  - (m) a matter classified as an industrial matter by regulation;
  - (n) all questions of what is right and fair in relation to an industrial matter having regard to the interests of the persons immediately concerned and of society as a whole;

***Industrial Registrar or Registrar*** means the Industrial Registrar and includes—

- (a) a Deputy Industrial Registrar; or
- (b) a person appointed under the Commonwealth Act who may, by arrangement between the Minister and the Minister responsible for the administration of the Commonwealth Act, exercise powers of the Industrial Registrar under this Act;

***industry*** means a trade, business or occupation in which employees are employed;

***inspector***—see section 64;

***junior*** means an employee under the age of 21 years (but not an apprentice);

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**legal practitioner** means a person admitted to practise the profession of the law in this State;

**order** includes direction;

**organisation** means an organisation registered under the Commonwealth (Registered Organisations) Act;

**outworker**—see section 5;

**peak entity** means—

- (a) the Minister; and
- (b) the United Trades and Labor Council; and
- (c) the South Australian Employers' Chamber of Commerce and Industry Incorporated; and
- (d) the Employee Ombudsman; and
- (e) any other body brought within the ambit of this definition by the regulations;

**place** includes—

- (a) a building or structure; and
- (b) a vehicle; and
- (c) a ship or vessel;

**President** means the President of the Commission;

**Presidential Member** means the President or a Deputy President of the Commission;

**public employee** means—

- (a) a public sector employee, within the meaning of the *Public Sector Act 2009*, employed under, or subject to, that Act; or
- (b) any other person employed for salary or wages in the service of the State;

**registered agent** means a person who is entitled to represent a party in proceedings before the Court or the Commission by registration as an agent under this Act (See Chapter 5, Part 1, Division 2);

**registered association** means an association (which may include an organisation or branch) registered under Chapter 4 (Associations);

**remuneration** means—

- (a) wages or salary; or
- (b) payment to or for the benefit of an employee in the nature of piece-work rates, penalty rates, shift premiums, overtime or special work rates; or
- (c) allowances;

**rules** means rules of the Court or the Commission (as the context requires);

**single business** means—

- (a) a business carried on by a single employer; or

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- (b) a business carried on by two or more employers as a joint venture or common enterprise; or
  - (c) a single project or undertaking; or
  - (d) activities carried on by—
    - (i) the State; or
    - (ii) a body, association, office or other entity established for a public purpose by or under a law of the State; or
    - (iii) another body in which the State has a controlling interest;

*spouse*—a person is the spouse of another if they are legally married;

*State* includes a Territory of the Commonwealth;

*taxi* means a vehicle—

- (a) licensed or exempted from the requirement to be licensed under Part 6 (Taxis) of the *Passenger Transport Act 1994*; and
- (b) with seating accommodation for not more than 12 passengers; and
- (c) used predominantly for the transport of passengers rather than the transport of goods or other freight;

*Termination of Employment Convention* means the Convention concerning Termination of Employment at the Initiative of the Employer set out in Schedule 7;

*workplace* means any place where an employee works and includes any place where such a person goes while at work but does not include any premises of an employer used for habitation by the employer and his or her household other than any part of such premises where an outworker works.

- (3) A group of employees cannot be defined by reference to membership of a particular association.
- (4) If a monetary sum is followed by the word (*indexed*), the amount is to be adjusted on 1 January of each year by multiplying the stated amount by a proportion obtained by dividing State average full-time adult total earnings (seasonally adjusted) as at 30 June in the previous year by State average full-time adult total earnings (seasonally adjusted) as at 30 June in the year in which the stated amount was fixed by Parliament.
- (5) The Registrar must, as soon as is reasonably practicable after the commencement of each year, determine the new amounts that are to apply (according to his or her calculations) under this Act on account of the operation of subsection (4) and cause those new amounts to be published on an Internet site.

## 5—Outworkers

- (1) A person is an outworker if—
  - (a) the person is engaged, for the purposes of the trade or business of another (the *employer*) to—
    - (i) work on, process, clean or pack articles or materials; or
    - (ii) carry out clerical work; or

- 
- (b) a body corporate of which the person is an officer or employee and for which the person personally performs all or a substantial part of the work undertaken by the body corporate is engaged, for the purposes of the trade or business of another (the *employer*) to—
- (i) work on, process, clean or pack articles or materials; or
  - (ii) carry out clerical work,

and the work is carried out in or about a private residence or other premises that would not conventionally be regarded as being a place where business or commercial activities are carried out.

- (2) A person is also an outworker if—
- (a) the person is engaged, for the purposes of the trade or business of another (the *employer*) to—
    - (i) negotiate or arrange for the performance of work by outworkers; or
    - (ii) distribute work to, or collect work from, outworkers; or
  - (b) a body corporate of which the person is an officer or employee and for which the person personally performs all or a substantial part of the work undertaken by the body corporate is engaged, for the purposes of the trade or business of another (the *employer*) to—
    - (i) negotiate or arrange for the performance of work by outworkers;
    - (ii) distribute work to, or collect work from, other outworkers.
- (3) To avoid doubt, a person who is engaged by another person to clean the private residence of a third person is not an outworker under this section.
- (4) Apart from this Chapter, the other provisions of this Act apply to outworkers if (and only if)—
- (a) a provision of an award or enterprise agreement relates to outworkers; or
  - (b) a regulation made for the purposes of this subsection extends the application of this Act to, or in relation to, outworkers,

and then, in such a case, the Act will apply in all respects to the relevant outworkers.

- (5) A regulation made for the purposes of subsection (4) cannot come into operation until the time has passed during which the regulation may be disallowed by resolution of either House of Parliament.

## **6—Application of Act to employment**

This Act does not apply to—

- (a) employment by the employee's spouse, domestic partner or parent; or
- (b) employment excluded by regulation from the ambit of this Act.



## **Chapter 2—Judicial and administrative industrial authorities**

### **Part 1—Statutory industrial authorities**

#### **7—Industrial authorities**

- (1) The industrial authorities constituted by this Act consist of—
  - (a) the Industrial Relations Court of South Australia; and
  - (b) the Industrial Relations Commission of South Australia; and
  - (c) the Industrial Relations Advisory Committee; and
  - (d) the Employee Ombudsman; and
  - (e) the inspectors.
- (2) The Court is a judicial authority with the jurisdiction conferred by this Act to adjudicate on rights and liabilities arising out of employment.
- (3) The Commission is an industrial authority with the jurisdiction conferred by this Act to regulate industrial matters and to prevent and settle industrial disputes.
- (4) The Committee is a statutory authority with the advisory functions conferred by this Act.
- (5) The Employee Ombudsman and the inspectors are administrative authorities with the powers conferred by this Act to ensure obligations related to employment are respected and enforced.

### **Part 2—The Industrial Relations Court**

#### **Division 1—Establishment of Court**

##### **8—Continuation of the Court**

The Industrial Court of South Australia continues in existence as the Industrial Relations Court of South Australia.

##### **9—Court is court of record**

The Court is a court of record.

##### **10—Seal**

- (1) The Court has a seal and may have more than one seal.
- (2) A document apparently sealed with a seal of the Court will, in the absence of evidence to the contrary, be taken to have been duly issued under the authority of the Court.

## **Division 2—Jurisdiction of Court**

### **11—Jurisdiction to interpret awards and enterprise agreements**

- (1) The Court has jurisdiction to interpret an award or enterprise agreement.
- (2) In exercising its interpretative jurisdiction—
  - (a) the Court should have regard to any evidence that is reasonably available to it of what the author of the relevant part of the award or enterprise agreement, and the parties to the award or enterprise agreement, intended it to mean when it was drafted; and
  - (b) if a common intention is ascertainable—give effect to that intention.

### **12—Jurisdiction to decide questions of law and jurisdiction**

The Court has jurisdiction—

- (a) to hear and determine a question of law referred to it by an industrial magistrate or the Commission; and
- (b) to hear and determine jurisdictional or other questions about the validity of determinations of the Commission as part of proceedings brought pursuant to another provision of this Act.

### **13—Declaratory jurisdiction**

The Court has jurisdiction to make declaratory judgments conferred by other provisions of this Act.

### **14—Jurisdiction to decide monetary claims**

The Court has jurisdiction to hear and determine monetary claims of the following kinds—

- (a) a claim for a sum due to an employee or former employee from an employer or former employer under—
  - (i) this Act, an award, enterprise agreement or contract of employment; or
  - (ii) the Commonwealth Act, or an award or agreement under the Commonwealth Act; or
- (b) a claim for a sum due to an employer or former employer from an employee or former employee under—
  - (i) this Act, an award, enterprise agreement or contract of employment; or
  - (ii) the Commonwealth Act, or an award or agreement under the Commonwealth Act; or
- (c) a claim for compensation to an employee or former employee from an employer or former employer for failure to make contributions (before or after the commencement of this Act) for the benefit of the claimant to a superannuation fund under—



- (i) this Act, an award, enterprise agreement or contract of employment;  
or
  - (ii) the Commonwealth Act, or an award or agreement under the Commonwealth Act; or
- (d) a claim for payment of a benefit against the trustee of a superannuation fund to which contributions have been made under—
- (i) this Act, an award, enterprise agreement or contract of employment;  
or
  - (ii) the Commonwealth Act, or an award or agreement under the Commonwealth Act.

### **15—Injunctive remedies**

- (1) The Court has jurisdiction to order a person who contravenes or fails to comply with a provision of this Act, an award or an enterprise agreement—
  - (a) to take steps, specified in the order, within a time specified in the order, to remedy the contravention or non-compliance; or
  - (b) to refrain from further contravention of, or non-compliance with, the provision.
- (2) If there are reasonable grounds to believe that a person is about to contravene or to fail to comply with a provision of this Act, an award or enterprise agreement, the Court has jurisdiction to order the person to refrain from the contravention or non-compliance.

### **15A—Other matters**

The Court has any other jurisdiction conferred by this or any other Act.

## **Division 3—The Court's judiciary**

### **16—Composition of the Court**

The Court's judiciary consists of—

- (a) the Senior Judge<sup>1</sup> of the Court; and
- (b) the other Judges of the Court; and
- (c) the industrial magistrates.

**Note—**

- 1 Note, however, that a person who becomes the principal judicial officer of the Court under the transitional provisions, retains the title "President" (See Schedule 1, section 10).

### **17—The Senior Judge**

- (1) The Senior Judge is the principal judicial officer of the Court.
- (2) The Senior Judge is responsible for the administration of the Court.

- (3) If the Senior Judge is absent from official duties, responsibility for administration of the Court devolves on a Judge of the Court appointed by the Governor to act in the Senior Judge's absence or, if no such appointment has been made, on the most senior of the Judges who is available to undertake the responsibility.

## **Division 4—Judicial office**

### **18—The Senior Judge**

- (1) The Senior Judge of the Court is—
  - (a) a District Court Judge assigned by the Governor, by proclamation, to be Senior Judge of the Court; or
  - (b) a person eligible for appointment as a District Court Judge appointed by the Governor to be Senior Judge of the Court.
- (2) Before the Governor assigns a District Court Judge to be Senior Judge of the Court, the Attorney-General must consult with the Chief Judge of the District Court about the proposed assignment.
- (3) A person assigned to the office of Senior Judge of the Court ceases to hold that office if the person ceases to be a District Court Judge.
- (4) Subject to any relevant determination by the Remuneration Tribunal, the Senior Judge of the Court holds office on the same terms and conditions as a District Court Judge.

### **19—Other Judges of the Court**

- (1) A Judge of the Court is—
  - (a) a District Court Judge assigned by the Governor, by proclamation, to be a Judge of the Court; or
  - (b) a person eligible for appointment as a District Court Judge appointed by the Governor to be a Judge of the Court.
- (2) There will be as many Judges of the Court as the Governor considers necessary.
- (3) Before the Governor assigns a District Court Judge to be a Judge of the Court, the Attorney-General must consult with the Senior Judge of the Court and the Chief Judge of the District Court about the proposed assignment.
- (4) A person assigned to the office of Judge of the Court ceases to hold that office if the person ceases to be a District Court Judge.
- (5) Subject to any relevant determination by the Remuneration Tribunal, a person appointed to the office of Judge of the Court holds office on the same terms and conditions as a District Court Judge.

### **19A—Industrial magistrates**

- (1) An industrial magistrate is a magistrate under the *Magistrates Act 1983* assigned by the Governor, by proclamation, to be an industrial magistrate.
- (2) There will be as many industrial magistrates as the Governor considers necessary.

- (3) Before the Governor assigns a magistrate to be an industrial magistrate, the Attorney-General must consult with the Senior Judge of the Court and the Chief Magistrate of the Magistrates Court about the proposed assignment.
- (4) A person ceases to hold office as an industrial magistrate if the person ceases to hold office as a magistrate under the *Magistrates Act 1983*.
- (5) The Senior Judge has the powers of the Chief Magistrate under the *Magistrates Act 1983* in place of the Chief Magistrate in relation to an industrial magistrate who is a member of the Court's principal judiciary.

## **20—Classification into principal and ancillary judiciary**

- (1) The Court's judiciary is made up of the members of its principal judiciary (ie., those members of its judiciary who are occupied predominantly in the Court) and its ancillary judiciary (ie., those members of its judiciary who are not occupied predominantly in the Court).
- (2) The principal judiciary consists of—
  - (a) the Senior Judge; and
  - (b) the Judges who were appointed specifically to the Court (as distinct from the Judges assigned to be Judges of the Court); and
  - (c) the Judges and industrial magistrates who are classified as members of the Court's principal judiciary by the proclamations under which they were assigned to be members of the Court's judiciary.
- (3) A proclamation assigning a person to be a member of the Court's judiciary must classify the person either as a member of the Court's principal judiciary or as a member of the Court's ancillary judiciary.
- (4) An assignment to be a member of the Court's principal judiciary is effective for as long as the member continues to hold office as a District Court Judge or a magistrate under the *Magistrates Act 1983* (as the case requires) but an assignment to be a member of the Court's ancillary judiciary will be for a term specified in the proclamation of assignment which may be renewed or extended by proclamation from time to time but may not extend beyond the time when the member ceases to hold office as a District Court Judge or a magistrate under the *Magistrates Act 1983* (as the case requires).
- (5) However, the Governor may, by proclamation, made at the request or with the consent of the Judge or magistrate concerned—
  - (a) change the terms of an assignment so that a member of the Court's principal judiciary becomes a member of its ancillary judiciary, or a member of the Court's ancillary judiciary becomes a member of its principal judiciary; or
  - (b) revoke an assignment to the Court's principal or ancillary judiciary.

## **Division 5—Constitution of Court**

### **21—Constitution of the Court**

- (1) The Full Court is constituted of two or more judges.

- (2) The Court, when not sitting as the Full Court, is constituted as the Senior Judge directs of—
- (a) a judge; or
  - (b) an industrial magistrate.

## **22—Full Court to act by majority decision**

- (1) A decision in which a majority of the judges constituting the Full Court agree is a decision of the Full Court.
- (2) If the Full Court is constituted of an even number of judges, and the judges are equally divided in opinion on whether an appeal should be allowed or dismissed, the appeal must be dismissed.

# **Part 3—The Industrial Relations Commission of South Australia**

## **Division 1—Establishment of the Commission**

### **23—Continuation of the Commission**

The Industrial Commission of South Australia continues in existence as the Industrial Relations Commission of South Australia.

### **24—Seal**

- (1) The Commission has a seal and may have more than one seal.
- (2) A document apparently sealed with a seal of the Commission will, in the absence of evidence to the contrary, be taken to have been duly issued under the authority of the Commission.

## **Division 3—Jurisdiction of the Commission**

### **26—Jurisdiction of Commission**

The Commission has—

- (a) jurisdiction to approve enterprise agreements regulating remuneration and other industrial matters; and
- (b) jurisdiction to make awards regulating remuneration and other industrial matters; and
- (c) jurisdiction to resolve industrial disputes; and
- (d) jurisdiction to hear and determine any matter or thing arising from or relating to an industrial matter; and
- (e) any other jurisdiction conferred by this or any other Act (including on account of a referral of a matter or an application under the *Training and Skills Development Act 2008*).

## **27—Advisory jurisdiction of the Commission**

The Commission has jurisdiction to inquire into, and report and make recommendations to the Minister on, a question related to an industrial or other matter that is referred to the Commission for inquiry by the Minister.

## **Division 4—Composition of the Commission**

### **28—Composition of the Commission**

The Commission consists of—

- (a) the President of the Commission; and
- (b) the Deputy Presidents of the Commission; and
- (c) the Commissioners.

### **29—President**

- (1) The President of the Commission is a person appointed by the Governor to be the President of the Commission.
- (2) Before a person is appointed (or reappointed) as the President of the Commission, the Minister must consult confidentially about the proposed appointment with a panel consisting of—
  - (a) a nominee of the United Trades and Labor Council; and
  - (b) a nominee of the South Australian Employers' Chamber of Commerce and Industry; and
  - (c) a nominee of the House of Assembly appointed by resolution of that House; and
  - (d) a nominee of the Legislative Council appointed by resolution of the Council; and
  - (e) the Commissioner for Public Sector Employment,(and for the purposes of the consultation must inform the members of the panel all persons short-listed for appointment).
- (3) The Senior Judge of the Court may (but need not) be appointed as the President of the Commission.
- (4) The President is responsible for the administration of the Commission.
- (4a) The President must perform his or her functions, and exercise his or her powers, in a manner that facilitates and encourages cooperation between the Commission and Fair Work Australia or other prescribed Commonwealth industrial authorities.
- (4b) Without limiting subsection (4a), the President may—
  - (a) consult with the heads and principal officers of prescribed Commonwealth industrial authorities; and
  - (b) exchange information and discuss matters of mutual interest in relation to workplace relations with the heads and principal officers of prescribed Commonwealth industrial authorities; and

- (c) take steps to encourage and facilitate the assigning of matters of mutual interest or relevance under this Act and the Commonwealth Act to persons who hold appointments under both Acts.
- (5) If the President is absent from official duties, responsibility for administration of the Commission devolves on a Deputy President appointed by the Governor to act in the President's absence or, if no such appointment has been made, on the most senior of the Deputy Presidents who is available to undertake the responsibility.
- (6) In this section—

*prescribed Commonwealth industrial authority* means a Commonwealth board, court, tribunal or other body prescribed by the regulations for the purposes of this definition;

*principal officer*, in relation to a prescribed Commonwealth industrial authority, means a registrar, general manager or other chief officer of the prescribed Commonwealth industrial authority.

### **30—Deputy Presidents**

- (1) A Deputy President of the Commission is a person appointed by the Governor to be a Deputy President of the Commission.
- (2) Before a person is appointed (or reappointed) as the Deputy President of the Commission, the Minister must consult confidentially about the proposed appointment with a panel consisting of—
  - (a) a nominee of the United Trades and Labor Council; and
  - (b) a nominee of the South Australian Employers' Chamber of Commerce and Industry; and
  - (c) a nominee of the House of Assembly appointed by resolution of that House; and
  - (d) a nominee of the Legislative Council appointed by resolution of the Council; and
  - (e) the Commissioner for Public Sector Employment,(and for the purposes of the consultation must inform the members of the panel all persons short-listed for appointment).
- (3) A Judge of the Court may (but need not) be appointed as a Deputy President of the Commission.

### **31—Eligibility for appointment**

A person is eligible for appointment as the President or a Deputy President of the Commission if—

- (a) the person is the Senior Judge or another Judge of the Court; or
- (b) the person's qualifications, experience and standing in the community are of a high order and appropriate to the office to which the appointment is to be made.

### **32—Term of office**

Subject to this Act, an appointment as the President or a Deputy President of the Commission will continue—

- (a) in the case of an office held by the Senior Judge or another Judge of the Court—until the person ceases to hold that particular judicial office within the Court; or
- (b) in any other case—until the person attains the age of 65 years or retires before attaining that age.

### **33—Remuneration and conditions of office**

- (1) The remuneration of the President of the Commission is determined by the Remuneration Tribunal.
- (2) The remuneration of a Deputy President of the Commission is determined by the Remuneration Tribunal.
- (3) The conditions of office of the President and the Deputy Presidents of the Commission are as determined by the Governor.
- (4) The Governor may remove a Presidential Member of the Commission from office if both Houses of Parliament present a petition for the Member's removal.
- (5) The office of a Presidential Member of the Commission becomes vacant if the Member—
  - (a) dies; or
  - (b) comes to the end of his or her term of office under this Act (including by retirement); or
  - (c) resigns by written notice to the Governor; or
  - (d) is removed from office under subsection (4).

## **Division 5—The Commissioners**

### **34—Commissioners**

- (1) The Commissioners are the persons appointed by the Governor as Commissioners.
- (2) Before a person is appointed (or reappointed) as a Commissioner, the Minister must consult confidentially about the proposed appointment with a panel consisting of—
  - (a) a nominee of the United Trades and Labor Council; and
  - (b) a nominee of the South Australian Employers' Chamber of Commerce and Industry; and
  - (c) a nominee of the House of Assembly appointed by resolution of that House; and
  - (d) a nominee of the Legislative Council appointed by resolution of the Council; and
  - (e) the Commissioner for Public Sector Employment,

(and for the purposes of the consultation must inform the members of the panel all persons short-listed for appointment).

- (3) A Commissioner must be a person of standing in the community with experience in industrial affairs either through association with the interests of employees or through association with the interests of employers and the number of Commissioners of the former class must be equal to, or differ by no more than one from, the number of Commissioners of the latter class (part-time Commissioners being counted for the purposes of this subsection by reference to the proportion of full-time work undertaken).

### **35—Term of office**

- (1) Subject to this Act, an appointment as a Commissioner will continue until the person attains the age of 65 years or retires before attaining that age.
- (2) A Commissioner may be appointed on an acting basis and, in that case, the term of appointment will be for a term of not more than 6 months.

### **36—Remuneration and conditions of office**

- (1) A Commissioner—
  - (a) is entitled to the salary and allowances determined by the Remuneration Tribunal; and
  - (b) is subject to an extent determined by the Governor to the *Public Sector Act 2009* (which applies subject to modifications determined by the Governor); and
  - (c) is an employee for the purposes of the *Superannuation Act 1988*.
- (2) A Commissioner—
  - (a) must not, without the consent of the Minister, engage in remunerative work apart from the Commissioner's official duties; and
  - (b) must not, while in office, be an officer of an association representing the interests of employers or employees.
- (3) The Governor may remove a Commissioner from office if—
  - (a) both Houses of Parliament present a petition for removal of the Commissioner on the ground of misconduct; or
  - (b) the Commissioner becomes mentally or physically incapable of carrying out official duties satisfactorily; or
  - (c) the Commissioner contravenes subsection (2); or
  - (d) the Commissioner is absent from duty, without leave, for 14 consecutive days or for 28 days in a period of twelve months.
- (4) The office of a Commissioner becomes vacant if the Commissioner—
  - (a) dies; or
  - (b) comes to the end of his or her term of office under this Act (including by retirement) and, in the case of an appointment on an acting basis, is not reappointed; or



- (c) resigns by written notice to the Minister; or
- (d) is removed from office under subsection (3).

### **36A—President may act ex officio as Commissioner**

The President may exercise any of the powers of a Commissioner.

## **Division 6—Concurrent appointments**

### **37—Concurrent appointments**

- (1) A member of the Commission may, with the Minister's approval, be appointed also as a member of an industrial authority under the law of the Commonwealth or another State.
- (2) If the Minister revokes an approval under subsection (1), the member must resign from office either as a member of the Commission or as a member of the other industrial authority.
- (3) A member of an industrial authority constituted under the law of the Commonwealth or another State may be appointed also as a member of the Commission and, if such an appointment is made, this Act applies with the following qualifications—
  - (a) the appointment terminates if the member ceases for any reason to hold office as a member of the relevant industrial authority;
  - (b) the member is not entitled to be remunerated as a member of the Commission but is entitled, in circumstances determined by the Governor, to allowances for expenses at rates fixed by the Governor.
- (3a) In conjunction with the making of a concurrent appointment under subsection (3)—
  - (a) the requirements of section 34(2) will not apply in relation to the appointment; and
  - (b) the member of the Commission appointed under that subsection will not be taken into account for the purposes of section 34(3).
- (4) If a member holds concurrent appointments, then—
  - (a) if the member was appointed first to the Commission and subsequently to the other industrial authority, the extent the member performs the duties of a member of that other industrial authority will be determined by agreement between the President and the head of that other industrial authority;
  - (b) if the member was appointed first to the other industrial authority and subsequently to the Commission, the extent the member performs the duties of a member of the Commission will be determined by agreement between the President and the head of that other industrial authority.

### **38—Powers of member holding concurrent appointments**

A member who holds concurrent appointments under this Division may, in an appropriate case, simultaneously exercise powers deriving from both or all appointments.

## **Division 7—Constitution of Commission**

### **39—Constitution of Full Commission**

- (1) The Full Commission consists of—
  - (a) three members; or
  - (b) the number of members directed by the President under subsection (2).
- (2) If a matter of general principle is to be decided by the Full Commission, the President may direct that the Full Commission should consist of more than 3 members.
- (3) The members of the Full Commission are to consist of one or more Presidential Members and one or more Commissioners.
- (5) A decision in which a majority of the members constituting the Full Commission concur is a decision of the Full Commission.

### **40—Constitution of Commission**

- (1) Subject to this section, the Commission, when not sitting as the Full Commission, will, at the direction of the President, be constituted of a Presidential Member or a Commissioner.
- (2) If under an Act conferring a jurisdiction on the Commission, the Commission is to sit with assessors in exercising that jurisdiction, then the following provisions apply:
  - (a) in any proceedings in which a party seeks the exercise of the relevant jurisdiction the Commission will, subject to paragraph (b), sit with assessors selected in accordance with the Act conferring the jurisdiction;
  - (b) the Commission is not required to sit with assessors—
    - (i) for the purposes of—
      - (A) dealing with preliminary, interlocutory or procedural matters; or
      - (B) dealing with questions of costs; or
      - (C) entering consent orders; or
    - (ii) for a part of the proceedings relating only to questions of law, and may, for that purpose or as a consequence, while sitting without assessors, make any ruling, order or judgment (including a final judgment) it considers appropriate;
  - (c) where the Commission sits with assessors—
    - (i) questions of law or procedure will be determined by the member of the Commission presiding at the proceedings; and
    - (ii) other questions will be determined by majority opinion.

## **Part 4—Provisions of common application to the Court and the Commission**

### **Division 1—The Industrial Registrar and other officers**

#### **41—Industrial Registrar**

- (1) There must be an Industrial Registrar.
- (2) There must be the Deputy Industrial Registrars, and the other officers of the Court and the Commission necessary for the proper administration of the Court and the Commission.
- (3) The Industrial Registrar, a Deputy Industrial Registrar or other officer of the Court or the Commission must be—
  - (a) a person appointed to the relevant office on a basis determined by the Minister; or
  - (b) a person appointed under the Commonwealth Act who, under an arrangement between the Minister and the Minister responsible for the administration of the Commonwealth Act, is to carry out the duties of the relevant office.
- (4) An arrangement of the kind mentioned in subsection (3)(b) may impose limitations and conditions on the exercise of powers under this Act by a person appointed under the Commonwealth Act.

#### **42—Powers of Industrial Registrar and other officers**

The Industrial Registrar, a Deputy Industrial Registrar or other officer of the Court or the Commission, may exercise the jurisdiction of the Court or the Commission to the extent authorised by this Act or the rules.

### **Division 2—Disclosure of interest**

#### **43—Disclosure of interest by members of the Court and Commission**

If the Court or the Commission is constituted of, or includes, a member who has a pecuniary or other interest that could conflict with the proper performance of the member's official functions in proceedings before the Court or Commission, the member—

- (a) must disclose the interest to the parties to the proceedings; and
- (b) must not take part in the proceedings or exercise powers affecting the proceedings—
  - (i) if the Senior Judge of the Court or the President of the Commission (as the case requires) directs the member to withdraw from the proceedings; or
  - (ii) if a party to the proceedings does not consent to the member hearing and determining, or participating in the hearing and determination of, the proceeding.

## **Division 3—Protection for officers**

### **44—Protection for officers**

The members of the Court's judiciary, the members of the Commission, and a Registrar or other person who exercises the jurisdiction of the Court or the Commission (including on a referral to the Commission under another Act), has the same privileges and immunities as a Judge of the Supreme Court.

## **Division 3A—Completion of part-heard matters**

### **44A—Completion of part-heard matters**

A person who ceases to hold office as a member of the Court's judiciary, or as a member of the Commission, may nevertheless continue to act in the relevant office for the purpose of completing the hearing and determination of proceedings part-heard by the person when he or she ceased to hold that office.

## **Division 4—Annual report**

### **45—Annual report**

- (1) The Senior Judge of the Court must, before 30 September in each year, prepare and forward to the Minister a report—
  - (a) on the work of the Court; and
  - (b) generally on the operation of this Act,during the financial year that ended on the preceding 30 June.
- (2) The President of the Commission must, before 30 September in each year, prepare and forward to the Minister a report—
  - (a) on the work of the Commission; and
  - (b) generally on the operation of this Act,during the financial year that ended on the preceding 30 June.
- (3) The annual report prepared by the President of the Commission must deal specifically with the exercise of the Commission's jurisdiction in enterprise agreement matters and any reforms to the law that may be desirable to encourage the use of enterprise agreements for regulating industrial matters.
- (4) The Minister must, as soon as practicable after receiving a report under this section, have copies of the report laid before both Houses of Parliament.

## **Part 5—Industrial Relations Advisory Committee**

### **Division 1—The Committee and its functions**

#### **46—Establishment of the Committee**

The *Industrial Relations Advisory Committee* is established.

## **47—Functions of the Committee**

The functions of the Committee are—

- (a) to assist the Minister in formulating, and advise the Minister on implementing, policies affecting industrial relations and employment in the State; and
- (b) to advise the Minister on legislative proposals of industrial significance; and
- (c) to consider matters referred to the Committee by the Minister or members of the Committee.

## **48—Principles on which Committee is to act**

- (1) The Committee must act on a non-political basis.
- (2) The Committee must seek to achieve, as far as possible, consensus on all questions arising before it.
- (3) The Committee must not interfere with the proper performance of functions by industrial authorities and tribunals.

## **49—Sub-committees**

- (1) The Committee may, with the Minister's consent, appoint sub-committees to inquire into and advise the Committee on matters on which the Committee requires advice.
- (2) A sub-committee may consist of, or include, persons who are not members of the Committee.

## **50—Annual report**

- (1) The Committee must, before 30 September in each year, prepare and forward to the Minister a report on its work during the financial year that ended on the preceding 30 June.
- (2) The Minister must, as soon as practicable after receiving a report under this section, have copies of the report laid before both Houses of Parliament.

## **Division 2—Composition of the Committee**

### **51—Membership of Committee**

- (1) The Committee consists of 14 members of whom—
  - (a) one is the Minister; and
  - (b) one is the chief executive of the administrative unit of the Public Service that is, under the Minister, responsible for administering this Part; and
  - (c) 12 are persons appointed by the Governor—
    - (i) six being persons nominated by the Minister after consultation with the United Trades and Labor Council and associations representing employees; and
    - (ii) six being persons nominated by the Minister after consultation with associations representing employers.

- (2) A member of the Committee may, with the Minister's approval, appoint a suitable person to act as an alternate member of the Committee and a person so appointed may, in the member's absence, act as a member of the Committee.

## **52—Terms of office**

- (1) A member of the Committee is to be appointed for a term (not exceeding two years) specified in the instrument of appointment and, at the end of a term of appointment, is eligible for re-appointment.
- (2) The Governor may remove a member from office if the member—
- (a) becomes mentally or physically incapable of carrying out duties of office satisfactorily; or
  - (b) is guilty of dishonourable conduct or neglect of duty; or
  - (c) ceases to be a suitable representative of the interests of employees or employers (as the case requires).
- (3) A member's office becomes vacant if the member—
- (a) dies; or
  - (b) completes a term of office and is not re-appointed; or
  - (c) resigns by written notice to the Minister; or
  - (d) is removed from office under subsection (2).
- (4) When a member's office becomes vacant, a person must be appointed to the vacancy.
- (5) This section does not apply to the Minister or the chief executive of the administrative unit of the Public Service that is, under the Minister, responsible for administering this Part (who are members of the Committee *ex officio*).

## **53—Remuneration and expenses**

A member of the Committee (other than the Minister and the chief executive of the administrative unit of the Public Service that is, under the Minister, responsible for administering this Part) is entitled to allowances and expenses on a basis decided by the Governor.

## **Division 3—Proceedings of Committee**

### **54—Meetings**

- (1) The Committee must meet at times appointed by the Minister.
- (2) There must be at least one meeting of the Committee in each quarter.
- (3) The Minister must convene a meeting of the Committee if requested to do so by four or more of its members.

### **55—Proceedings**

- (1) The Minister must chair meetings of the Committee.
- (2) A quorum of the Committee consists of eight members of whom—
- (a) one must be the Minister; and

- (b) at least three must be representatives of employees and at least three must be representatives of employers.
- (3) The chief executive of the administrative unit of the Public Service that is, under the Minister, responsible for administering this Part is not entitled to vote on questions arising before the Committee.
- (4) The Committee may, subject to this Act, decide its own procedures.
- (5) The Committee must keep minutes of its proceedings.

### **55A—Conflict of interest under Public Sector (Honesty and Accountability) Act**

A member of the Committee will not be taken to have a direct or indirect interest in a matter for the purposes of the *Public Sector (Honesty and Accountability) Act 1995* by reason only of the fact that the member has an interest in a matter that is shared in common with employers generally or employees generally, or a substantial section of employers or employees.

### **56—Confidentiality**

- (1) The views expressed by individual members of the Committee (as distinct from the views or decisions of the Committee as a whole) must be kept confidential.
- (2) However, this section does not prevent a person who is a member or officer of an association from reporting to the association on views expressed at a meeting.
- (3) There must be no public announcement of a view or decision reached by the Committee unless the committee resolves that the announcement should be made.

## **Part 6—Administrative authorities**

### **Division 1—The office of the Employee Ombudsman**

#### **57—Constitution of the Office**

The office of the Employee Ombudsman consists of—

- (a) the Employee Ombudsman; and
- (b) the other staff appointed to assist the Employee Ombudsman to carry out functions under this Act.

#### **58—Appointment and conditions of office of Employee Ombudsman**

- (1) The Employee Ombudsman is appointed by the Governor for a term of 6 years (which may be renewed from time to time).
- (2) Before a person is appointed (or reappointed) as the Employee Ombudsman, the Minister must consult confidentially about the proposed appointment with a panel consisting of—
  - (a) a nominee of the United Trades and Labor Council; and
  - (b) a nominee of the South Australian Employers' Chamber of Commerce and Industry; and

- (c) a nominee of the House of Assembly appointed by resolution of that House; and
  - (d) a nominee of the Legislative Council appointed by resolution of the Council; and
  - (e) the Commissioner for Public Sector Employment,
- (and for the purposes of the consultation must inform the members of the panel all persons short-listed for appointment).
- (3) The office of Employee Ombudsman becomes vacant if the Employee Ombudsman—
- (a) dies; or
  - (b) reaches 65 years of age; or
  - (c) completes a term of appointment and is not reappointed; or
  - (d) resigns by written notice given to the Minister; or
  - (e) becomes mentally or physically incapable of carrying out official duties and is removed from office by the Governor on that ground; or
  - (f) is removed from office by the Governor on presentation of an address from both Houses of Parliament asking for the removal of the Employee Ombudsman from office.
- (4) Except as provided by this section, the Employee Ombudsman cannot be removed from office.

### **59—Remuneration and conditions of office**

- (1) The Employee Ombudsman is entitled to the remuneration determined by the Remuneration Tribunal.
- (2) The other conditions of office are to be as determined by the Governor.

### **60—Independence of the office**

The Employee Ombudsman is not subject to control or direction by the Minister.

### **61—Employee Ombudsman's access to Legislative Review Committee**

The Employee Ombudsman may consult with the Legislative Review Committee of the Parliament on questions affecting the administration of the Employee Ombudsman's office.

### **62—General functions of Employee Ombudsman**

- (1) The Employee Ombudsman's functions are—
  - (a) to advise employees on their rights and obligations under awards and enterprise agreements; and
  - (b) to advise employees on available avenues of enforcing their rights under awards and enterprise agreements; and
  - (c) to investigate claims by employees or associations representing employees of coercion in the negotiation of enterprise agreements; and



- (d) to scrutinise enterprise agreements lodged for approval under this Act and to intervene in the proceedings for approval if the Employee Ombudsman considers there is sufficient reason to do so; and
  - (e) to represent employees in proceedings (other than proceedings for unfair dismissal) if—
    - (i) the employee is not otherwise represented; and
    - (ii) it is in the interests of justice that such representation be provided; and
  - (f) to advise individual home-based workers who are not covered by awards or enterprise agreements on the negotiation of individual contracts; and
  - (g) to investigate the conditions under which work is carried out in the community under contractual arrangements with outworkers and other examinable arrangements; and
  - (h) to provide an advisory service on the rights of employees in the workplace on occupational health and safety issues.
- (2) The Employee Ombudsman may delegate functions and powers.
  - (3) A delegation under this section—
    - (a) is revocable at will; and
    - (b) does not derogate from the Employee Ombudsman's power to act personally.
  - (4) The Employee Ombudsman may in the performance of his or her functions, if the Employee Ombudsman thinks fit, determine not to disclose to an employer, or any other particular person, information that would enable an employee to be identified in a particular case.

### **63—Annual report**

- (1) The Employee Ombudsman must, before 30 September in each year, prepare a report on the work of the Employee Ombudsman's office during the financial year that ended on the preceding 30 June and forward copies of the report to the Presiding Members of both Houses of Parliament to be laid before their respective Houses at the earliest opportunity.
- (2) The report must contain particular reference to any investigation made by the Employee Ombudsman into the conditions under which work is carried out by outworkers (or others) under examinable arrangements.

## **Division 2—Inspectors**

### **64—Who are inspectors**

- (1) The following are inspectors for the purposes of this Act—
  - (a) the Employee Ombudsman; and
  - (b) persons appointed by the Minister to be inspectors; and

- (c) persons appointed under the Commonwealth Act who are, under an arrangement between the Minister and the Minister responsible for administering the Commonwealth Act, authorised to exercise the powers of an inspector under this Act.
- (2) Each inspector must be furnished by the Minister with an identity card.
- (3) An inspector must produce the identity card for inspection by a person who questions the inspector's authority to exercise powers under this Act.

## **65—General functions of inspectors**

- (1) The functions of the inspectors are—
  - (a) to investigate complaints of non-compliance with the Act, enterprise agreements and awards; and
  - (b) to conduct audits and systematic inspections to monitor compliance with this Act and enterprise agreements and awards; and
  - (c) to conduct promotional campaigns to improve the awareness of employers and people within the workforce of their rights and obligations under this Act, and under enterprise agreements and awards; and
  - (d) to do anything else that may be appropriate to encourage compliance and, if appropriate, take action to enforce compliance.
- (2) The powers of an inspector under this Act extend to acting in relation to persons who are no longer engaged in the performance of work.
- (3) An inspector, or a person assisting an inspector, who—
  - (a) addresses offensive language to any other person; or
  - (b) without lawful authority, hinders or obstructs or uses or threatens to use force in relation to any other person,is guilty of an offence.  
Maximum penalty: \$5 000.

## **Chapter 3—Employment**

### **Part 1—General conditions of employment**

#### **Division 1—Basic contractual features**

##### **66—Basis of contract of employment**

A contract of employment may be for a fixed term, or on a monthly, fortnightly, weekly, daily, hourly or other basis.

##### **67—Accrual of wages**

- (1) Wages accrue under a contract of employment from week to week.
- (2) However—
  - (a) if an employee is employed on an hourly basis, wages accrue from hour to hour; and
  - (b) if an employee is employed on a daily basis, wages accrue from day to day; and
  - (c) if a person is employed on neither an hourly nor a daily basis, but the period of employment is less than a week, wages accrue at the end of the period of employment.

##### **68—Form of payment to employee**

- (1) If an employee does work for which the remuneration is fixed by an award or enterprise agreement, the employer must pay the employee in full, and without deduction, the remuneration so fixed.
- (2) The payment must be made—
  - (a) in cash; or
  - (b) if authorised in writing by the employee or in an award or enterprise agreement by an employee association whose membership includes the employee or employees who do the same kind of work—
    - (i) by cheque (which must be duly met on presentation at the ADI on which it is drawn) payable to the employee; or
    - (ii) by postal order or money order payable to the employee; or
    - (iii) by payment into a specified account with a financial institution.
- (3) However, the employer may deduct from the remuneration—
  - (a) an amount the employer is authorised, in writing, by the employee to deduct and pay on behalf of the employee; and
  - (b) an amount the employer is authorised to deduct and pay on behalf of the employee under an award or enterprise agreement; and
  - (c) an amount the employer is authorised or required to deduct by order of a court, or under a law of the State or the Commonwealth.

- (4) An employee may, by giving written notice to the employer, withdraw an authorisation under this section.
- (5) Despite the other provisions of this section, remuneration may be paid by the Crown to an employee by cheque or by payment into an account with a financial institution specified by the employee, but, if payment is by cheque, there must be no deduction from the amount payable because the payment is made by cheque.
- (6) An employer who fails to comply with a requirement under subsection (2) or (5) is guilty of an offence.  
Maximum penalty: \$3 250.  
Expiation fee: \$325.

## **Division 2—Contracts to be construed subject to relevant minimum standards**

### **69—Remuneration**

- (1) A contract of employment is to be construed as if it provided for remuneration in accordance with the minimum standard for remuneration in force under this section unless—
  - (a) a rate that is more favourable to the employee is fixed by the contract of employment; or
  - (b) the rate of remuneration is fixed in accordance with an award or enterprise agreement.
- (2) A rate of remuneration fixed by a contract of employment, or an award or enterprise agreement, must be consistent with the *Equal Remuneration Convention*.
- (3) The minimum standard for remuneration in force under this section is a standard established by the Full Commission in accordance with the following provisions:
  - (a) the Full Commission must establish a minimum standard for remuneration at least once in every year;
  - (b) proceedings to establish the standard may be commenced by application by a peak entity, or by the Full Commission acting on its own initiative;
  - (c) a minimum standard for remuneration must—
    - (i) fix a minimum weekly wage for an adult working ordinary hours; and
    - (ii) fix a minimum hourly rate for an adult working on a casual basis; and
    - (iii) fix age-based gradations for juniors having regard to existing award conditions; and
    - (iv) cover such other incidental or related matters as should, in the opinion of the Full Commission, be dealt with in the minimum standard.

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**70—Sick leave/carer's leave**

- (1) A contract of employment is to be construed as if it provided for sick leave/carer's leave in terms of the minimum standard for sick leave/carer's leave in force under this section unless—
  - (a) the provisions of the contract are more favourable to the employee; or
  - (b) the provisions of the contract are in accordance with an award or enterprise agreement.
- (2) The minimum standard for sick leave/carer's leave in force under this section is—
  - (a) the standard set out in Schedule 3; or
  - (b) a standard substituted for that standard on review by the Full Commission under subsection (3).
- (3) The Full Commission may, on application by a peak entity—
  - (a) review the minimum standard for sick leave/carer's leave in force under this section; and
  - (b) if satisfied that a variation of the minimum standard is necessary or desirable to give effect to the objects of this Act—substitute a fresh minimum standard.
- (4) An application under subsection (3) must not be made within 2 years after the completion of a previous review of the standard by the Full Commission under this section.

**70A—Bereavement leave**

- (1) A contract of employment is to be construed as if it provided for bereavement leave in terms of the minimum standard for bereavement leave in force under this section unless—
  - (a) the provisions of the contract are more favourable to the employee; or
  - (b) the provisions of the contract are in accordance with an award or enterprise agreement.
- (2) The minimum standard for bereavement leave in force under this section is—
  - (a) the standard set out in Schedule 3A; or
  - (b) a standard substituted for that standard on review by the Full Commission under subsection (3).
- (3) The Full Commission may, on application by a peak entity—
  - (a) review the minimum standard for bereavement leave in force under this section; and
  - (b) if satisfied that a variation of the minimum standard is necessary or desirable to give effect to the objects of this Act—substitute a fresh minimum standard.
- (4) An application under subsection (3) must not be made—
  - (a) within 2 years after the commencement of this section; or
  - (b) within 2 years after the completion of a previous review of the standard by the Full Commission under this section.

## **71—Annual leave**

- (1) A contract of employment is to be construed as if it provided for annual leave in terms of the minimum standard for annual leave in force under this section unless—
  - (a) the provisions of the contract are more favourable to the employee; or
  - (b) the provisions of the contract are in accordance with an award or enterprise agreement.
- (2) The minimum standard for annual leave in force under this section is—
  - (a) the standard set out in Schedule 4; or
  - (b) a standard substituted for that standard on review by the Full Commission under subsection (3).
- (3) The Full Commission may, on application by a peak entity—
  - (a) review the minimum standard for annual leave in force under this section; and
  - (b) if satisfied that a variation of the minimum standard is necessary or desirable to give effect to the objects of this Act—substitute a fresh minimum standard.
- (4) An application under subsection (3) must not be made within 2 years after the completion of a previous review of the minimum standard by the Full Commission under this section.

## **72—Parental leave**

- (1) A contract of employment is to be construed as if it provided for maternity, paternity and adoption leave (and associated part-time work) in terms of the minimum standard for parental leave in force under this section unless—
  - (a) the provisions of the contract are more favourable to the employee; or
  - (b) the provisions of the contract are in accordance with an award or enterprise agreement.
- (2) The minimum standard in force under this section is—
  - (a) the standard set out in Schedule 5; or
  - (b) a standard substituted for that standard on review by the Full Commission under subsection (3).
- (3) The Full Commission may, on application by a peak entity—
  - (a) review the minimum standard for parental leave in force under this section; and
  - (b) if satisfied that a variation of the minimum standard is necessary or desirable to give effect to the objects of this Act—substitute a fresh minimum standard.
- (4) An application under subsection (3) must not be made within 2 years after the completion of a previous review of the minimum standard by the Full Commission under this section.

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**72A—Minimum standards—additional matters**

- (1) The Full Commission may, on application by a peak entity, establish a standard relating to paid parental leave that, subject to this section, is also to apply as a minimum standard to all employers and employees.
- (2) A contract of employment is to be construed as if it incorporated any minimum standard established under subsection (1) unless—
  - (a) the provisions of the contract are more favourable to the employee; or
  - (b) the provisions of the contract are in accordance with an award or enterprise agreement.
- (3) The Full Commission may, when substituting or establishing a standard under this Division, exclude an award from the ambit of the standard (or a part of the standard).
- (4) Subject to subsections (5) and (6), a standard substituted or established by the Full Commission under this Division prevails over a preceding award to the extent that the standard is more favourable to employees than any standard prescribed by the particular award.
- (5) A party to an award may, within 28 days after a standard is set by the Full Commission under this Division, apply to the Full Commission to have the award excluded from the ambit of the standard (or a part of the standard).
- (6) The Full Commission may grant an application under subsection (5) if (and only if) the Full Commission is satisfied that there are cogent reasons for doing so taking into account matters or conditions that specifically apply or prevail in the relevant industry or industries.
- (7) The Full Commission may grant an application under subsection (5) on such conditions as the Full Commission thinks fit.
- (8) The Full Commission, in acting under this Division—
  - (a) must ensure that each peak entity is notified of the relevant proceedings and allowed a reasonable opportunity to make representations; and
  - (b) may (as it thinks fit) receive and take into account oral or written representations (or both) from any other person or persons who have, in the opinion of the Full Commission, a proper interest in the matter.

**72B—Special provision relating to severance payments**

- (1) The Full Commission must establish a minimum standard for severance payments on termination of employment for redundancy that will apply in the manner contemplated by subsection (5).
- (2) The Full Commission may thereafter, on application by a peak entity—
  - (a) review the minimum standard for severance payments on termination of employment for redundancy in force under this section; and
  - (b) if satisfied that a variation of the minimum standard is necessary or desirable to give effect to the objects of this Act—substitute a fresh minimum standard.
- (3) An application under subsection (2) must not be made within 2 years after the completion of previous proceedings to establish or review the standard by the Full Commission.

- (4) The Full Commission, in acting under this section—
- (a) must ensure that each peak entity is notified of the relevant proceedings and allowed a reasonable opportunity to make representations; and
  - (b) may (as it thinks fit) receive and take into account oral or written representations (or both) from any other person or persons who have, in the opinion of the Full Commission, a proper interest in the matter.
- (5) The Commission may, on application by—
- (a) an employee (or a group of employees); or
  - (b) a registered association acting on behalf of an employee or a group of employees,
- make an order applying the minimum standard for severance payments in such manner as the Commission thinks fit.
- (6) An application may be made under subsection (5) if (and only if)—
- (a) —
    - (i) the relevant employee or employees have been given notice of a pending redundancy or redundancies; or
    - (ii) the employment of the relevant employee or employees has been terminated for redundancy; and
  - (b) the application is made within 21 days after the notice is given or the employment is terminated.
- (7) An order under subsection (5)—
- (a) need not be made by the Full Commission; and
  - (b) may provide for the variation of the minimum standard for severance payments in the circumstances of the particular case; and
  - (c) may be made on such conditions as the Commission thinks fit.
- (8) The Commission must only act under subsection (7)(b) if satisfied that there are cogent reasons for doing so.

## **Part 2—Regulation of industrial matters by enterprise agreements**

### **73—Objects of this Part**

The objects of this Part are—

- (a) to encourage and facilitate the making of agreements governing remuneration, conditions of employment and other industrial matters at the enterprise or workplace level; and
- (b) to provide a framework for fair and effective negotiation and bargaining between employers and employees with a view to the making of such agreements and to provide for the participation of associations in the process of negotiation and bargaining; and



- 
- (c) to ensure that award remuneration and conditions of employment operate as a safety net underpinning the negotiated agreements at the enterprise or workplace level; and
  - (d) to provide for improved flexibility in conditions of employment at the enterprise and workplace level with consequent increases in efficiency and productivity.

#### **74—Nature of enterprise agreement**

An enterprise agreement may be made about remuneration and other industrial matters.

#### **75—Who may make enterprise agreement**

- (1) An enterprise agreement may be made between—
  - (a) 1 or more employers;
  - (b) a group of employees.
- (2) A registered association may enter into an enterprise agreement on behalf of—
  - (a) any member or members of the association who have given the association an authorisation to negotiate the enterprise agreement on their behalf; or
  - (b) any group of employees (whether or not members of the association) if the association is authorised, after notice has been given as required by the regulations, by a majority of the employees constituting the group to negotiate the enterprise agreement on behalf of the group.
- (3) A member of an association is taken to have given the association an authorisation for the purposes of subsection (2) for as long as the member remains a member of the association unless the member, by written notice given to the association, withdraws the authorisation.
- (4) An authorisation given to an association by an employee who is not a member of the association—
  - (a) cannot be given generally but must be specifically related to a particular proposal for an enterprise agreement; and
  - (b) remains in force (subject to revocation by written notice given to the association) until the relevant enterprise agreement is rescinded or superseded.
- (5) If—
  - (a) an employer proposes to have an enterprise agreement with a group of employees who are yet to be employed by the employer; and
  - (b) the employees—
    - (i) are of a class not currently, or formerly, employed by the employer or a related employer in South Australia; or
    - (ii) are to be engaged in operations of a kind that are not currently, and have not been formerly, carried on by the employer or a related employer in South Australia,

the employer may enter, on a provisional basis, into an enterprise agreement binding on the employees who become members of the group (a *provisional enterprise agreement*) with the Employee Ombudsman or a registered association of employees (or both).

- (6) If the Employee Ombudsman intends to enter into negotiations for a provisional enterprise agreement and no registered association of employees is to be a party to the agreement, the Employee Ombudsman must give the United Trades and Labor Council at least 14 days written notice of the intention to enter into those negotiations.
- (7) A notice under subsection (6) must include details of the group of employees to which the agreement is to apply.
- (8) The Employee Ombudsman enters into a provisional enterprise agreement under this section only in a representative capacity and the agreement may not impose obligations on the Employee Ombudsman personally.
- (9) A person who becomes, or ceases to be, a member of a group of employees defined in an enterprise agreement as the group bound by the agreement, becomes or ceases to be bound by the enterprise agreement (without further formality).

## **76—Negotiation of enterprise agreement**

- (1) An employer must, before beginning negotiations on the terms of an enterprise agreement give the employees who may be bound by the agreement at least 14 days' notice, in accordance with procedures prescribed by regulation, that negotiations are about to begin (but notice is not required if the agreement is negotiated to settle an industrial dispute, or the Commission determines that there is good reason in the circumstances of the case to exempt the employer from this requirement).
- (2) The employer must, before beginning negotiations on the terms of an enterprise agreement, inform the employees of their right to representation in the negotiation, and proceedings for approval, of the agreement and, in particular, that an employee may be represented by the Employee Ombudsman, an agent of an employee's choice, or a registered association of employees.
- (3) If an employer is aware that an employee is a member of a registered association, the employer must, before beginning negotiations on the terms of an enterprise agreement, take reasonable steps to inform the association that the negotiations are about to begin.
- (4) An employer who negotiates an enterprise agreement with employees who are subject to an award must ensure that the employees have reasonable access to the award.
- (5) A person involved in negotiations for an enterprise agreement must comply with procedures and formalities applicable to that person that are required by regulation.
- (5a) If an employee involved in negotiations for an enterprise agreement suffers from an intellectual disability that prevents the employee from having a proper understanding of the negotiations, then any of the following may negotiate on the employee's behalf and take any steps that the employee might take if he or she did not suffer from the disability:
  - (a) a person who is—
    - (i) a guardian at law of the employee; or
    - (ii) the donee of a power of attorney from the employee; or

- 
- (iii) an enduring guardian of the employee; or
  - (b) a person appointed to represent the employee's interests for the purposes of this Act by a person within the ambit of paragraph (a).
- (6) This section does not prevent employees or a registered association of employees from initiating negotiations on a proposed enterprise agreement, but in that case, the employer must, before entering into the negotiations, give the notice and information required by this section to ensure that the interests of all employees who may be affected by the proposed agreement are properly protected.
  - (7) This section does not apply to negotiations on the terms of an enterprise agreement that is to be entered into on a provisional basis.

### **76A—Best endeavours bargaining**

- (1) The parties to the negotiations must use their best endeavours to resolve questions in issue between them by agreement.
- (2) In particular, the parties to the negotiations (or their duly authorised representatives)—
  - (a) must meet at reasonable times, and at reasonable places, for the purpose of commencing and furthering the negotiations; and
  - (b) must state and explain their position on the questions at issue to all other parties to the negotiations; and
  - (c) must disclose relevant and necessary information; and
  - (d) must act openly and honestly; and
  - (e) must not alter or shift the ground of negotiation by capriciously adding matters for consideration or excluding matters from consideration; and
  - (f) must adhere to agreed negotiation procedures; and
  - (g) must adhere to agreed outcomes and commitments; and
  - (h) if the parties are able to arrive at an agreed timetable for achieving agreement—must use their best endeavours to meet the timetable.
- (3) The Commission may, on the application of a party to any negotiations, give directions to resolve any dispute as to the composition of the group of employees for negotiating purposes.
- (4) An employer cannot be required, as part of any negotiations under this Part, to produce any financial records relating to any business or undertaking of the employer.
- (5) The Commission may, on the application of a party to the negotiations, take steps to resolve a matter by conciliation.
- (6) Nothing in a preceding subsection prevents a party to negotiations for an enterprise agreement deciding to withdraw from the negotiations entirely.

### **77—Form and content of enterprise agreement**

- (1) An enterprise agreement—
  - (a) must be in writing; and
  - (b) must—

- (i) specify the employer to be bound by the agreement; and
  - (ii) define the group of employees to be bound by the agreement; and
  - (c) must include procedures for preventing and settling industrial disputes between the employer and employees bound by the agreement; and
  - (d) if a majority of at least two-thirds of the total number of employees to be covered by the agreement agree—may include a provision giving an association of employees that is able to represent the industrial interests of the employees' rights to represent the industrial interests of those employees to the exclusion of another association of employees<sup>1</sup>; and
  - (e) must provide that sick leave is available, subject to limitations and conditions prescribed in the agreement, to an employee if the leave becomes necessary because of the sickness of a child, spouse, domestic partner, parent or grandparent (unless the agreement specifically excludes the extension of sick leave to such circumstances); and
  - (f) must make provision for the renegotiation of the agreement at the end of its term; and
  - (g) must be signed as required by regulation by or on behalf of the employer, and on behalf of the group of employees, to be bound by the agreement.
- (2) An enterprise agreement should be submitted to the Commission for approval within 21 days after the agreement is signed by or on behalf of the persons who are to be bound by it.

**Note—**

- 1 However, the provision must be consistent with section 116(1).

## **78—Enterprise agreement has no force or effect without approval**

An enterprise agreement has no force or effect unless approved by the Commission.

## **79—Approval of enterprise agreement**

- (1) Except as otherwise provided, the Commission must approve an enterprise agreement if, and must not approve an enterprise agreement unless, it is satisfied that—
- (a) before the application for approval was made, reasonable steps were taken—
    - (i) to inform the employees who are covered by the agreement about the terms of the agreement and the intention to apply to the Commission for approval of the agreement; and
    - (ii) to explain to those employees, the effect the agreement will have if approved and, in particular—
      - to identify the terms of an industrial instrument (if any) that currently apply to the employees and will, if the agreement is approved, be excluded by the agreement; and
      - if the agreement supersedes an earlier enterprise agreement, to identify the differences in the terms of the agreements; and

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- to explain the procedures for preventing and settling industrial disputes as prescribed by the agreement; and
  - to inform the employees of their right to representation in the negotiation, and proceedings for approval, of the agreement and, in particular, that an employee may be represented by the Employee Ombudsman, an agent of an employee's choice, or an association of employees; and
- (b) the agreement has been negotiated without coercion and a majority of the employees covered by the agreement have genuinely agreed to be bound by it; and
- (c) if the agreement is entered into by a registered association as representative of 1 or more employees bound by the agreement—the Commission is satisfied (in such manner as it thinks fit) that the association is authorised to act in accordance with the provisions of this Act; and
- (d) the agreement provides for consultation between the employer and the employees bound by the agreement about changes to the organisation and performance of work or the parties have agreed that it is not appropriate for the agreement to contain provision for such consultation; and
- (e) the agreement—
- (i) is, on balance, in the best interests of the employees covered by the agreement (taking into account the interests of all employees); and
  - (ii) does not provide for remuneration or other conditions of employment that are inferior to the standards that apply under Part 1 Division 2; and
  - (iii) does not provide for remuneration or conditions of employment that are (considered as a whole) inferior to remuneration or conditions of employment (considered as a whole) prescribed by an award under this Act that applies to the employees at the time of the application for approval; and
- (f) the agreement is consistent with the objects of this Part; and
- (g) the agreement complies with the other requirements of this Act.
- (1a) The agreement of employees to be bound by a proposed enterprise agreement may be indicated by ballot or in some other way.
- (1b) If a ballot of employees is taken—
- (a) the Commission must be satisfied that—
    - (i) all employees were given a reasonable opportunity to participate in the ballot; and
    - (ii) the ballot was conducted in accordance with the rules for the conduct of ballots (if any) laid down by regulation; and
    - (iii) a majority of the employees casting valid votes at the ballot voted in favour of the proposal; and

- (b) if the Commission is so satisfied, it will be presumed that a majority of the total number of the employees (including those who did not vote at the ballot) is in favour of the proposal.
- (1c) In deciding whether an agreement is in the best interests of an employee with a disability, the Commission must have regard to the *Supported Wage System* of the Commonwealth (or any system that replaces it), and any other relevant national disability standard identified by or under the regulations.
- (2) The Commission must refuse to approve an enterprise agreement if a provision of the agreement discriminates against an employee because of, or for reasons including, race, colour, sex, sexual preference, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.
- (3) The Commission must not approve an enterprise agreement if the agreement applies to part of a single business or a distinct operational or organisational part of a business and the Commission considers that—
- (a) the agreement does not cover employees who should be covered having regard to—
- (i) the nature of the work performed by the employees whom the agreement does cover; and
- (ii) the relationship between that part of the business and the rest of the business; and
- (b) it is unfair that the agreement does not cover those employees.
- (4) In deciding whether to approve an enterprise agreement, the Commission must identify the employees (if any) who are covered by the agreement but whose interests may not have been sufficiently taken into account in the course of negotiations and must do whatever is necessary to ensure that those employees understand the effect of the agreement and their interests are properly taken into account.
- (5) Despite subsection (1)(e)(ii) and (iii), the Full Commission may, on referral of an enterprise agreement by a member of the Commission who considered the agreement in the first instance, approve the agreement if the Full Commission is satisfied that—
- (a) a majority of at least two-thirds of the total number of employees to be covered by the agreement is in favour of making the agreement; and
- (b) the enterprise is suffering significant economic difficulties; and
- (c) the agreement would make a material contribution to the alleviation of those difficulties; and
- (d) there are reasonable prospects of the economic circumstances of the enterprise improving within the term of the agreement; and
- (e) having regard to any relevant award under this Act (which should be considered as a whole) the agreement does not substantially disadvantage the employees covered by the agreement.
- (6) An enterprise agreement must also be referred to the Full Commission for approval if the member of the Commission before whom the question of approval comes in the first instance is in serious doubt about whether the agreement should be approved.

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- (7) If an enterprise agreement is to be entered into on a provisional basis—
- (a) the prescribed provisions do not apply to its approval under this section; but
  - (b) the agreement may only be approved on condition that—
    - (i) the agreement is to be renegotiated between the employer and the group of employees within a period (not exceeding 6 months) the Commission considers appropriate in the circumstances and fixes on approving it; and
    - (ii) if, in the course of the renegotiation, the employer and the group<sup>1</sup> reach agreement (either in the same or on different terms), the agreement is, on its approval under this Part, to take the place of the provisional agreement and, if agreement is not reached, the provisional agreement lapses at the end of the period fixed for its renegotiation.

**Explanatory note—**

The *prescribed provisions* are subsection (1)(a), (b), (c) and subsections (4) and (5).

- (8) If—
- (a) the Employee Ombudsman enters into a provisional enterprise agreement; and
  - (b) no registered association is a party to the agreement,
- the United Trades and Labor Council may (despite any other provision of this Act) intervene in proceedings before the Commission relating to the approval of the agreement if the Commission is satisfied that the United Trades and Labor Council has a proper interest in the matter.
- (9) If the Commission is of the opinion that grounds may exist for withholding approval of an enterprise agreement but—
- (a) an undertaking is given to the Commission by one or more of the persons who are to be bound by the agreement (or by a duly authorised representative on their behalf) about how the agreement is to be interpreted or applied; and
  - (b) the Commission is satisfied that the undertaking adequately deals with the aspects of the agreement that might otherwise lead the Commission to withhold its approval,
- the Commission may incorporate the undertaking as part of the agreement, or amend the agreement to conform with the undertaking, and approve the agreement in its modified form.
- (10) Before the Commission rejects an application for approval for an enterprise agreement on the ground that its provisions do not meet the criteria for approval, it should identify the aspects of the agreement that are of concern to the Commission and allow a reasonable opportunity for the renegotiation of those aspects of the agreement.
- (11) The Commission may approve an enterprise agreement without proceeding to a formal hearing if the Commission—
- (a) is satisfied on the basis of documentary material submitted in support of the application that the agreement should be approved; and

- (b) has given public notice of its intention to approve the agreement in accordance with the rules.

**Note—**

- 1 The group may, if the appropriate authorisation exists, be represented in the negotiations by an association or associations of employees—See section 75.

### **80—Extent to which aspects of negotiations and terms of the agreement are to be kept confidential**

- (1) An association that enters into an enterprise agreement as representative of a group of employees, must not disclose to the employer which employees authorised the association to act on their behalf.
- (2) However—
  - (a) an association, if authorised in writing by an employee, may disclose to an employer that the association is authorised to act on behalf of the employee; and
  - (b) an association may be authorised by the Commission to disclose to an employer the identity of employees who authorised the association to act on their behalf and may be required by the Commission to disclose the identity of those employees to the Commission.
- (3) An enterprise agreement, once approved, must be lodged in the Registrar's office and must, subject to an order under subsection (4), be available for public inspection.
- (4) The Commission may, if satisfied that an order under this subsection is justified by the exceptional nature or circumstances of the case, declare that an enterprise agreement or a particular part of an enterprise agreement is to be kept confidential to the persons bound by it, and make an order suppressing public disclosure of the agreement or the relevant part of the agreement (but an order under this subsection cannot prevent disclosure of the agreement to the Employee Ombudsman).
- (5) A person must not contravene an order of the Commission under subsection (4).  
Maximum penalty: \$2 500.

### **81—Effect of enterprise agreement**

- (1) An enterprise agreement prevails over a contract of employment to the extent the agreement is inconsistent with the contract.
- (2) However, if an employer and employee agree, at or after the time of entering into an enterprise agreement, that a term of a contract of employment that is more beneficial to an employee than the corresponding provision of the enterprise agreement is to prevail despite the enterprise agreement, the contractual term prevails over the corresponding provision of the enterprise agreement.
- (3) An enterprise agreement operates to exclude the application of an award only to the extent of inconsistency with the award.
- (4) Subject to subsection (5), if—
  - (a) an enterprise agreement applies to the employees or a particular class of employees engaged in a particular business or undertaking; and



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- (b) a new employer becomes the successor, transmittee or assignee of the whole or part of the business or undertaking,
- the new employer succeeds to the rights and obligations of the employer under the enterprise agreement.
- (5) If—
- (a) an employer is bound by an enterprise agreement (the *outgoing employer*); and
- (b) another employer (the *incoming employer*) then becomes, or is likely to become at a later time, the successor, transmittee or assignee of the whole or part of the business or undertaking of the outgoing employer,
- the Commission may, on application under this subsection, by order—
- (c) vary the enterprise agreement; or
- (d) rescind the enterprise agreement.
- (6) An application under subsection (5) may be made—
- (a) by the outgoing employer (including such an employer who was previously an incoming employer), while he or she is still the employer under the enterprise agreement; or
- (b) by the incoming employer after he or she takes over the whole or a part of the business or undertaking of the outgoing employer; or
- (c) by an employee bound by the enterprise agreement (or a group of such employees) after the incoming employer takes over the whole or a part of the business or undertaking of the outgoing employer; or
- (d) by a registered association acting on behalf of an employee or a group of employees bound by the enterprise agreement after the incoming employer takes over the whole or a part of the business or undertaking of the outgoing employer.
- (7) The Commission may make an order on application under subsection (5) if (and only if)—
- (a) the order only relates to provisions that regulate the performance of duties by employees or that relate to the remuneration of employees; and
- (b) the Commission is satisfied that exceptional circumstances exist justifying the making of the order; and
- (c) the Commission is satisfied—
- (i) that the order will not disadvantage employees in relation to their terms and conditions of employment; or
- (ii) that the order will assist in a reasonable strategy on the part of the employer to deal with a short-term crisis in, and to assist in the revival of, the relevant business or undertaking.
- (8) For the purposes of subsection (7), an order disadvantages an employee or employees in relation to their terms and conditions of employment if, on balance, its making would result in a reduction in the overall terms and conditions of employment of that employee or those employees.

- (9) The Commission must, in making an order under subsection (5), take into account the length of time remaining until the end of the term of the enterprise agreement.
- (10) An order under subsection (5)—
  - (a) must not take effect before the transfer of the relevant business or undertaking to the incoming employer;
  - (b) may be made on the basis that the incoming employer will only be bound by the enterprise agreement for a limited period of time (and then the enterprise agreement will be taken to be rescinded);
  - (c) may be made on the basis that any variation to the enterprise agreement will only have effect for a limited period of time.
- (11) Nothing in this section limits the ability to vary or rescind an enterprise agreement under another provision.

## **82—Commission's jurisdiction to act in disputes under an enterprise agreement**

- (1) An enterprise agreement cannot limit—
  - (a) the Commission's powers of conciliation; or
  - (b) the Commission's powers to settle industrial disputes between the employer and the employees bound by the agreement.
- (2) However—
  - (a) before the Commission intervenes in an industrial dispute between an employer and employees bound by an enterprise agreement, the Commission should ensure that the procedures laid down in the agreement for settling industrial disputes have been followed and have failed to resolve the dispute; and
  - (b) a determination made by the Commission in settlement of such a dispute—
    - (i) must not be made in relation to a condition of employment that is a subject matter of the agreement (unless the determination is to correct an ambiguity or uncertainty in the agreement); and
    - (ii) must be consistent with the agreement.
- (3) The Commission may, in acting under this section, settle a dispute over the application of an enterprise agreement.

## **83—Duration of enterprise agreement**

- (1) An enterprise agreement is to be made for a term (not exceeding 3 years) stated in the agreement.
- (2) At least 28 days before the end of the term of an enterprise agreement, the Commission must give written notice to the parties to the agreement advising them that the term of the agreement is about to end.
- (3) After giving the notice, the Commission may, on its own initiative or on the application of a party, invite the parties to an enterprise agreement to a conference to explore the possibility of renegotiating the agreement.

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- (4) Despite the expiration of the term stated in the enterprise agreement, the agreement continues in force until superseded or rescinded.

#### **84—Power of Commission to vary or rescind an enterprise agreement**

- (1) The Commission may vary an enterprise agreement—
- (a) to give effect to an amendment agreed between the employer and a majority of the employees currently bound by the agreement; or
  - (b) to correct an ambiguity or uncertainty in the agreement; or
  - (c) to bring the agreement into conformity with an undertaking on the basis of which the agreement was approved.
- (2) In deciding whether to vary an enterprise agreement, the Commission must (unless the variation is merely to correct an ambiguity or uncertainty) apply the same tests as apply to the approval of an enterprise agreement.
- (3) The Commission may rescind an enterprise agreement during its term if satisfied that the employer and a majority of the employees currently bound by the agreement want it rescinded.
- (4) A party to an enterprise agreement, an employee bound by the agreement, or a registered association with at least 1 member who is bound by the agreement, may apply to the Commission for an order rescinding the agreement after the end of the term of the agreement.
- (5) On receiving an application for rescission under subsection (4), the Commission must take such steps as it considers appropriate to obtain the views of the persons bound by the agreement about whether the agreement should be rescinded.
- (6) If on an application under subsection (4) the Commission is satisfied—
- (a) that the employer or a majority of the employees bound by the agreement want it rescinded; and
  - (b) that the rescission of the agreement will not unfairly advance the bargaining position of a particular person or group in the circumstances of the particular case,
- the Commission may rescind the agreement.

#### **85—Commission may release party from obligation to comply with enterprise agreement**

- (1) If an employer or employee bound by an enterprise agreement engages in industrial action in relation to a matter dealt with in the agreement, the Commission may, on application by another person bound by the agreement who is affected by the industrial action, order that the applicant be released from the agreement or that the terms of the agreement be varied in a specified way.
- (2) Subject to the terms of an enterprise agreement, the Commission may, on application by a person bound by the agreement, include, omit or vary a term authorising the employer to stand down an employee.
- (3) The Commission may only make an order under this section if satisfied it is fair and reasonable to do so.

## **86—Limitation on Commission's powers**

The Commission has no power to vary or rescind an enterprise agreement apart from the powers expressly conferred on the Commission by this Part.

## **87—Representation**

An association of employers or employees may, subject to the provisions of any relevant enterprise agreement<sup>1</sup>, represent members of the association in negotiations and proceedings under this Part.

**Note—**

1 See section 77(1)(d).

## **88—Confidentiality**

- (1) If an enterprise agreement prohibits the disclosure of information of a confidential nature, a person who discloses the information contrary to the agreement is guilty of an offence.

Maximum penalty: \$750.

- (2) However, an enterprise agreement cannot prohibit the disclosure of information of a statistical nature to the Minister.

# **Part 3—Regulation of industrial matters by award**

## **Division 1—Awards generally**

### **90—Power to regulate industrial matters by award**

- (1) The Commission may make an award about remuneration and other industrial matters<sup>1</sup>.
- (2) However—
  - (a) the Commission cannot regulate the composition of an employer's workforce except in relation to the employment of juniors and apprentices; and
  - (b) if there is an inconsistency between an award and an enterprise agreement, then, while the agreement continues in force, the agreement prevails to the extent of the inconsistency.
- (3) The Commission may provide in an award for remuneration, leave or other conditions of employment that are more favourable to employees than the standards that apply under Part 1 Division 2.
- (4) The Commission may refrain from hearing, further hearing, or determining an application for an award binding only one employer or two or more employers who together carry on a single business or for variation of such an award for so long as the Commission—
  - (a) considers that, in all the circumstances, the parties concerned should try to negotiate an enterprise agreement to deal with the subject matter of the application; and
  - (b) is not satisfied that there is no reasonable prospect of the parties making such an agreement.

- (5) An award may be made on a provisional or interim basis.
- (6) In making an award, the Commission is not restricted to the specific relief claimed by the parties, but may include in the award provisions the Commission considers necessary or appropriate.
- (7) Before the Commission makes an award, it must take reasonable steps to ensure that all persons who are to be bound by the award have been given a reasonable opportunity to appear and be heard before the Commission.

**Note—**

- 1 Any of the bodies or persons mentioned in section 194 may bring an application for the making of an award.

### **90A—Equity in remuneration**

In making an award regulating remuneration, the Commission must take all reasonable steps to ensure that the principle of equal remuneration for men and women doing work of equal or comparable value is applied (insofar as may be relevant).

### **91—Who is bound by award**

- (1) An award of the Commission is binding on all persons expressed to be bound by the award.
- (2) If—
  - (a) an award is expressed to apply to a particular employer, or to an employer engaged in a particular business or undertaking (the *outgoing employer*); and
  - (b) another employer (the *incoming employer*) becomes the successor, transmittee or assignee of the whole or part of the business or undertaking of the outgoing employer,the incoming employer succeeds to rights and obligations of the outgoing employer under the award.
- (3) Subsection (2) operates subject to any provision made by the Commission (on application under this Act) to vary or rescind the relevant award.

### **92—Retrospectivity**

- (1) An award of the Commission has, if it so provides, retrospective operation.
- (2) However, an award cannot operate retrospectively from a day antecedent to the day on which the application for the award was lodged with the Commission unless—
  - (a) the date of operation is fixed by consent of all parties to the proceedings; or
  - (b) there is a nexus between the award and—
    - (i) another award of the Commission; or
    - (ii) a fair work instrument under the Commonwealth Act,and, in view of the nexus, it is imperative that there should be common dates of operation; or

- (c) the award gives effect, in whole or part and with or without modification, to principles, guidelines or conditions relating to remuneration enunciated or laid down in, or attached to, a relevant decision or determination of Fair Work Australia and there are reasons of exceptional cogency for giving it a retrospective operation.

### **93—Form of awards**

- (1) An award must be expressed in plain English and must avoid unnecessary technicality and excessive detail.
- (2) An award must be settled and sealed by the Registrar.

### **94—Effect of awards on contracts**

An award prevails over a contract of employment to the extent the award is more beneficial to the employee than the contract.

### **95—Effect of multiple award provisions on remuneration**

- (1) If—
  - (a) an employee is engaged in work of different classes; and
  - (b) an award or awards fix different rates of remuneration for the different classes of work,the remuneration of the employee is to be calculated by reference to the time spent in, and the rate of remuneration for, each class of work.
- (2) However, an award may fix a special rate of remuneration for an employee engaged in work of different classes.

### **96—Duration of award**

An award continues in operation, subject to its terms, and subject to amendment or revocation, until superseded by a later award.

### **97—Effect of amendment or rescission of award**

The variation or rescission of an award does not affect—

- (a) legal proceedings previously commenced under or in relation to the award; or
- (b) rights existing at the time of the variation or rescission.

### **98—Consolidation or correction of awards**

- (1) The Registrar must ensure that the text of any award that has been amended by another award is consolidated to include the amendments at least once in each period of 12 months.
- (2) The Registrar may, at any time, correct clerical or other errors in an award.

## **Division 1A—Special provision relating to child labour**

### **98A—Special provision relating to child labour**

- (1) The Commission may, by award—
  - (a) determine that children should not be employed in particular categories of work or in an industry, or a sector of an industry, specified by the award;
  - (b) impose special limitations on hours of employment of children;
  - (c) provide for special rest periods for children who work;
  - (d) provide for the supervision of children who work;
  - (e) make any other provision relating to the employment of children as the Commission thinks fit.
- (2) Subsection (1) does not limit the powers of the Commission to make awards that relate to children under the other provisions of this Act.
- (3) Without limiting subsection (1), the Commission must, within 1 year after the commencement of this section, commence reviewing the awards applying under this Act that may be relevant to the employment of children to ensure that they reflect appropriate standards with respect to the employment of children (insofar as may be relevant).
- (4) The Commission must, in acting under subsection (3), give priority to those awards that relate to industries (or sectors of industries) where the employment of children is most prevalent.
- (5) The Commission may, in making an award under this section, make a determination that only relates to children of a specified age or ages.

## **Division 1B—Special provision relating to trial work**

### **98B—Special provision relating to trial work**

- (1) The Commission may, by award—
  - (a) determine that a person who undertakes a specified category of work (in any specified circumstances) on a trial basis in an industry, or a sector of an industry, specified by the award with a view to obtaining employment with the person from whom the work is performed is entitled to be paid for that work in accordance with the terms of the award;
  - (b) impose limitations of the performance of work on a trial basis in an industry, or a section of an industry, specified in the award;
  - (c) make any other provision relating to work on a trial basis as the Commission thinks fit,

if the Commission is of the opinion that action under this section is justified in order to prevent the abuse of the performance of work on a trial basis in the relevant circumstances.

- (2) The Commission may, in setting rates of pay with respect to particular work under subsection (1), specify different rates according to the different levels of skill or experience that persons undertaking the work may possess.
- (3) Subsection (1) does not limit the powers of the Commission to make any award under the other provisions of this Act.
- (4) Subsection (1) applies even though the persons to whom an award will relate will not be employees for the purposes of this Act.
- (5) A person who is entitled to be paid under an award under this section is entitled to recover the amount that should be paid as if the person were an employee of the person for whom the work was performed.

## **Division 2—Review of awards**

### **99—Triennial review of awards**

- (1) The Commission must review each award at least once in every three years.
- (1a) However, in the case of the first review to be conducted after the commencement of this Act, the period allowed for the review is extended to 31 December 1997.
- (2) At least 21 days before it begins a review under this section, the Commission must give notice of the review—
  - (a) to associations and other persons that appeared in the proceedings in which the award was made; and
  - (b) by notice in a newspaper circulating generally throughout the State.
- (3) On a review under this section, the Commission may vary an award to ensure that the award—
  - (a) is consistent with the objects of this Act; and
  - (b) affects only to the minimum extent necessary the way work is carried out; and
  - (c) leaves the practical application of its provisions to be worked out in the workplace; and
  - (d) is consistent with industrial, technological, commercial and economic developments applicable to the relevant industry; and
  - (e) complies with other requirements prescribed by regulation.
- (4) If, on review of an award it appears that the award is obsolete, the Commission should rescind the award.
- (5) Before it varies or rescinds an award under this section, the Commission must give the parties to the award a reasonable opportunity to make submissions on the proposed action, and take any submissions made by the parties into consideration.



## Part 3A—Outworkers

### Division 1—Preliminary

#### 99A—Interpretation

In this Part—

*apparent responsible contractor*—see section 99D;

*code of practice* means the code of practice in operation under Division 2 (if any);

*remuneration* includes—

- (a) any remuneration or other amount, including commission, payable in relation to work done by an outworker;
- (b) any amount payable to an outworker in respect of annual leave or long service leave;
- (c) any amount for which an outworker is entitled to be reimbursed or compensated for under the code of practice;

*unpaid remuneration* means remuneration that is the subject of a claim under section 99D.

#### 99B—Responsible contractors

- (1) Subject to this section, a person will be taken to be a responsible contractor in relation to an outworker or a group of outworkers engaged (or previously engaged) under a contract of employment with someone else if the person is a person who initiates an order for the relevant work (other than (if relevant) as a purchaser at the point of sale by retail), or distributes the relevant work (even though there may then be a series of contracts before the work is actually performed by the outworker or outworkers).
- (2) The fact that a person is to be taken to be a responsible contractor for the purposes of this Part does not affect any obligation of another person as an employer under a contract of employment.
- (3) A person whose sole business in connection with the clothing industry is the sale of clothing (and associated items) by retail will not be taken to be a responsible contractor under this section (but may be taken to be an employer under a contract of employment between the person and an outworker).

### Division 2—Code of practice

#### 99C—Code of practice

- (1) The Governor may, by regulation, establish a code of practice for the purpose of ensuring that outworkers are treated fairly in a manner consistent with the objects of this Act.
- (2) The code of practice may make different provision according to the matters or circumstances to which they are expressed to apply.

- (3) The code of practice may apply, adopt or incorporate, with or without modification, a standard or other document prepared or published by a body specified in the code, as in force at a particular time or as in force from time to time.
- (4) A code of practice may—
  - (a) require employers or other persons engaged in an industry, or a sector of an industry, specified or described in the code to adopt the standards of conduct and practice with respect to outworkers set out in the code; and
  - (b) make arrangements relating to the remuneration of outworkers, including by specifying matters for which an outworker is entitled to be reimbursed or compensated for with respect to his or her work or status as an outworker; and
  - (c) make provision to assist outworkers to receive their lawful entitlements; and
  - (d) make such other provision in relation to the work or status of outworkers as the Governor thinks fit.
- (5) The Commission may make an award incorporating any term of the code of practice or make any other provision to give effect to the code of practice.
- (6) Subsection (5) does not limit the powers of the Commission to make awards that relate to outworkers under the other provisions of this Act.
- (7) If there is an inconsistency between an award and the code of practice, the award prevails to the extent of the inconsistency.

### **Division 3—Recovery of unpaid remuneration**

#### **99D—Outworker may initiate a claim against a responsible contractor**

- (1) An outworker may initiate a claim for unpaid remuneration (an *unpaid remuneration claim*) against a person identified by the outworker as the person who the outworker believes on reasonable grounds to be a responsible contractor in relation to the outworker (the *apparent responsible contractor*).
- (2) The unpaid remuneration claim may be for all or any of the remuneration that is payable to the outworker on account of work performed by the outworker that was (or apparently was) initiated or distributed by the apparent responsible contractor (and it does not matter that there may be more than 1 responsible contractor).
- (3) The unpaid remuneration claim must be made within 6 months after the relevant work is completed by the outworker.
- (4) The unpaid remuneration claim is to be made by serving a written notice on the apparent responsible contractor that—
  - (a) claims payment of the unpaid remuneration; and
  - (b) sets out the following particulars:
    - (i) the name of the outworker; and
    - (ii) the address at which the outworker may be contacted; and
    - (iii) a description of the work that has been performed; and
    - (iv) the date or dates on which the work was performed; and

- (v) the amount of unpaid remuneration claimed in respect of the work.
- (5) The particulars set out in the unpaid remuneration claim must be verified by statutory declaration.
- (6) A claim under this section may only be made in respect of work performed after the commencement of this section.

### **99E—Liability of apparent responsible contractor on a claim**

- (1) Except as provided by subsection (4), an apparent responsible contractor served with an unpaid remuneration claim is liable for the amount of unpaid remuneration claimed.
- (2) An apparent responsible contractor may, within 14 days after being served with an unpaid remuneration claim, refer the claim to another person the apparent responsible contractor knows or has reason to believe is the employer of the outworker under this Act (the *designated employer*).
- (3) An apparent responsible contractor refers an unpaid remuneration claim under subsection (2) by—
- advising the outworker who has made the claim, in writing, of the name and address of the designated employer; and
  - serving a copy of the claim (a *referred claim*) on the actual employer.
- (4) The apparent responsible contractor is not liable for the whole or any part of an amount of an unpaid remuneration claim for which the designated employer served with a referred claim accepts liability in accordance with section 99F.

### **99F—Liability of actual employer to which a claim is referred**

- (1) A designated employer served with a referred claim under section 99E may, within 14 days after being served, accept liability for the whole or any part of an amount of unpaid remuneration claimed by paying it to the outworker concerned.
- (2) A designated employer who accepts liability under subsection (1) must serve notice in writing on the apparent responsible contractor of that acceptance and of the amount paid.

### **99G—Recovery of amount of unpaid remuneration**

- (1) An amount payable to an outworker by an apparent responsible contractor that is not paid in accordance with the requirements of this Division may be recovered by the outworker as a monetary claim under Chapter 5 Part 2.
- (2) Sections 165 and 182 will not apply in proceedings brought under this section.
- (3) In proceedings brought under this section, an order for the apparent responsible contractor to pay the amount claimed must be made unless the apparent responsible contractor satisfies the Court that the work was not performed or that the amount of the claim for the work in the unpaid remuneration claim is not the correct amount in respect of the work.

### **99H—Ability of responsible contractor to claim contribution or to make deduction**

- (1) If an apparent responsible contractor pays to the outworker concerned the whole or any part of the amount of any unpaid remuneration claim under this Division, the apparent responsible contractor may—
  - (a) recover the amount paid from a related employer; or
  - (b) deduct or set-off the amount paid from or against any amount that the apparent responsible contractor owes to a related employer (whether or not in respect of work that has been carried out by the outworker).
- (2) For the purposes of subsection (1), a related employer in relation to an apparent responsible contractor is—
  - (a) the actual employer of the outworker concerned; or
  - (b) another responsible contractor whose contractual relationship with the outworker concerned on account of the work performed by the outworker is, when all relevant contractual relationships are considered, closer than the contractual relationship between the apparent responsible contractor and the outworker.

### **99I—Offence provision**

A person must not—

- (a) by intimidation or by any other act or omission, intentionally hinder or prevent a person from making an unpaid remuneration claim under section 99D; or
- (b) make a statement that the person knows to be false or misleading in a material particular in any referred claim under section 99E or any notice served for the purposes of section 99F; or
- (c) serve a referred claim on a person under section 99E that the person does not know, or have reasonable grounds to believe, is an actual employer.

Maximum penalty: \$5 000.

### **99J—Non-derogation**

Nothing in this Division—

- (a) limits or excludes any other right of recovery of remuneration of an outworker, or any liability with respect to payment of remuneration to an outworker (whether arising under this Act or any other Act or law or whether arising by virtue of any award or other industrial instrument or by virtue of an agreement or otherwise); or
- (b) limits or excludes any right of recovery arising under any other law with respect to any amount of money owed by a responsible contractor to another person.

## **Part 4—General principles affecting determination of working conditions**

### **100—Adoption of principles affecting determination of remuneration and working conditions**

- (1) The Full Commission may, on its own initiative, or on the application of—
  - (a) the Minister; or
  - (b) the United Trades and Labor Council; or
  - (c) the South Australian Employers' Chamber of Commerce and Industry Incorporated,

make a declaration adopting in whole or in part, and with or without modification, principles, guidelines, conditions, practices or procedures enunciated or laid down in, or attached to, a decision or determination of Fair Work Australia.

- (2) However, a declaration may only be made if the terms of the declaration are consistent with the objects of this Act.
- (3) A declaration under this section may be made on the basis that it is to apply in relation to (and prevail to the extent of any inconsistency with)—
  - (a) awards generally; or
  - (b) awards generally, other than a specified award or awards; or
  - (c) a specified award or awards (and no other awards).
- (4) In addition, a party to an award that is affected by a declaration under this section may, within 28 days after the declaration is made, apply to the Full Commission to have the award excluded from the declaration (or a part of the declaration), despite the operation of subsection (3).
- (5) The Full Commission may grant an application under subsection (4) on such conditions as the Full Commission thinks fit.

### **101—State industrial authorities to apply principles**

- (1) In arriving at a determination affecting remuneration or working conditions, a State industrial authority must have due regard to and may apply and give effect to principles, guidelines, conditions, practices or procedures adopted by the Full Commission under this Part.
- (2) However, principles adopted under this Part are not applicable to enterprise agreements.
- (3) In this section—

*State industrial authority* means—

- (a) the Commission; or
- (b) the Remuneration Tribunal; or
- (c) the Commissioner for Public Sector Employment; or

- (d) another person or body declared by regulation to be a State industrial authority.

## Part 5—Enforcement of obligations arising from employment

### Division 1—Records to be kept by employers

#### 102—Records to be kept

- (1) An employer must, subject to subsections (6) and (7), keep for all employees—
  - (a) a record of the names and addresses of the employees; and
  - (b) a record (a *time book*) in which are entered as far as practicable—
    - (i) each employee's times of beginning and ending work on each day (including a note of time allowed for meals and other breaks); and
    - (ii) the wages paid to each employee and the date of each payment of wages; and
  - (c) a record of annual leave, sick leave, parental leave and long service leave granted to each employee; and
  - (d) a record of the date of birth of employees under 21 years of age; and
  - (e) other records prescribed by regulation.

Maximum penalty: \$2 500.

Expiation fee: \$160.

- (2) The records must be kept in the English language.

Maximum penalty: \$2 500.

Expiation fee: \$160.

- (2a) The records may be kept in writing or in electronic form.

- (2b) The information kept in the time book must be verified as follows:

- (a) if the time book is kept in writing, it must, if practicable, be verified by signature of the employee on, or as soon as possible after, each pay day and the signature constitutes evidence of the correctness of the entries;
- (b) if the time book is kept electronically, a printout of the relevant entries must, if practicable, be verified by signature of the employee on, or as soon as possible after, each pay day and the employer must keep the signed printouts as evidence of the correctness of the entries.

Maximum penalty: \$1 250.

Expiation fee: \$105.

- (3) An employer must retain a record kept under this section for 7 years after the date of the last entry made in it.

Maximum penalty: \$2 500.

Expiation fee: \$160.

- (4) An employer must—
- (a) at the reasonable request of an employee or former employee, produce a record relating to the employee or former employee kept under this section and permit the employee or former employee to make copies of, or take extracts from, the record; or
  - (b) at the reasonable request of an inspector, produce a record relating to a specified employee or former employee kept under this section and permit the inspector to make copies of, or take extracts from, the record; or
  - (c) at the reasonable request of an inspector, produce reasonable evidence of the payment of wages and details of how the amounts of the payments were calculated and details of any amounts that remained unpaid and how they are calculated.

Maximum penalty: \$2 500.

Expiation fee: \$160.

- (5) When a business, or part of a business, is transferred or assigned, the transferor or assignor must transmit to the transferee or assignee all records referred to in this section relating to employees who become employees of the transferee or assignee.

Maximum penalty: \$1 250.

Expiation fee: \$105.

- (5a) On the transmission of the records, the employer's obligations in relation to the records passes to the transferee or assignee.

- (6) An award or enterprise agreement may direct that, in relation to some or all of the persons bound by the award or agreement—

- (a) a time book need not be kept; or
- (b) specified information need not be included in the time book.

- (7) The requirement to keep a time book does not apply with respect to any employee who is not paid on an hourly basis, or on a basis under which the employee's remuneration varies according to the time worked.

- (8) When an employer makes a payment of wages, the employer must provide the employee with a pay slip showing—

- (a) the name of the employer; and
- (b) the amount of the payment; and
- (c) the period of employment to which the payment relates; and
- (d) if the employee is paid on an hourly basis, or on a basis on which the rate of pay varies according to the time worked—
  - (i) the number of hours worked by the employee during the period to which the payment relates (distinguishing between ordinary time and overtime); and
  - (ii) the rate or rates of pay on which the payment is based; and

- (e) if the employer has made a contribution to a superannuation fund for the benefit of the employee—the name of the fund to which the contribution was made and the amount of the contribution.

Maximum penalty: \$1 250.

Expiation fee: \$105.

### **103—Employer to provide copy of award or enterprise agreement**

- (1) An employer who is bound by an award or enterprise agreement must, at the request of an employee bound by the award or enterprise agreement, produce a copy of the award or enterprise agreement as soon as practicable after the request and allow the employee a reasonable opportunity to examine it.

Maximum penalty: \$750.

Expiation fee: \$80.

- (2) If an employee bound by an award or enterprise agreement asks the employer for a copy of the award or agreement, the employer must give the employee a copy of the award or agreement within 14 days after the date of the request.

Maximum penalty: \$750.

Expiation fee: \$80.

- (3) However, an employer is not obliged to comply with a request under subsection (2) if—

- (a) the employer has previously given the employee a copy of the award or agreement within the preceding 12 months; or  
(b) the Commission has, on the application of the employer, relieved the employer from the obligation to comply with the request.

- (4) An employer must ensure that a copy of an award or enterprise agreement is exhibited at a place that is reasonably accessible to the employees bound by the award or agreement.

Maximum penalty: \$750.

Expiation fee: \$80.

- (5) However, an enterprise agreement, or a part of an enterprise agreement, that the Commission has suppressed from public disclosure under this Act<sup>1</sup> need not be exhibited under subsection (4).

**Note—**

1 See section 80.

## **Division 2—Powers of inspectors**

### **104—Powers of inspectors**

- (1) An inspector may at any time, with any assistance the inspector considers necessary, without any warrant other than this section—

- (a) enter any workplace; and  
(b) inspect and view any work, process or thing in the place; and



- (c) question a person in the place on a subject relevant to employment or an industrial matter.
- (2) An inspector must, when entering or as soon as practicable after entering a place under this section, produce his or her identity card for inspection by the occupier or person in charge of the place.
- (3) An inspector may require the production of a time book, paysheet, notice, record, list, indenture of apprenticeship or other document required to be kept by this Act or any other Act and may inspect, examine and copy it.
- (4) In addition to the powers set out in subsections (1) and (3), if an inspector has reason to believe that a document required to be kept by an employer under this Act or any other Act is not accessible during an inspection under subsection (3), the inspector may, by notice in writing to an employer, require the employer to produce the document to the inspector within a reasonable period (of at least 24 hours) specified by the inspector.
- (4a) A document produced under subsection (3) or (4) may be retained by the inspector for examination and copying (and, accordingly, the inspector may take it away), subject to the qualification that the inspector must then return the document within 7 days.
- (5) However—
- (a) the inspector may not retain an original document if the employer supplies a copy of it to the inspector for the inspector's own use; and
  - (b) the inspector may not retain the original of a document that is required for the day-to-day operations of the employer (but the inspector may copy it at the time of its production).
- (6) It is the duty of an employer at all reasonable times to facilitate, as far as practicable, the exercise by an inspector of powers under this section.
- (7) If an inspector puts a question to a person through an interpreter, the question will, for the purposes of this Act, be taken to have been put to the person by the inspector and an answer to the question given by the person to the interpreter will be taken to have been given to the inspector (and in any legal proceedings it will be presumed that the interpreter's translation of the answer is the person's answer to the question as put by the inspector unless it is shown that the interpreter mistranslated the question or the answer).
- (8) A person must not—
- (a) hinder or obstruct an inspector in the exercise of a power conferred by or under this section; or
  - (b) refuse an inspector entrance to a place the inspector is authorised to enter under subsection (1); or
  - (c) refuse or fail to answer truthfully a question put under subsection (1); or
  - (d) fail, without lawful excuse, to comply with a requirement of an inspector acting under this section.

Maximum penalty: \$1 250.

## **104A—Compliance notices**

- (1) If it appears that an employer has failed to comply with a provision of this Act, or of an award or enterprise agreement, an inspector may issue a compliance notice requiring the employer, within a period stated in the notice—
  - (a) to take specified action to remedy the non-compliance; and
  - (b) to produce reasonable evidence of the employer's compliance with the notice.
- (2) An employer who fails to comply with a compliance notice within the time allowed in the notice is guilty of an offence.  
Maximum penalty: \$3 250.  
Expiation fee: \$325.
- (3) The following applications may be made to the Court for a review of a notice issued under this section:
  - (a) an employer may apply to the Court on the ground that the employer has in fact complied with this Act, or the relevant award or enterprise agreement (as the case may be);
  - (b) an employee may apply to the Court on the ground that the employer's failure to comply with this Act, or an award or enterprise agreement, is more extensive than stated in the notice.
- (4) The Court may, at the conclusion of the review—
  - (a) confirm the notice; or
  - (b) confirm the notice with such modification as it thinks fit; or
  - (c) cancel the notice.
- (5) A reference in this section to this Act includes a reference to a code of practice made under this Act.

## **Part 6—Unfair dismissal**

### **Division 1—Preliminary**

#### **105—Interpretation**

In this Part—

*adjudicating authority* means—

- (a) the Commission; or
- (b) any other court, tribunal, commission or other authority with power to grant relief for wrongful or unfair dismissal;

*non-award employee* means an employee whose employment is not covered by an industrial instrument.

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**105A—Application of Part**

- (1) This Part does not apply—
  - (a) to a non-award employee whose remuneration immediately before the dismissal took effect is \$100 322 (indexed) or more a year; or
  - (b) to an employee who is an apprentice under a training contract under the *Training and Skills Development Act 2008*.

**Note—**

An apprentice may apply to the Commission under Part 4 of the *Training and Skills Development Act 2008* in respect of any dispute or grievance involving his or her employer.
- (2) The regulations may exclude from the operation of this Part or specified provisions of this Part—
  - (a) employees serving a period of probation or a qualifying period providing that the period—
    - (i) is determined in advance; and
    - (ii) is reasonable having regard to the nature and circumstances of the employment; and
    - (iii) does not exceed 12 months; or
  - (b) employees engaged on a casual basis for a short period except where—
    - (i) the employee has been engaged by the employer on a regular and systematic basis extending over a period of at least nine months; and
    - (ii) the employee has, or would have had, a reasonable expectation of continuing employment by the employer; or
  - (c) employees whose terms and conditions of employment are governed by special arrangements giving rights of review of, or appeal against, decisions to dismiss from employment which, when considered as a whole, provide protection that is at least as favourable to the employees as the protection given under this Part; or
  - (d) employees in relation to whom the application of this Part or the specified provisions of this Part causes or would cause substantial difficulties because of—
    - (i) their conditions of employment; or
    - (ii) the size or nature of the undertakings in which they are employed; or
  - (e) employees of any other class.
- (3) To the extent that a regulation under subsection (2)(c), (d) or (e) is inconsistent with the *Termination of Employment Convention* it is invalid.
- (4) If a contract provides for employment for a specified period or for a specified task, this Part does not apply to the termination of the employment at the end of the specified period, or on completion of the specified task, unless the employee has, on the basis of the employer's conduct, a clear expectation of continuing employment by the employer.

## Division 2—Application for relief

### 106—Application for relief

- (1) If an employer dismisses an employee, the employee may, before the end of a period of 21 days from the date the dismissal takes effect, apply to the Commission for relief under this Part.
- (2) An employee cannot simultaneously bring proceedings for dismissal before 2 or more adjudicating authorities.
- (3) If an employee takes proceedings for dismissal under this Part or some other law and the adjudicating authority before which the proceedings are brought considers that the proceedings might have been more appropriately brought under another law before another adjudicating authority—
  - (a) the adjudicating authority may, after hearing the parties, refer the proceedings to the other adjudicating authority to be dealt with under that other law; and
  - (b) the adjudicating authority to which the proceedings are referred must deal with the proceedings as if they had been commenced before that adjudicating authority under the relevant law.

**Note—**

Suppose that an employee brings proceedings under the *Equal Opportunity Act 1984* seeking relief for dismissal on the ground that the dismissal constitutes an act of discrimination in respect of which a remedy is available under that Act. The relevant authorities under that Act might, if of the opinion that the proceedings might have been more appropriately brought before the Commission under this Act, refer the proceedings to the Commission. The proceedings would then proceed in the Commission as if they had been commenced by an application for relief under this Part.

- (3a) The period that applies under subsection (1) does not apply in a case involving the referral of proceedings to the Commission under another law.
- (4) No fee may be imposed with respect to an application for relief under this Part.

## Division 4—Determination of application

### 108—Question to be determined at the hearing

- (1) At the hearing of an application under this Part, the Commission must determine whether, on the balance of probabilities, the dismissal is harsh, unjust or unreasonable.
- (2) In deciding whether a dismissal was harsh, unjust or unreasonable, the Commission must have regard to—
  - (a) the *Termination of Employment Convention*; and
  - (b) the rules and procedures for termination of employment prescribed by or under Schedule 8; and
  - (c) the degree to which the size of the relevant undertaking, establishment or business impacted on the procedures followed in effecting the dismissal; and

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- (d) the degree to which the absence of dedicated human resource management specialists or expertise in the relevant undertaking, establishment or business impacted on the procedures followed in effecting the dismissal; and
  - (e) whether the employer has failed to comply with an obligation under section 58B or 58C of the *Workers Rehabilitation and Compensation Act 1986*; and
  - (f) any other factor considered by the Commission to be relevant to the particular circumstances of the dismissal.
- (3) If a redundancy payment is made on the dismissal in accordance with a relevant industrial instrument, the dismissal cannot be regarded as harsh, unjust or unreasonable solely on the ground that the payment is inadequate.

### 109—Remedies for unfair dismissal from employment

- (1) If the Commission is satisfied on application under this Part that an employee's dismissal is harsh, unjust or unreasonable, the Commission may—
- (a) order that the applicant be re-employed in the applicant's former position without prejudice to the former conditions of employment; or
  - (b) if it would be impracticable for the employer to re-employ the applicant in the applicant's former position, or re-employment in the applicant's former position would not, for some other reason, be an appropriate remedy—order that the applicant be re-employed by the employer in some other position (if such a position is available) on conditions determined by the Commission; or
  - (c) if the Commission considers that re-employment by the employer in any position would not be an appropriate remedy—order the employer to pay to the applicant an amount of compensation determined by the Commission.
- (1a) Re-employment is to be regarded as the preferred remedy, and the Commission may only award an alternative remedy if satisfied that there are cogent reasons to believe that re-employment would not, in the circumstances of the particular case, be an appropriate remedy.
- (1b) However, the Commission need not regard re-employment as the preferred remedy if the position to which the applicant would be re-employed is in a business or undertaking where, at the time of the Commission's decision on the application, less than 50 employees are employed.
- (2) If the Commission makes an order for re-employment under this section, then, subject to any contrary direction of the Commission—
- (a) the employee must be remunerated for the period intervening between the date that the dismissal took effect and the date of re-employment as if the employee's employment in the position from which the employee was dismissed had not been terminated; and
  - (b) the employer is entitled to the repayment of any amount paid to the employee on dismissal on account of or arising from the dismissal; and
  - (c) for the purposes of determining rights to annual leave, sick leave, long service leave, and parental leave, the interruption to the employee's continuity of service caused by the dismissal will be disregarded.

- (3) The Commission must not order compensation exceeding 6 months' remuneration at the rate applicable to the dismissed employee immediately before the dismissal took effect, or \$33 100 (indexed), whichever is the greater.
- (4) An order for the payment of a monetary amount under this section may provide for payment by instalments if—
  - (a) the Commission is satisfied that exceptional circumstances exist justifying the making of the order; and
  - (b) insofar as the order compensates loss of remuneration—the instalments of compensation are at least as favourable to the employee as the payments of remuneration (to which the order relates) would have been if the employment had continued.

## **Division 5—Miscellaneous**

### **110—Costs**

- (1) If an application under this Part proceeds to hearing and the Commission is satisfied that a party to the proceedings clearly acted unreasonably in failing to discontinue or settle the matter before the hearing concluded, the Commission may, on the application of the other party to the proceedings, make an order for costs (including—if relevant—the costs of representation) against the party.
- (2) If an employee discontinues proceedings under this Part more than 14 days after the conclusion of the conference of the parties, the Commission may, on the application of the employer, make an order for costs (including—if relevant—the costs of representation) against the employee if the Commission is satisfied that the employee has acted unreasonably.
- (3) An application for an order for costs under this section must be made within 14 days after the determination or discontinuance of the proceedings.

### **111—Decisions to be given expeditiously**

- (1) The Commission must hand down its determination on an application under this Part, and its reasons for the determination, within 3 months after the parties finish making their final submissions on the application.
- (2) The President may extend the time for handing down a determination, or the reasons for a determination, but only if there are special reasons in the circumstances of the individual case for doing so.

## **Part 7—Exemption from employment conditions**

### **112—Slow, inexperienced or infirm workers**

- (1) The Commission may, on application by a slow, inexperienced or infirm employee, grant the employee a licence to work at a wage less than the minimum that would otherwise apply to the employee under this Act, an award or an enterprise agreement.
- (2) If it appears to the Commission that an association may have an interest in an application under this section, it will give the association at least seven days notice of the time and place at which it intends to hear the application, and the association is then entitled to appear and be heard on the application.

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- (3) The Commission will not grant a licence until satisfied that the employee is, because of slowness, inexperience or infirmity, unable to obtain employment at the minimum wage fixed under this Act, an award or enterprise agreement.
  - (4) A licence—
    - (a) must specify the wage at which the worker is licensed to work; and
    - (b) continues in force for 12 months but may be renewed from time to time for successive terms of 12 months.
  - (5) An employer must not, without the consent of the Commission, employ a number of licensed employees exceeding one-fifth of the total number of persons employed by the employer in the same class of work (but if the employer employs fewer than five employees in the relevant class of work, the employer may employ one licensed employee).

Maximum penalty: \$2 500.
  - (6) A person must not pay or offer to pay a slow, inexperienced or infirm employee a wage lower than specified in the licence.

Maximum penalty: \$2 500.
  - (7) If an award or enterprise agreement makes provision for the remuneration of employees who are under a disability that adversely affects work performance in some way, the award or enterprise agreement excludes from the ambit of this section an employee who comes within the terms of the relevant provision of the award or enterprise agreement.

### **113—Non-application of awards**

- (1) This section applies to a person (an *assisted person*)—
  - (a) who has an intellectual, psychiatric, sensory or physical impairment or a combination of such impairments; and
  - (b) who is unlikely to obtain employment at ordinary rates of pay and needs substantial ongoing support to obtain or retain paid employment; and
  - (c) who is being assisted or trained by an organisation or body—
    - (i) that provides employment services to disabled workers; and
    - (ii) that is declared by regulation to be a recognised organisation for the purposes of this section.
- (2) No award applies to work performed by an assisted person unless the award makes specific provision for assisted persons.
- (3) The regulations may exclude certain industrial matters affecting assisted persons from regulation by award.

### **114—Exemption for charitable organisations**

- (1) If the Minister is satisfied that—
  - (a) the objects of an organisation are charitable, religious or non-profit making; and
  - (b) it is in the public interest to grant an exemption under this subsection,

the Minister may, by notice in the Gazette, exempt all activities of the organisation, or specified activities of the organisation, from the operation of awards.

- (2) The Minister may, by notice in the Gazette, vary or revoke an exemption under subsection (1).



## Chapter 4—Associations

### Part 1—Freedom of association

#### Division 1—Preliminary

##### 115—Prohibited reason

An employer acts for a *prohibited reason* if the employer discriminates against another person for one or more of the following reasons or for reasons that include one or more of the following:

- (a) because the other person is, has been or proposes to become an officer, delegate or member of an association;
- (b) because the other person is not, or does not propose to become, a member of an association;
- (c) because the other person—
  - (i) has one or more employees who are not, or do not propose to become, members of an association; or
  - (ii) has not paid, or does not propose to pay, a fee (however described) to an association;
- (d) because the other person has refused or failed to join in industrial action;
- (e) because the other person (being an employee) has refused or failed to agree or consent to, or vote in favour of, the making of an agreement to which an association of which the employee is a member would be a party;
- (f) because the other person has made, proposes to make or has at any time proposed to make an application to an industrial authority for an order for holding a secret ballot;
- (g) because the other person has participated in, proposes to participate in or has at any time proposed to participate in a secret ballot ordered by an industrial authority;
- (h) because the other person is entitled to the benefit of an instrument dealing with conditions of employment or an order of an industrial authority;
- (i) because the other person has made or proposes to make an inquiry or complaint to a person or body with power under a law relating to industrial relations to seek—
  - (i) compliance with that law; or
  - (ii) the enforcement of rights under an instrument dealing with conditions of employment;
- (j) because the other person has participated in, proposes to participate in, or has at any time proposed to participate in a proceeding under a law relating to industrial relations;

- (k) because the other person has given or proposes to give evidence in a proceeding under a law relating to industrial relations;
- (l) because an association is seeking better industrial conditions for the other person;
- (m) because the other person (being an employee) has absented himself or herself from work without leave if—
  - (i) the absence was for the purpose of carrying out duties or exercising rights as an officer of an association; and
  - (ii) the person applied for leave before absenting himself or herself and leave was unreasonably refused or withheld;
- (n) because the other person, as an officer or member of an association, has done, or proposes to do, a lawful act within the officer's or member's authority under the rules of the association, for the purpose of furthering or protecting the industrial interests of the association.

## **Division 2—Protection of freedom of association**

### **116—Freedom of association**

- (1) No person may be compelled to become, or remain, a member of an association.
- (2) A provision of a contract of employment, or an associated undertaking, to become or remain, or not to become or remain, a member of an association is void.

### **116A—General offences against the principle of freedom of association**

A person must not—

- (a) require another to become, or remain, a member of an association; or
- (b) prevent another from becoming or remaining a member of an association of which the other person is, in accordance with the rules of the association, entitled to be a member; or
- (c) induce another to enter into a contract or undertaking not to become or remain a member of an association.

Maximum penalty: \$20 000.

### **116B—Dismissal etc for prohibited reason**

- (1) An employer must not, for a prohibited reason, do or threaten to do any of the following:
  - (a) dismiss an employee from employment;
  - (b) injure an employee in employment;
  - (c) alter the position of an employee to the employee's prejudice;
  - (d) refuse to employ a person;
  - (e) discriminate against a person in the terms or conditions on which the employer offers to employ the person.

Maximum penalty: \$20 000.

- (2) A court by which an employer is convicted of an offence against this section may, on application by the employee (or prospective employee) against whom the offence was committed—
  - (a) award compensation to the applicant for loss resulting from the commission of the offence; and
  - (b) if the applicant was dismissed from employment—order the employer to re-employ the applicant on conditions determined by the court.

### **117—Prohibition of discrimination in supply or purchase of goods or services**

- (1) A person who carries on a business involving the supply or purchase of goods or services must not discriminate against an employer by refusing to supply or purchase goods or services, or in the terms on which goods or services are supplied or purchased, on the ground that the employer's employees are, or are not, members of an association.

Maximum penalty: \$20 000.

- (2) A person must not, on the ground that an employer's employees are, or are not, members of an association—
  - (a) attempt to induce a person who carries on a business involving the supply or purchase of goods or services to discriminate against an employer by refusing to supply or purchase goods or services, or in the terms on which goods or services are supplied or purchased; or
  - (b) attempt to prevent a person who carries on a business involving the supply or purchase of goods or services from supplying or purchasing goods or services to or from the employer.

Maximum penalty: \$20 000.

- (3) This section does not prevent an association from discriminating between members and non-members of the association.

### **118—Conscientious objection**

- (1) If a person satisfies the Registrar by the evidence required by the Registrar that the person has a genuine conscientious objection based on religious belief to becoming a member of an association, the Registrar must issue a certificate of conscientious objection to the person.
- (2) The Registrar must cancel a certificate of conscientious objection if asked to do so by the person for whom it was issued.

## **Part 2—Locally based associations**

### **Division 1—Application for registration**

#### **119—Eligibility for registration**

- (1) The following associations are eligible for registration under this Part—
  - (a) an association formed to represent, protect or further the interests of employers and consisting of two or more employers who employ, in aggregate, not less than 100 employees (whether or not the membership of the association includes persons who are not employers);
  - (b) an association formed to represent, protect or further the interests of employees and consisting of not less than 100 employees (whether or not the membership includes persons who are not employees).
- (2) An organisation, or a branch, section or part of an organisation, registered under the Commonwealth (Registered Organisations) Act is not eligible for registration under this Part.

#### **120—Application for registration**

- (1) An association eligible for registration under this Part may apply to the Commission for registration.
- (2) If an application for registration is made, the Registrar must—
  - (a) publish notice of the application in a newspaper circulating generally throughout the State;
  - (b) give notice of the application to any registered association the Registrar considers to have a proper interest in the subject matter of the application.
- (3) The notice must contain a statement of the right of interested persons to lodge objections to the registration of the applicant association.

#### **121—Objections**

A person may, within the time allowed by the Rules, object to the registration of the association.

### **Division 2—Registration and incorporation**

#### **122—Registration of associations**

- (1) The Commission may, after considering objections to registration duly made in accordance with the Rules, register an association under this Part if satisfied—
  - (a) that the association is eligible for registration under this Part; and
  - (b) that the rules of the association conform with the requirements of this Part; and
  - (c) that the prescribed conditions have been complied with; and

- (d) that the registration of the association would be consistent with the provisions and objects of this Act; and
  - (e) that—
    - (i) the association is entirely comprised of employees employed in a single business; or
    - (ii) if the association is not an association of that kind—there is no other registered association to which the members of the association might conveniently belong; and
  - (f) that the name of the applicant association would not cause confusion with the name of another registered association or with the name of an organisation registered under the Commonwealth (Registered Organisations) Act; and
  - (g) in the case of an association of employees—that the association is not dependent for financial or other resources on an employer, employers, or an association of employers and is, in other respects, independent of control or significant influence by an employer, employers or an association of employers.
- (2) The Commission may, in an appropriate case, waive compliance with any of the prescribed conditions referred to in paragraph (c) above.

### **123—Registration confers incorporation**

On registration of an association under this Part, the association becomes a body corporate—

- (a) with the name stated in its rules; and
- (b) with power to acquire, hold, deal with and dispose of real and personal property; and
- (c) with the other powers stated in its rules.

## **Division 3—Rules**

### **124—Rules**

The rules of an association registered under this Part—

- (a) must state the association's name; and
- (b) must conform with the prescribed conditions; and
- (c) must prescribe a procedure for resolution of disputes between the association and its members; and
- (d) must not impose on applicants for membership, or members, of the association conditions, obligations or restrictions that are oppressive, unreasonable or unjust.

### **125—Alteration of rules of registered association**

- (1) An association registered under this Part may resolve to alter its rules.

- (2) The resolution must be passed in accordance with the relevant rules of the association unless the purpose of the proposed alteration is only to change the name of the association in which case a resolution passed by a majority of the members present and voting at an ordinary meeting of the association is sufficient provided that at least 14 days' notice of the time and place of the meeting was given to the members in accordance with the association's rules and the notice of meeting contained the proposed resolution for the change of name.
- (3) An alteration of the rules of a registered association does not take effect unless and until registered by the Commission.
- (4) If an alteration of the rules of a registered association is of a kind that would or could affect the composition of the membership of the association, notice of an application for registration must be given, and objections may be made, in the same way, and on the same or similar grounds, as if the application were for registration of a new association.
- (5) The Commission may register an alteration of rules if satisfied that—
  - (a) the alteration would be consistent with the provisions and objects of this Act; and
  - (b) in the case of a change of name—would not cause confusion with the name of another registered association or the name of an organisation registered under the Commonwealth (Registered Organisations) Act.

### **126—Model rules**

- (1) To the extent the rules of an association conform with model rules published by regulation, no objection can be taken to the rules.
- (2) To the extent a proposed alteration of rules brings the rules into conformity with model rules published by regulation, no objection can be taken to the proposed alteration.

### **127—Orders to secure compliance with rules etc**

- (1) The Commission may, on the application of a member of an association registered under this Part or a person who has been expelled from membership of such an association, order the association or specified officers of the association—
  - (a) to carry out an obligation imposed by the rules of the association;
  - (b) to make good any contravention of, or failure to comply with, the rules of the association;
  - (c) to carry out consequential or related directions the Commission thinks necessary or desirable in the circumstance.
- (2) An association or other person who fails to comply with an order of the Commission under this section is guilty of an offence.  
Maximum penalty: \$1 250.
- (3) The Commission may, on application by a member of an association registered under this Part or a person who has applied for membership of such an association, declare a rule of the association to be invalid on the ground that the rule is inconsistent with this Act.

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- (4) The Commission may adjourn proceedings on an application under subsection (3) for a period, and on terms and conditions, the Commission considers appropriate, to give the association an opportunity to alter its rules.

## **Division 4—Financial records**

### **128—Financial records**

- (1) An association registered under this Part must keep proper accounting records of all its financial transactions.
- (2) An association registered under this Part must prepare annually the following accounts—
- (a) a balance sheet giving a true and fair view of the assets and liabilities of the association as at the end of the relevant accounting period; and
  - (b) a statement of receipts and payments over the relevant accounting period.
- (3) The association must have the accounts prepared under subsection (2) audited by a registered company auditor.
- (4) The accounts and accounting records to be kept and prepared under this section must conform with the requirements of the Rules.
- (5) An association that fails to comply with a requirement of this section is guilty of an offence.

Maximum penalty: \$750.

## **Division 5—Amalgamation**

### **129—Amalgamation**

- (1) An association registered under this Part may resolve to amalgamate with another association or other associations registered under this Part.
- (2) A resolution to amalgamate—
- (a) must be passed—
    - (i) by the executive committee, or committee of management, of the association; or
    - (ii) by the members of the association in the same way as a resolution for alteration of the rules of the association; or
    - (iii) in some other way provided by the rules; and
  - (b) must approve the rules of the association to be formed by the amalgamation.
- (3) If a resolution to amalgamate is passed by the executive committee, or committee of management, of an association (and authority to pass the resolution is not conferred on the executive committee or committee of management by the rules), notice of the resolution must be given by post to all members of the association.

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

Chapter 4—Associations

Part 2—Locally based associations

Division 5—Amalgamation

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- (4) If, within six weeks of the posting of the notices under subsection (3), the Registrar is requested by 20 members of the association or 10% of the total membership (whichever is the lesser) to conduct a ballot—
  - (a) the Registrar will conduct (at the expense of the association, which may be recovered as a debt from the association) a ballot of the members of the association; and
  - (b) unless the resolution is supported by a majority of the members voting on the ballot, the resolution will lapse.
- (5) The rules of the association to be formed by the amalgamation may provide for persons holding office in the amalgamating associations to hold office in the new association for up to four years before an election is held for the relevant offices.
- (6) A registered association may use its financial and other resources in support of a proposed amalgamation if at least 14 days' notice of its intention to do so has been given to its members (but this section does not limit any other power that the association may have under its rules to support a proposed amalgamation).
- (7) If two or more associations resolve to amalgamate, an application for registration of the association to be formed by the amalgamation must be made and dealt with under this Division.
- (8) On registration of the new association—
  - (a) the amalgamating associations are dissolved; and
  - (b) all property, rights and liabilities of the amalgamating associations are vested in the new association.

## **Division 6—De-registration**

### **130—De-registration of associations**

- (1) The Commission may de-register an association registered under this Part if—
  - (a) the association applies for de-registration; or
  - (b) the association contravenes or fails to comply with a provision of this Act or its rules about the way its affairs are to be conducted; or
  - (c) the association acts oppressively towards any member or class of members; or
  - (d) the association, or a substantial number of the members of the association, has wilfully contravened, or failed to comply with, a determination of the Commission; or
  - (e) there is some other substantial reason for de-registration of the association.
- (2) An application for de-registration of an association may be made by—
  - (a) the association itself; or
  - (b) a member or former member of the association; or
  - (c) the Minister; or
  - (d) the Registrar.



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- (3) The Commission may, on making an order for de-registering an association, suspend the order and direct that, if a stated requirement is complied with to the Commission's satisfaction within a stated period, the order will lapse but otherwise will take effect at the end of the stated period.
  - (4) If the Commission finds that grounds for de-registering an association exist and that those grounds arise wholly or mainly from the conduct of a particular class or section of the members of the association, the Commission may, instead of de-registering the association, alter the rules of the association to exclude persons belonging to the relevant class or section from membership of the association.

## **Part 3—Federally based associations**

### **Division 1—Application for registration**

#### **131—Eligibility for registration**

- (1) An association that is an organisation registered under the Commonwealth (Registered Organisations) Act is eligible for registration under this Part.
- (2) However, if the rules of the organisation provide for a South Australian branch, the organisation is not eligible for registration under this Part unless the rules confer on the branch a reasonable degree of autonomy in the administration and control of South Australian assets and in the determination of questions affecting solely or principally members resident in this State.
- (3) A branch of an organisation is eligible for registration under this Part if the rules of the organisation confer on the branch a reasonable degree of autonomy in the administration and control of South Australian assets and in the determination of questions affecting solely or principally members resident in this State.

#### **132—Application for registration**

- (1) An association eligible for registration under this Part may apply to the Commission for registration.
- (2) If an application for registration is made, the Registrar must—
  - (a) publish notice of the application in a newspaper circulating generally throughout the State;
  - (b) give notice of the application to any registered association the Registrar considers to have a proper interest in the subject matter of the application.
- (3) The notice must contain a statement of the right of interested persons to lodge objections to the registration of the applicant association.

#### **133—Objections**

A person may, within the time allowed by the Rules, object to the registration of the association.

## **Division 2—Registration and de-registration**

### **134—Registration**

The Commission may, after considering objections to registration duly made in accordance with the rules, register an organisation, or a branch of an organisation, under this Division if satisfied—

- (a) that the organisation or branch is eligible for registration under this Division; and
- (b) that the registration of the organisation or branch would be consistent with the provisions and objects of this Act; and
- (c) that there is no other association registered under this Act to which members of the applicant organisation or branch might conveniently belong.

### **135—De-registration**

- (1) The Commission may de-register an organisation or branch registered under this Division if—
  - (a) the organisation or branch applies for de-registration; or
  - (b) the organisation or branch contravenes or fails to comply with a provision of this Act or its rules about the way its affairs are to be conducted; or
  - (c) the organisation or branch wilfully contravenes or fails to comply with a determination of the Commission; or
  - (d) the organisation or branch is being administered in a way that is oppressive or unfair to members resident in this State; or
  - (e) the organisation abolishes its South Australian branch or its rules cease to confer on the South Australian branch a reasonable degree of autonomy in the administration and control of South Australian assets or in the determination of questions affecting solely or principally the members resident in this State; or
  - (f) there is some other substantial reason for de-registering the organisation or branch.
- (2) An application for de-registration of an organisation or branch may be made by—
  - (a) the organisation or branch itself; or
  - (b) a member or former member of the organisation or branch; or
  - (c) the Minister; or
  - (d) the Registrar.
- (3) The Commission may, on making an order for de-registration of an organisation or branch, suspend the order and direct that, if a stated requirement is complied with to the Commission's satisfaction within a stated period, the order will lapse but otherwise will take effect at the end of the stated period.

- (4) If an organisation registered under this Division ceases to be an organisation registered under the Commonwealth (Registered Organisations) Act, its registration under this Division automatically terminates.
- (5) If a branch of an organisation is registered under this Division, and the organisation ceases to be an organisation registered under the Commonwealth (Registered Organisations) Act, registration of the branch under this Division automatically terminates.

## **Division 3—Federations**

### **136—Federation**

- (1) If a federation of organisations is recognised under the Commonwealth (Registered Organisations) Act, and one or more of its constituent members are registered under this Part, the federation may, subject to the regulations, act under this Act as the representative of the registered constituent members.
- (2) However, this section does not limit the right of a constituent member of a federation to represent itself or its members.

## **Part 4—Provisions generally applicable to associations**

### **Division 1—Purpose of association**

#### **137—Restraint of trade**

- (1) Even though an association (whether registered or not) has purposes in restraint of trade, its purposes will not, for that reason, be regarded as unlawful.
- (2) It follows that an association is not to be regarded as an unlawful association because it has purposes in restraint of trade, nor are its members liable to prosecution for conspiracy or any other criminal offence for that reason, nor is any agreement or trust rendered void by the restraint of trade.

#### **138—Limitations of actions in tort**

- (1) Subject to this section, no action in tort lies in respect of an act or omission done or made in contemplation or furtherance of an industrial dispute.
- (2) This section does not prevent—
  - (a) an action for the recovery of damages for death or personal injury; or
  - (b) an action for the recovery of damages for damage to property (not being economic damage); or
  - (c) an action for conversion or detinue; or
  - (d) an action for defamation.
- (3) If an industrial dispute has been resolved by conciliation or arbitration and the Full Commission determines on application under this section that, in the circumstances of the case, the industrial dispute arose or was prolonged by unreasonable conduct on the part of a particular person, then the applicant may bring an action in tort against that person despite subsection (1).

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

Chapter 4—Associations

Part 4—Provisions generally applicable to associations

Division 1—Purpose of association

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- (4) If the Full Commission determines, on application under this section, that—
- (a) all means provided under this Act for resolving an industrial dispute by conciliation or arbitration have failed or there is no immediate prospect of resolving the dispute; and
  - (b) having regard to the nature of the dispute and the gravity of its consequences, it is in the public interest to allow the action,
- then the applicant may bring an action in tort despite subsection (1).
- (5) The Full Commission must, in hearing and determining an application under subsection (4)(b), act as expeditiously as possible.

**139—Industrial services not to be provided to non-members**

An association, or an officer or employee of an association, must not, except at the request of the person, represent a person who is not a member of the association, and has not made an application to become a member of the association, in proceedings before the Commission.

Maximum penalty: \$2 500.

**Division 2—Powers of entry and inspection**

**140—Powers of officials of employee associations**

- (1) An official of an association of employees may enter any workplace at which 1 or more members of the association work and—
- (a) inspect time books and wage records, at the workplace; and
  - (b) inspect the work carried out at the workplace and note the conditions under which the work is carried out; and
  - (c) if specific complaints about non-compliance with this Act, an award or an enterprise agreement have been made—interview any person who works at the workplace about the complaints.
- (1a) The powers conferred by subsection (1) may be exercised at a time when work is being carried out at the workplace.
- (2) Before an official exercises powers under subsection (1), the official must give reasonable notice to the employer.
- (2a) For the purposes of subsection (2)—
- (a) the notice must be given in writing; and
  - (b) a period of 24 hours notice will be taken to be reasonable unless some other period is reasonable in the circumstances of the particular case.
- (2b) An official exercising a power under subsection (1) must not interrupt the performance of work at the workplace.
- (3) A person exercising powers under this section must not—
- (a) harass an employer or employee; or
  - (ab) address offensive language to an employer or an employee; or
  - (b) hinder or obstruct an employee in carrying out a duty of employment; or

- (c) use or threaten to use force in relation to an employer, an employee or any other person.

Maximum penalty: \$5 000.

- (4) If the Commission is of the opinion that a person has abused powers under this section, the Commission may withdraw the relevant powers.

### **Division 3—Records**

#### **141—Register of members and officers of associations**

- (1) A registered association must keep—
  - (a) a register of its officers; and
  - (b) a register of its members.
- (2) The registers must be kept available for inspection by the members of the association or the Registrar at the association's registered office.
- (3) A registered association must in the month of July in each year furnish the Registrar with—
  - (a) a list of the association's officers; and
  - (b) notice of changes in the officers of the association that have occurred since a list was last furnished under this section; and
  - (c) information as to—
    - (i) the number of financial members of the association; and
    - (ii) the number of non-financial members of the association,as at the immediately preceding 30 June.
- (3a) A person is entitled to inspect (without charge) a copy of any information provided under subsection (3) during ordinary business hours at the office of the Registrar.
- (4) A registered association must, at the request of the Registrar, furnish the Registrar with an up-to-date list of the members or officers of the association.
- (5) If a registered association fails to comply with this section, or a requirement made under this section, the association is guilty of an offence.

Maximum penalty: \$750.

- (6) A person employed in duties connected with the administration of this Act who divulges information about the membership of a registered association except in the performance of official duties or as may be authorised by the association or the President is guilty of an offence.

Maximum penalty: \$750.

- (7) If a registered association is an organisation registered under the Commonwealth (Registered Organisations) Act, a reference to the members of the association in this section will be construed as a reference to members resident in this State.

## **142—Rules**

- (1) A registered association must, at the request of any person, furnish the person with a printed or typewritten copy of its rules as in force for the time being.  
Maximum penalty: \$750.
- (2) The association may charge a fee (not exceeding a limit fixed by regulation) for supplying a copy of its rules under this section.
- (3) A document apparently certified by the secretary or some other officer of a registered association to be a copy of the rules of the association will be accepted in any legal proceedings as evidence of the rules and of their validity.

## **Division 4—Miscellaneous**

### **143—Certificate of registration**

- (1) On registration of an association, the Registrar will issue a certificate of registration to the association.
- (2) The registration of an association may be proved, in the absence of evidence that the association has ceased to be registered, by production of a certificate of registration issued under this Act or a corresponding previous enactment for the association.

### **144—Service**

Service of any process, notice or other document may be effected on a registered association—

- (a) by leaving it at the registered office of the association; or
- (b) by sending it by certified mail addressed to the association at its registered address; or
- (c) in any other manner directed by the Court or the Commission.

### **145—Saving of obligations**

The de-registration of an association does not relieve the association, or any member of the association, from a penalty, liability or obligation imposed or arising before the de-registration.

### **146—Sequestration orders**

- (1) If a registered association does not satisfy a judgment for the payment of money on demand by the judgment creditor, the Court may, on application by the judgment creditor, make an order for sequestration of the association's property to the extent necessary to ensure the judgment is satisfied.
- (2) The order must—
  - (a) provide for appointment of a sequestrator; and
  - (b) confer on the sequestrator the powers necessary to take possession of the property to which the order relates and realise it; and
  - (c) provide for the payment of the costs of the sequestration and realisation of the property.

**147—Exercise of powers of the Commission**

- (1) Subject to any contrary direction by the President, the powers of the Commission under this Chapter will be exercised by the Registrar.
- (2) If the President so directs, the powers of the Commission under this Chapter will be exercised by—
  - (a) a Presidential Member or Industrial Magistrate nominated by the President; or
  - (b) the Full Commission.





## **Chapter 5—The Court and the Commission—procedures and powers**

### **Part 1—Provisions common to the Court and the Commission**

#### **Division 1—Conduct of proceedings**

##### **148—Time and place of sitting**

- (1) The Court or the Commission may sit at any time (including a Sunday).
- (2) The Court or the Commission may sit at any place (either within or outside the State).
- (3) The Court will sit at the times and places directed by the Senior Judge and the Commission will sit at the times and places directed by the President.
- (4) Registries of the Court and the Commission will be established at such places as the Minister may direct.

##### **149—Adjournment from time to time and from place to place**

- (1) The Court or the Commission may—
  - (a) adjourn proceedings from time to time and from place to place; or
  - (b) adjourn proceedings to a time, or a time and place, to be fixed; or
  - (c) order the transfer of proceedings from place to place.
- (2) The power to adjourn proceedings may be exercised on behalf of the Court or Commission by the Industrial Registrar.

##### **150—Proceedings to be in public**

- (1) Subject to any Act or rule to the contrary, the proceedings of the Court or the Commission must be open to the public.
- (2) However the Court or the Commission may, at any stage of the proceedings, on its own initiative or on the application of a party, direct that the proceedings be conducted in private.
- (3) If the Court or the Commission directs that the proceedings be conducted in private, all persons (other than the parties, their representatives, the Employee Ombudsman, the officers of the Court or the Commission and any witness under examination) must withdraw.

#### **Division 2—Representation**

##### **151—Representation**

- (1) A party or intervener may be represented in proceedings before the Court or the Commission by—
  - (a) a legal practitioner or a registered agent; or

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

Chapter 5—The Court and the Commission—procedures and powers

Part 1—Provisions common to the Court and the Commission

Division 2—Representation

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- (b) an officer or employee of an association of which the party or intervener is a member; or
  - (ba) if an association is itself a party or intervener—an officer or employee of the association or an officer or (by permission of the Court or Commission) an officer or employee of some other association with similar or related interests; or
  - (c) a person who provides the representation gratuitously.
- (2) However—
- (a) the right of representation—
    - (i) if another Act confers a jurisdiction on the Court or the Commission—may be qualified by that other Act; and
    - (ii) otherwise is qualified by the provisions restricting representation at a conference under this Act; and
  - (b) a party or intervener may not be represented in proceedings before the Court or the Commission by a person—
    - (i) whose name has been struck off the roll of legal practitioners; or
    - (ii) who, although a legal practitioner, is not entitled to practise the profession of the law because of disciplinary action taken against him or her; or
    - (iii) who is disqualified by regulation from registration as an agent.

**152—Registered agents**

- (1) The Registrar must maintain a register of registered agents.
- (2) A person who applies for registration or renewal of registration is entitled to registration or renewal of registration (as the case requires) if the person—
  - (a) has the qualifications and experience required by regulation for registration or the renewal of registration (as the case requires); and
  - (b) satisfies the Registrar as to any other matter or requirement prescribed by the regulations; and
  - (c) pays the relevant fee fixed by regulation.
- (3) A person who is not entitled to practise as a legal practitioner because his or her name has been struck off the roll of legal practitioners in this State or elsewhere or because of other disciplinary action taken against him or her is not eligible to become or remain registered as an agent.
- (4) Registration will be granted or renewed for a period (not exceeding 2 years) determined by the Registrar.
- (5) The Governor may, by regulation, establish a code of conduct to be observed by registered agents.
- (6) The code of conduct may (for example) deal with the following matters:
  - (a) it may regulate the fees to be charged by registered agents;

- (b) it may require proper disclosure of fees before the registered agent undertakes work for a client;
- (c) it may limit the extent to which a registered agent may act on the instructions of an unregistered association.

### **152A—Inquiries into conduct of registered agents or other representative**

- (1) The Registrar may inquire into the conduct of a registered agent or other representative in order to determine whether proper grounds for disciplinary action exist.
- (2) Proper grounds for disciplinary action exist if—
  - (a) in the case of a registered agent—
    - (i) the agent commits a breach of the code of conduct; or
    - (ii) the agent is not a fit and proper person to remain registered as an agent; or
  - (b) in the case of another representative—the representative's conduct falls short of the standards that should reasonably be expected of a person undertaking the representation of another in proceedings before the Court or the Commission.
- (3) If, on inquiry, the Registrar finds that proper grounds for disciplinary action exist, the Registrar may—
  - (a) issue a letter of admonition; or
  - (b) if the representative is a legal practitioner—refer the matter to the Legal Practitioners Conduct Board for investigation; or
  - (c) if the representative is a registered agent—
    - (i) suspend the agent's registration for a period of up to 6 months; or
    - (ii) cancel the agent's registration.
- (4) An appeal lies to the Court against a decision of the Registrar under subsection (3)(c).
- (5) An appeal must be instituted in accordance with the rules of the Court.

## **Division 3—Intervention**

### **153—Intervention**

- (1) The Minister, if of the opinion that the public interest is likely to be affected by the determination of the Court or Commission in proceedings, may intervene in the proceedings to make representations or tender evidence (or both).
- (2) Any other person who can show an interest may, with the permission of the Court or Commission, intervene in proceedings.
- (3) However, only the Minister or the Employee Ombudsman (apart from the persons who are bound or to be bound by the enterprise agreement or their representatives) may be heard in proceedings related to an enterprise agreement matter.

## **Division 4—General principles about exercise of jurisdiction**

### **154—General principles affecting exercise of jurisdiction**

- (1) In exercising its jurisdiction, the Court or the Commission—
  - (a) is governed in matters of procedure and substance by equity, good conscience, and the substantial merits of the case, without regard to technicalities, legal forms or the practice of courts; and
  - (b) is not bound by evidentiary rules and practices but may, subject to subsection (2), inform itself as it thinks appropriate.
- (2) The Court and the Commission must observe the rules of natural justice.

### **155—Nature of relief**

- (1) The Court or the Commission has a discretion to give any form of relief authorised by this Act or any other Act irrespective of the form of relief sought by the parties.
- (2) The Court or Commission may exercise its jurisdiction on terms and conditions it considers appropriate.
- (3) Any relief granted by the Court or the Commission must be consistent with the provisions of the Act under which the granting of the relief is authorised.

## **Division 4A—Conciliation conferences**

### **155A—Application of Division**

This Division applies to the following proceedings:

- (a) proceedings founded on—
  - (i) a monetary claim;
  - (ii) a claim for relief against unfair dismissal;
- (b) if another Act conferring a jurisdiction on the Court or Commission in relation to certain proceedings so provides—those proceedings.

### **155B—Conciliation conference**

- (1) Before the Court or the Commission hears proceedings to which this Division applies, a conference of the parties must be held for the purpose of exploring—
  - (a) the possibility of resolving the matters at issue by conciliation and ensuring that the parties are fully informed of the possible consequences of taking the proceedings further; and
  - (b) if the proceedings are to progress further and the parties are involved in 2 or more sets of proceedings under this Act—the possibility of hearing and determining some or all of the proceedings concurrently.
- (2) Any member of the Court or Commission may preside at a conference under subsection (1) unless the parties are in a remote part of the State, in which case the President may authorise a stipendiary magistrate to call and preside at the conference.

- (3) The person presiding at the conference (the presiding officer) must, not more than 3 business days after the conclusion of the conference—
  - (a) give the parties a preliminary assessment of the merits of the claim (or, if there is more than 1 claim, of each claim) and any defence to the claim (or claims); and
  - (b) recommend to the parties how best to proceed to resolution of the questions in issue between them (or, if in the presiding officer's opinion the application patently lacks merit, recommend that the claim be withdrawn).
- (4) If a claim is not resolved by conciliation or withdrawn, it will be set down for hearing before the Court or Commission (as the case requires).

## **Division 5—Evidentiary powers**

### **156—Power to require attendance of witnesses and production of evidentiary material**

- (1) The Court or the Commission may, on the application of a party to proceedings or on its own initiative, issue a summons requiring a person to appear before the Court or Commission at a specified time and place to give evidence or to produce evidentiary material (or both).
- (2) A summons to produce evidentiary material may, instead of providing for production of the material before the Court or the Commission, provide for production of the material to an officer of the Court or Commission nominated in the summons.
- (3) A party to the proceedings before the Court or the Commission is competent and may be compelled to give evidence as a witness.

### **157—Power to compel the giving of evidence**

- (1) A person who is called to give evidence or to produce evidentiary material before the Court or the Commission and—
  - (a) refuses or fails to make an oath or affirmation when required to do so; or
  - (b) refuses or fails to give evidence on a subject on which that person is compellable to give evidence; or
  - (c) refuses or fails without reasonable excuse to produce evidentiary material that that person is required by the Court or Commission to produce,commits a contempt of the Court or the Commission.
- (2) This section applies whether the person was summoned before the Court or Commission, brought before the Court or Commission on a warrant, or came to the Court or Commission of his or her own volition.

### **158—Issue of evidentiary summonses**

- (1) A summons under this Division may be issued on behalf of the Court by—
  - (a) the Senior Judge or another Judge; or
  - (b) the Industrial Registrar; or
  - (c) any other officer authorised by the rules to issue such summonses.

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

Chapter 5—The Court and the Commission—procedures and powers

Part 1—Provisions common to the Court and the Commission

Division 5—Evidentiary powers

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- (2) A summons under this Division may be issued on behalf of the Commission by—
  - (a) the President or a Deputy President; or
  - (b) a Commissioner; or
  - (c) the Industrial Registrar; or
  - (d) any other officer authorised by the rules to issue such summonses.
- (3) A summons under this Division may be addressed to more than one person.
- (4) The time and place at which a person is to appear in obedience to a summons under this Division must be stated in the summons.

**159—Inspection and confidentiality**

- (1) Evidentiary material produced before the Court or the Commission may be inspected by such of the parties as the Court or the Commission allows, but information obtained from the inspection must not be made public without the permission of the Court or the Commission.
- (2) Evidentiary material produced before the Court or the Commission relating to any trade secret or to the profits or financial position of a person must not, without the consent of the person, be inspected except by the Court or the Commission and any part of the evidentiary material that does not, in the opinion of the Court or Commission, relate to a matter in issue before the Court or Commission may be sealed up.
- (3) Evidence relating to a trade secret or the profits or financial position of a witness or party must not be disclosed or published without the consent of the person entitled to the benefit of the trade secret or non-disclosure unless there are reasonable grounds to suspect the commission of an offence by the person.

**160—Form in which evidence may be taken**

- (1) The Court or the Commission may take evidence on oath, affirmation or declaration.
- (2) The Court or the Commission may take evidence orally or in the form of a written deposition.

**161—Orders to take evidence**

- (1) The Court or the Commission may, with the consent of the parties, issue an order appointing a person to take evidence on its behalf on any matter over which it has jurisdiction.
- (2) The person so appointed has all the powers of the Court or the Commission (as the case requires) in relation to the summoning of witnesses, the production of evidentiary material, and the taking of evidence.

**162—Witness fees**

A person who duly attends as a witness on a summons, or who gives evidence at the request of a party, is entitled to be paid by the party who called him or her an allowance—

- (a) if no allowance is prescribed—in accordance with the scale for the time being in force for witnesses in civil actions in the Supreme Court; or

- (b) if some other allowance is prescribed—in accordance with the prescribed scale.

### **163—Power to dispense with evidence**

The Court or the Commission may dispense with evidence on a particular subject if—

- (a) all parties agree; and
- (b) the Court or the Commission considers evidence on the subject unnecessary.

### **164—Powers of entry and inspection etc**

- (1) The Court or the Commission, a member of the Court or the Commission, or a person authorised by the Court or the Commission may at any time during working hours—
  - (a) enter a place (including a building, structure, vehicle, ship or vessel) for a purpose relevant to a proceeding before the Court or the Commission; and
  - (b) inspect and view any work, material, machinery, appliances, article, matter, or thing, in the place; and
  - (c) question any person who may be in the place on a subject relevant to the proceeding.
- (2) A person who—
  - (a) hinders or obstructs the exercise of a power under subsection (1); or
  - (b) refuses entry to a place to which entry is authorised; or
  - (c) does not answer a question put under subsection (1) to the best of the person's knowledge, information and belief,commits a contempt of the Court or the Commission.

## **Division 6—Miscellaneous procedural rules**

### **165—Joinder of parties etc**

- (1) The Court or Commission may order that a person who is not a party to proceedings be joined as a party to the proceedings.
- (2) The Court or Commission may order that a party to proceedings who has in the opinion of the Court or Commission no proper interest in the proceedings be removed as a party to the proceedings.
- (3) The Court or Commission may order that notice of proceedings be given to specified persons or in a specified way.

### **166—Amendment or rectification of proceedings**

- (1) The Court or Commission may—
  - (a) allow the amendment of an application, notice, submission, report or other document associated with proceedings; or
  - (b) correct an error, defect or irregularity (even though the error, defect or irregularity may be such as to render the proceedings void).

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

Chapter 5—The Court and the Commission—procedures and powers

Part 1—Provisions common to the Court and the Commission

Division 6—Miscellaneous procedural rules

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- (2) If the Court or Commission exercises its power to correct an error, defect of irregularity under subsection (1)(b), the proceedings are as valid and effective as if the error, defect or irregularity had never happened.

**167—Extension of time**

- (1) The Court or the Commission may extend a limitation of time.
- (2) However, this power may not be exercised—
- (a) to extend the time within which a monetary claim must be made; or
  - (b) to extend the time within which a prosecution for an offence must be commenced.
- (3) Subject to subsection (2), if—
- (a) a person commences proceedings before Fair Work Australia or a court of the Commonwealth in relation to an industrial matter; and
  - (b) the proceedings are dismissed or discontinued on the ground of lack of jurisdiction, or on the ground that the proceedings should have been brought under this Act instead of under Commonwealth law; and
  - (c) the person applies to bring proceedings before the Court or the Commission under this Act in relation to the same (or substantially the same) matter within 21 days after the earlier proceedings are dismissed or discontinued,

the Court or Commission (as the case requires) must, if relevant, on application under this subsection, extend any time limitation that would otherwise apply to the proceedings unless the Court or Commission determines that there are good and cogent reasons for not doing so.

**168—Power to desist from hearing**

The Court or the Commission may desist from hearing proceedings if—

- (a) the proceedings are frivolous or vexatious; or
- (b) further hearing of the proceedings is not, in the opinion of the Court or the Commission, in the public interest.

**169—Ex parte hearings**

- (1) The Court or the Commission may hear and determine proceedings in the absence of a party if the party fails to appear after being given reasonable notice of the proceedings under this Act.
- (2) The Court or the Commission may hear and determine proceedings in the absence of a party in other cases prescribed by the rules.

**170—Power to refer matters for expert report**

The Court or the Commission may refer a matter requiring scientific or technical expertise to an appropriate expert for report.



### **171—Service**

- (1) If it appears to the Court or the Commission that service of an application, summons, notice or other document cannot be promptly effected as authorised or required by or under this Act, it may—
  - (a) order substituted service of the application, summons, notice or other document on a person, and in a way, prescribed by the order; or
  - (b) order that notice of the application, summons, notice or other document be given as prescribed by the order.
- (2) Compliance with an order under subsection (1) constitutes service of the application, summons, notice or other document to which the order relates.
- (3) Service of an application, summons, notice or other document may, with the permission of the Court or the Commission, be effected outside the State.

### **172—Reservation of decision**

- (1) The Court or Commission may reserve its decision in proceedings.
- (2) If a decision is reserved—
  - (a) it may be delivered at a subsequent sitting of the Court or Commission (constituted of one or more of the members who participated in the decision, but not necessarily of all members who did so); or
  - (b) it may be delivered on behalf of the Court or the Commission by the Registrar.

### **173—Costs**

The Court or the Commission may only make orders for costs where specifically authorised to do so.

### **174—Power to re-open questions**

The Court or the Commission may re-open a question previously decided and amend or quash an earlier determination.

### **174A—Power to refer question for report**

The Full Court or the Full Commission may refer a matter to a member or officer of the Court or Commission for report or for investigation and report.

### **175—General power of direction and waiver**

- (1) The Court or the Commission may give directions about any question of evidence or procedure arising in proceedings.
- (2) The Court or the Commission may, on conditions it considers appropriate, waive compliance with a procedural requirement of this Act or the rules.
- (3) The Court or the Commission may punish non-compliance with a procedural direction by striking out proceedings, or any defence, in whole or in part.

## **Division 7—Contempts**

### **176—Contempts of Court or Commission**

- (1) A person who—
  - (a) wilfully insults a member or officer of the Court or the Commission, during a sitting of the Court or the Commission or in going to or returning from the Court or the Commission; or
  - (b) wilfully disturbs or interrupts proceedings of the Court or the Commission; or
  - (c) misbehaves in any other way before the Court or the Commission; or
  - (d) wilfully disobeys an order or direction of the Court or the Commission,commits a contempt of the Court or the Commission.
- (2) If a party to proceedings before the Court or the Commission—
  - (a) contravenes or fails to comply with an order in the nature of an interlocutory order or an order (other than an order for payment of money) to do, or refrain from, a particular act; and
  - (b) makes no reasonable and adequate excuse to the Court or the Commission for the contravention or non-compliance,the Court or Commission may (without limiting its powers to deal with the matter in any other way) order that the party be not heard, or further heard, in the proceedings, or impose another procedural disability or civil penalty the Court or Commission considers appropriate to the circumstances of the case.
- (3) Before acting under subsection (2), the Court or the Commission must give the relevant party an opportunity to be heard on the question.

### **177—Punishment of contempts**

- (1) A contempt of the Court or the Commission is a summary offence punishable by a maximum fine of \$2 500.
- (2) If a contempt is committed in the face of the Court or the Commission, it may proceed immediately (without the necessity of laying a charge or other formality) to convict and fine the offender.

## **Division 8—Rules**

### **178—Rules**

- (1) The Senior Judge of the Court may make rules of the Court.
- (2) The President of the Commission may make rules of the Commission.
- (3) The Senior Judge of the Court, and the President of the Commission, may jointly make rules applicable both to the Court and the Commission and, as far as practicable, should do so.
- (4) Rules made under this section may—
  - (a) regulate practice and procedure; and

- (b) provide for the enforcement of judgments or determinations; and
  - (c) provide for the publication of the judgments and determinations and the effect of publication; and
  - (d) provide for the payment of witness fees and expenses; and
  - (e) provide for the payment of fees in respect of proceedings; and
  - (f) prescribe the powers and duties of the Registrar and other officers; and
  - (g) make any other provision necessary or convenient for the full and effective exercise of the jurisdiction or functions of the Court, the Commission and the President.
- (5) Subject to this Act and the relevant rules—
- (a) the practice and procedure of the Court will be as directed by the Senior Judge; and
  - (b) the practice and procedure of the Commission will be as directed by the President of the Commission.
- (6) The rules and process of the Court and the Commission—
- (a) should be expressed in plain English; and
  - (b) should be as brief and as simple as the nature of the subject-matter reasonably allows.

## **Part 2—Provisions of special application to the Court**

### **Division 1—Monetary claims**

#### **179—Limitation of action**

A monetary claim must be made within 6 years after the sum claimed became payable, but no time limitation applies to a claim for non-payment of superannuation contributions.

#### **180—Who may make claim**

- (1) A monetary claim may be made on behalf of a claimant by an association.
- (2) A monetary claim may be made by a minor as if he or she had attained the age of majority.
- (3) A claim relating to money that should have been paid to or for the benefit of a person who is now dead may be made by the personal representative of the deceased person or a beneficiary of the deceased person's estate.

#### **181—Simultaneous proceedings not permitted**

The Court will not hear a monetary claim if it appears that proceedings based on the same claim have begun in another court and the proceedings have not been withdrawn or struck out.

### **182—Joinder of additional defendant**

- (1) If in proceedings based on a monetary claim, the Court is of the opinion that the defendant was, at the relevant time, the agent, or under the effective control, of some other person, the Court may order the joinder of the other person as a defendant.
- (2) If a person is joined as a defendant under subsection (1), judgment may be given against either or both defendants.

### **183—Award to include interest**

- (1) Unless there is good reason for not doing so, the Court must, on the application of a person to whom it makes an award on a monetary claim, include in the judgment an award of interest or a lump sum instead of interest.
- (2) However—
  - (a) the Court may not authorise the award of interest on interest; and
  - (b) if interest is payable because of an antecedent right, the award may reflect the antecedent right but may not create a right to additional interest; and
  - (c) the Court may not award interest on an amount for which judgment is given by consent except by consent of the parties.

### **184—Monetary judgment**

- (1) The Court may authorise or direct that a monetary amount awarded be paid in instalments.
- (2) The Court may direct that compensation for non-payment of contributions that should have been, but were not, made to a superannuation fund be paid to a superannuation fund on the claimant's behalf.

### **185—Costs**

- (1) The Court may only award costs in proceedings based on a monetary claim as follows—
  - (a) the Court may award costs on a claim for non-payment of superannuation contributions to cover reasonable expenses incurred by the claimant to establish the present value of the loss; and
  - (b) the Court may award costs on an appeal.
- (2) In connection with the operation of subsection (1)(b)—
  - (a) costs need not be awarded so as to follow the event; and
  - (b) the Court, in considering whether to award costs and, if so, the extent of the award, must take into account—
    - (i) the conduct of the parties; and
    - (ii) the relative positions and circumstances of the appellant and the respondent (and of the successful and unsuccessful parties); and
    - (iii) the nature of the question in dispute and whether the proceedings have a broader impact than simply inter-parte proceedings between individual parties,

and may take into account such other matters as the Court thinks fit to ensure a just outcome in the circumstances of the case.

### **186—Decisions to be given expeditiously**

- (1) The Court must hand down its judgment, and its reasons for the judgment, on a monetary claim within three months after the parties finish making their final submissions on the claim.
- (2) The Senior Judge may extend the time for handing down a judgment or reasons for a judgment but only if there are special reasons in the circumstances of the individual case for doing so.

## **Division 2—Appeals to the Court**

### **187—Appeals from Industrial Magistrate**

- (1) An appeal lies from a judgment, order or decision of the Court constituted of an Industrial Magistrate to the Court constituted of a single Judge.
- (2) A single Judge may refer an appeal under this section to the Full Court if of the opinion that the appeal raises questions of importance or difficulty that justify consideration by the Full Court.

### **188—Appeals to Full Court**

An appeal lies from an order or decision of the Court constituted of a single Judge to the Full Court.

### **189—How to begin appeal**

- (1) An appeal under this Division is commenced by a notice of appeal setting out in detail the grounds of appeal.
- (2) An appeal must be commenced within 14 days of the day on which the order or decision appealed against was made or given.

### **190—Powers of appellate court**

- (1) The Court may stay the operation of a judgment, order or decision against which an appeal has been commenced or is proposed.
- (2) The Court may, if it thinks fit, take fresh evidence on an appeal.
- (3) After hearing of an appeal the Court may—
  - (a) confirm, quash or vary the judgment, order or decision appealed against; or
  - (b) refer the judgment, order or decision to the Court, constituted of a single Judge or a magistrate, with directions the Court considers appropriate.

## **Division 3—Appeal to Supreme Court**

### **191—Appeal to Supreme Court**

- (1) An appeal lies to the Supreme Court from a judgment, order or decision of the Full Court if—
  - (a) the appeal is based on an alleged excess or deficiency of jurisdiction; or

- (b) the Supreme Court grants permission to bring the appeal.
- (2) The appeal must be heard by the Full Court of the Supreme Court.
- (3) On the hearing of an appeal under this section, the Full Court of the Supreme Court may—
  - (a) confirm, quash or vary the judgment, order or decision appealed against; or
  - (b) refer the judgment, order or decision back to the Court with directions the Full Court of the Supreme Court considers appropriate.
- (4) An application for permission to appeal under this section must be made within 14 days of the date of the judgment, order or decision against which the permission to appeal is sought.

## **Part 3—Provisions of special application to the Commission**

### **Division 1—General principles**

#### **192—Commission to conciliate where possible**

In exercising its jurisdiction, the Commission must make every practicable attempt to conciliate, to prevent impending industrial disputes and to settle existing disputes and claims by amicable agreement.

#### **193—Determinations to be consistent with object of Act**

The Commission's determinations must be consistent with the objects of this Act.

### **Division 2—Beginning proceedings**

#### **194—Applications to the Commission**

- (1) Proceedings before the Commission are commenced by an application made to the Commission—
  - (a) if, in the Minister's opinion, it is in the public interest that the matter be dealt with by the Commission—by the Minister; or
  - (b) by an employer, or group of employers; or
  - (c) by an employee, or group of employees; or
  - (d) by a registered association of employers; or
  - (e) by a registered association of employees; or
  - (f) by the United Trades and Labor Council.
- (2) A natural person may bring an application as of right if the application is authorised under some other provision of this Act but otherwise must establish to the satisfaction of the Commission—
  - (a) that the claim arises out of a genuine industrial grievance; and
  - (b) that there is no other impartial grievance resolution process that is (or has been) reasonably available to the person.

### **195—Advertisement of applications**

- (1) Before the Commission deals with the subject matter of an application, the Commission must satisfy itself that reasonable notice of the substance of the application and the day and time it is to be heard has been given.
- (2) The substance of an application and the day and time it is to be heard must be—
  - (a) advertised in the manner prescribed in the rules; or
  - (b) communicated to all persons who are likely to be affected by a determination in the proceedings or their representatives.

### **196—Commission may act on application or on own initiative**

The Commission may exercise its powers on its own initiative or on application by a party or a person with a proper interest in the matter.

## **Division 3—Settlement of industrial disputes**

### **197—Commission's power of mediation**

- (1) The Commission may mediate between the parties to an industrial dispute for the purpose of resolving the dispute.
- (2) The Commission may mediate between persons who may become involved in an industrial dispute for the purpose of preventing an industrial dispute.

### **198—Assignment of Commissioner to deal with dispute resolution**

- (1) The President of the Commission may assign a Commissioner, for a term of assignment (not exceeding one year) specified in the instrument of assignment, to deal with the prevention and resolution of industrial disputes of a class specified in the instrument of assignment.
- (3) The President may from time to time renew a term of assignment under this section.
- (4) The President may not assign a Commissioner, or renew a term of assignment, under this section without first consulting with registered associations that have, in the opinion of the President, a proper interest in the matter.
- (5) The President may at any time vary or revoke an assignment under this section.

### **199—Provisions of award etc relevant to how Commission intervenes in dispute**

If the parties to an industrial dispute are bound by an award or an enterprise agreement that provides procedures for preventing or settling industrial disputes between them, the Commission must, in considering whether, when or how it will exercise its powers in relation to the industrial dispute have regard to—

- (a) the procedures contemplated by the parties for preventing or settling industrial disputes; and
- (b) the extent the procedures (if applicable to the industrial dispute) have been complied with by the parties and the circumstances of any compliance or non-compliance with the procedures.

## **200—Voluntary conferences**

- (1) The Commission may, if it appears desirable, call a voluntary conference of the parties involved in an industrial dispute.
- (2) A person who attends a voluntary conference called under this section is, on application to the Registrar, entitled to be paid an amount certified by the person presiding at the conference to be reasonable, having regard to the conduct of the person both before and at the conference and to the expenses and loss of time incurred by the person.
- (3) The amount certified under subsection (2) will be paid out of money appropriated by Parliament for the purpose.

## **201—Compulsory conference**

- (1) The Commission may, if it appears desirable, call a compulsory conference of the parties involved in an industrial dispute.
- (2) The Commission may summon the parties to the dispute and any other person who may be able to assist in resolving the dispute to appear at the conference.
- (3) A compulsory conference may, at the discretion of the Commission, be held in public or in private or partly in public and partly in private.
- (4) A person who fails to attend a compulsory conference as required by the Commission's summons or who, having attended, fails to participate in the conference as required by the person presiding at the conference commits a contempt of the Commission.
- (5) A person who attends a conference as directed by the person presiding at the conference will, on application to the Registrar, be entitled to be paid an amount certified by the person presiding at the conference to be reasonable, having regard to the conduct of the person both before and at the conference and to the expenses and loss of time incurred by the person.
- (6) The amount certified under subsection (5) will be paid out of money appropriated by Parliament for the purpose.

## **202—Reference of questions for determination by the Commission**

- (1) The person presiding at a compulsory conference may, after giving reasonable notice to the persons attending at the conference, refer the subject matter of the conference for determination by the Commission (which may, where the person presiding is a Presidential Member or a Commissioner, be constituted of him/herself).
- (2) A matter may be referred for determination by the Commission under subsection (1) orally and without formality.
- (3) An order of the Commission on a reference under subsection (1)—
  - (a) is binding only on persons represented before the Commission or summoned to appear at the conference; and
  - (b) if parties to the industrial dispute are bound by an enterprise agreement may not affect the terms of the agreement.



### **203—Representation at voluntary or compulsory conference**

- (1) A party or intervener may be represented at a voluntary or compulsory conference by a legal practitioner or a registered agent with the permission of the person presiding at the conference.
- (2) However—
  - (a) permission is not required if the legal practitioner or registered agent is an officer or employee of—
    - (i) an employer who is a party to the proceedings; or
    - (ii) the United Trades and Labor Council; or
    - (iii) a registered association of which a member is a party to the industrial dispute; and
  - (b) permission is not required for the Minister to be represented by a legal practitioner; and
  - (c) permission is not required for representation at a compulsory conference by a legal practitioner or registered agent if the matter has already been referred to the Commission.
- (3) Permission will be granted if (and only if)—
  - (a) all of the parties consent to the application for permission; or
  - (b) another party is represented by a legal practitioner or registered agent; or
  - (c) another party is a legal practitioner or is legally qualified; or
  - (d) the person presiding at the conference is satisfied—
    - (i) the party or intervener would, if permission were not granted, be unfairly disadvantaged; or
    - (ii) permission is appropriate in the circumstances of the particular case.
- (4) The costs incurred by a party for representation at a voluntary or compulsory conference under this Division by a legal practitioner or registered agent will not be included in any order for costs under this Act.

### **204—Experience gained in settlement of dispute**

After the settlement of an industrial dispute, the Commission may invite the parties to the dispute to take part in discussions with a view to—

- (a) improving the process of conciliation and arbitration in accordance with the objects of this Act; and
- (b) encouraging the parties to agree on procedures for preventing or settling further disputes by discussion and agreement; and
- (c) deciding whether it would be appropriate for the parties to regulate their relationship by making an enterprise agreement or amending the terms of an existing enterprise agreement to provide more adequate means of dispute prevention or resolution.

## **205—Presidential conference to discuss means of preventing and resolving disputes**

The President of the Commission may at any time, and must at least once in each year, convene a conference of all members of the Commission to discuss means of—

- (a) preventing, and ensuring the fair and expeditious resolution of, industrial disputes; and
- (b) ensuring that determinations made in settlement of industrial disputes are consistent with the objects of this Act.

## **Division 4—Appeals and references**

### **206—Finality of decisions**

- (1) A determination of the Commission is final and may only be challenged, appealed against or reviewed as provided by this Act.
- (2) However, a determination of the Commission may be challenged before the Full Supreme Court on the ground of an excess or want of jurisdiction.

### **207—Right of appeal**

- (1) An appeal lies to the Full Commission against—
  - (a) a determination of the Commission constituted of a single member or a single member sitting with assessors; or
  - (b) a determination of the Commission made by the Registrar in exercising the Commission's powers.
- (2) However—
  - (a) an appeal lies against a determination in the nature of an interlocutory order or direction only with the permission of the Full Commission; and
  - (b) an appeal lies against a determination of the Registrar only with the permission of the Full Commission; and
  - (c) an appeal may only be brought against the approval, variation or rescission of an enterprise agreement by a person bound by the agreement or a representative of such a person.
- (3) The Full Commission may direct—
  - (a) that two or more appeals be joined and heard together; or
  - (b) that an appeal be heard by the Commission jointly with appellate proceedings under the Commonwealth Act,

(but a party to proceedings to be heard jointly with other proceedings is not entitled to be heard in relation to the other proceedings unless the Full Commission gives permission).
- (4) An appeal against a determination of the Commission may be commenced by—
  - (a) a party to the proceedings in which the determination is made or a registered association acting on the instructions of such a party; or

- 
- (b) a person who has a proper interest in the subject matter of the determination and obtains permission from the Full Commission to appeal against the determination.

### **208—Procedure on appeal**

- (1) An appeal is commenced by lodging a notice of appeal within 14 days after the date of the determination subject to appeal.
- (2) The notice of appeal must specify—
  - (a) the part of the determination subject to the appeal; and
  - (b) the grounds of the appeal; and
  - (c) the relief sought.
- (3) On the hearing of an appeal, the Full Commission may—
  - (a) take fresh evidence;
  - (b) confirm, quash or vary the whole or part of the determination under appeal;
  - (c) direct a member of the Commission to furnish a report on a specified matter (and the member of the Commission to whom the direction is given must, after making the necessary investigation, furnish a report accordingly);
  - (d) refer the subject matter of the appeal, or any matter arising in the course of the appeal, back to the Commission constituted of a single member, with directions or suggestions the Full Commission considers appropriate;
  - (e) make a determination dealing with the matters under appeal (but no such determination can include any provision that would be outside the powers of the Commission constituted of a single member);
  - (f) subject to this Act, fix a date as from which a determination or variation of a determination made by the Commission constituted of a single member is to come, or will be taken to have come, into operation;
  - (g) dismiss the appeal or any part of the appeal.
- (4) Until the Full Commission gives its decision on an appeal, the part of the determination under appeal cannot be altered or rescinded.

### **209—Stay of operation of determination**

- (1) When an appeal is brought against a determination or part of a determination, the Full Commission may, on terms and conditions it considers appropriate, stay the operation of the whole or any specified part or parts of the determination until the appeal is decided or until further order of the Commission.
- (2) If a determination or enterprise agreement was in existence before the determination under appeal was made, the Full Commission may, on staying the operation of the latter determination, restore the comparable provisions of the earlier determination or enterprise agreement and may, if necessary, modify any of the provisions until the appeal has been decided, and if the appeal is dismissed, the provisions of the determination under appeal operate retrospectively from when they would have operated but for the stay.

- (3) If no determination or enterprise agreement existed before the determination under appeal was made, or no comparable provisions appeared in a determination or enterprise agreement that was in existence before the determination under appeal, the Full Commission may, as well as granting a stay, make an interim determination dealing with the matters under appeal, and, if the appeal is dismissed, the provisions of the determination under appeal operate retrospectively from when they would have operated but for the stay.
- (4) The above powers of the Full Commission may be exercised on behalf of the Full Commission by any of its members.

### **210—Powers on appeal**

- (1) On deciding an appeal, the Full Commission may make consequential or ancillary orders and directions.
- (2) On deciding an appeal in proceedings for unfair dismissal, the Full Commission may make an order for costs.
- (3) In connection with the operation of subsection (2)—
  - (a) costs need not follow the event; and
  - (b) the Full Commission, in considering whether to award costs and, if so, the extent of the award, must take into account—
    - (i) the conduct of the parties; and
    - (ii) the relevant positions and circumstances of the appellant and the respondent (and of the successful and unsuccessful parties); and
    - (iii) the nature of the question in dispute and whether the proceedings have a broader impact than simply inter-parte proceedings between individual parties,and may take into account such other matters as the Full Commission thinks fit in order to ensure a just outcome in the circumstances of the case.

### **211—Review on application by Minister**

- (1) If it appears to the Minister that a determination of the Commission—
  - (a) is contrary to the public interest; or
  - (b) does not adequately give effect to the objects of this Act,the Minister may apply to the Full Commission for a review of the determination.
- (2) The following are parties to a review under this section and entitled to notice of the hearing—
  - (a) the Minister; and
  - (b) the parties who appeared at the original proceedings in which the determination was made; and
  - (c) registered associations whose members are bound by the determination.
- (3) On a review under this section, the Full Commission may confirm, vary or revoke the determination.

- (4) The Full Commission may, on a review under this section, exercise any powers that the Commission has on an appeal.

### **212—Reference of matters to the Full Commission**

- (1) If the Commission, constituted of a single member, is exercising a jurisdiction under this Act (other than the jurisdiction to approve, vary or rescind an enterprise agreement), the Commission may, on its own initiative, and must, if requested by a party, or the Minister, consult with the President of the Commission about whether the matter should be dealt with by the Full Commission, and the President will determine whether or not the matter should be dealt with by the Full Commission and direct accordingly.
- (2) If the Commission is constituted of the President, the President may make a determination and give directions under subsection (1) either on the President's own initiative or on receipt of a request from a party to the proceedings or the Minister.
- (3) Before giving a direction, the President should consult with the parties appearing before the Commission to ascertain their views on whether the matter should be dealt with by the Full Commission.

### **213—Powers of Full Commission on reference**

- (1) The Full Commission may ask a Deputy President or a Commissioner to provide a report on a particular matter referred to the Full Commission under this Division.
- (1a) A Deputy President or Commissioner to whom such a request is given must provide a report accordingly (and must carry out any inquiry or investigation necessary for the purpose).
- (1b) The Full Commission may act on a report provided under this section without itself inquiring into the matters on which the report is based.
- (2) If an industrial matter referred to the Full Commission was previously before a member of the Commission, the Full Commission may order the member of the Commission to deal with it in accordance with directions or suggestions the Full Commission considers appropriate.

### **214—Reference of question of law to the Court**

- (1) The Commission may, in its discretion, refer a question of law arising in proceedings before the Commission to the Court for determination.
- (2) The Court will determine the question of law referred under subsection (1) and return the matter to the Commission with its opinion or direction.
- (3) The Commission must give effect to that opinion or direction of the Court.

## **Part 4—Cooperative arrangements**

### **215—Cooperation between industrial authorities**

- (1) If it appears to the President of the Commission desirable that a conference on an industrial matter should be held with an industrial authority of the Commonwealth or of another State or Territory of the Commonwealth, the President may, if the authority is willing, confer with the authority, or arrange for a Deputy President of the Commission to confer with the authority, with a view to securing co-ordination between awards made, or to be made, under this Act and orders, awards, decisions or determinations made or given, or to be made or given, by the authority.
- (2) If it appears to the President of the Commission desirable that proceedings on an industrial matter before an industrial authority of the State should be heard in joint session with an industrial authority of the Commonwealth or of another State or Territory of the Commonwealth, the President may, with the consent of the authority, authorise the industrial authority of the State to hear the proceedings in joint session with that authority and to confer with the authority about the proceedings and the order, award, decision or determination to be made or given in the proceedings.
- (3) The President of the Commission must participate in, or nominate a representative to participate in, a meeting called by the President of Fair Work Australia, to encourage cooperation between industrial authorities, and the co-ordination of the various industrial relations systems, in Australia.
- (4) The Registrar must participate in, or nominate a representative to participate in, a meeting called by the General Manager of Fair Work Australia, to encourage cooperation between the Registrars and senior officials of industrial authorities, and the co-ordination of the various industrial relations systems, in Australia.
- (5) The disclosure of information at a meeting of the kind referred to in subsection (3) or (4) is not a breach of a duty of confidence.

### **216—Reference of industrial matters to Fair Work Australia**

- (1) The President of the Commission may, on his or her own initiative, request the President of Fair Work Australia to nominate a member of Fair Work Australia to deal with the whole or a part of an industrial matter.
- (2) If, in response to a request under subsection (1), the President of Fair Work Australia nominates a member, the President of the Commission may refer the whole or part of the industrial matter to the member to be dealt with by the member in accordance with this Act.
- (3) For the purposes of dealing with a matter that is referred under subsection (2), the member of Fair Work Australia may exercise all the powers of the Commission under this Act and will, in the exercise of those powers, be taken to be the Commission.
- (4) An award made by a member of Fair Work Australia on an industrial matter referred to the member under subsection (2) will, for the purposes of this Act, be taken to be an award under this Act.
- (5) The reference of an industrial matter to a member of Fair Work Australia under subsection (2) is revocable by the President of the Commission at will and does not derogate from the power of the Commission to act itself in the matter.

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**217—Commission may exercise powers vested by certain other Acts**

The Commission may exercise powers conferred on it under the Commonwealth Act or an Act of another State.





## Chapter 6—Miscellaneous

### 219—Confidentiality

- (1) A person employed or formerly employed in an office or position under this Act, or authorised under this Act to enter a workplace or inspect an employer's records, must not divulge—
  - (a) information acquired through the employment, or the exercise of the authorised powers, about the contents of records kept by an employer under this Act; or
  - (b) information of a confidential nature acquired through the employment, or the exercise of the authorised powers, about the conduct of an employer's business; or
  - (c) information acquired through the employment, or the exercise of the authorised powers, about the persons bound by enterprise agreements.

Maximum penalty: \$5 000.

- (2) However, this section does not prevent—
  - (a) the disclosure of information in the ordinary course of employment; or
  - (b) the disclosure of information to the Court, the Commission or the Employee Ombudsman; or
  - (c) the disclosure of information required by law; or
  - (d) the use of information for the purpose of compiling statistical records; or
  - (da) the disclosure to an employee or former employee of information required to be kept under this Act in relation to the employee or former employee; or
  - (e) a disclosure of information required by the Minister.

### 220—Notice of determinations of the Commission

- (1) Notice of a determination of the Commission (unless of an interlocutory nature or affecting only parties who are represented before the Commission) must be published, in accordance with the Rules, in a newspaper circulating generally throughout the State.
- (2) Copies of all determinations of the Commission must be kept available for public inspection at the office of the Registrar unless—
  - (a) the determination is of an interlocutory nature; or
  - (b) the determination relates to an enterprise agreement or part of an enterprise agreement that has been suppressed from public disclosure under this Act<sup>1</sup>.

**Note—**

- 1 See section 80.

### 221—Industry consultative councils

- (1) A Commissioner may, with the President's consent, assist in the formation or operation of a consultative council for a particular industry.

- (2) Before granting consent under subsection (1), the President must be satisfied that the consultative council is properly representative of employers and employees in the industry.

### **223—Discrimination against employee for taking part in industrial proceedings etc**

- (1) An employer must not discriminate against an employee by dismissing or threatening to dismiss the employee from, or prejudicing or threatening to prejudice the employee in, employment for any of the following reasons—
- (a) because of the employee's participation in proceedings before the Court or the Commission; or
  - (b) because of anything said or done, or omitted to be said or done, by the employee in proceedings before the Court or the Commission; or
  - (c) because of the employee's participation in an industrial dispute; or
  - (d) because the employee is entitled to the benefit of an award or enterprise agreement, or has participated, or declined to participate, in negotiations or proceedings intended to lead to the formation of an award or enterprise agreement; or
  - (e) because the employee asks the Employee Ombudsman to take action on the employee's behalf.

Maximum penalty: \$20 000.

- (2) However, discrimination against an employee on the ground that the employee has contravened a determination of the Commission or has committed an offence is not made unlawful by subsection (1).
- (3) A prosecution for an offence against this section may be commenced by the employee against whom the offence is alleged to have been committed, or an inspector.
- (4) A court by which an employer is convicted of an offence against this section may, on application by the employee against whom the offence was committed—
- (a) award compensation to the applicant for loss resulting from the commission of the offence; and
  - (b) if the applicant was dismissed from employment—order the employer to re-employ the applicant on conditions determined by the court.

### **224—Non-compliance with awards and enterprise agreements**

If a person who is bound by an award or enterprise agreement contravenes or fails to comply with a provision of the award or agreement, the person is guilty of an offence.

Maximum penalty: \$2 500.

### **225—Improper pressure etc related to enterprise agreements**

- (1) A person must not harass an employer or employee, or apply improper pressure to an employer or employee—
- (a) to prevent, or discourage the employer or employee, from supporting or entering into an enterprise agreement; or

- 
- (b) to induce the employer or employee to seek variation or rescission of an enterprise agreement.

Maximum penalty: \$20 000.

- (2) The provision of advice in a reasonable manner to an employee about issues surrounding an enterprise agreement (or potential enterprise agreement) cannot be regarded as improper pressure under subsection (1).
- (3) A person must not coerce an employee to enter into an enterprise agreement.
- (4) A person must not state that an employee has voluntarily supported or entered into an enterprise agreement knowing the statement to be false.

Maximum penalty: \$5 000.

### **225A—Use of offensive language against a representative**

An employer, or an officer, employee or representative of an association of employers, must not address offensive language to a duly authorised representative of an association of employees (insofar as the person is acting as such a representative).

Maximum penalty: \$5 000.

### **226—False entries**

A person must not—

- (a) wilfully make a false entry in a time book, notice, certificate, list or document required by this Act to be kept, served or sent; or
- (b) wilfully make or sign a false declaration under this Act; or
- (c) make use of any such entry or declaration, knowing it to be false.

Maximum penalty: \$2 500.

### **227—Experience of apprentice etc how calculated**

For the purposes of an award or enterprise agreement under which wages are to vary in accordance with experience in an industry, a period of employment as an apprentice or junior in the industry will be brought into account.

### **228—No premium to be demanded for apprentices or juniors**

- (1) A person must not ask for, or receive, any consideration, premium or bonus for engaging or employing a person as an apprentice or junior.
- Maximum penalty: \$2 500.
- (2) However, this section does not prevent the payment or receipt of a consideration, premium or bonus under an arrangement approved by the Minister.
- (3) A person who gives a consideration, premium or bonus to a person who is, because of this section, not entitled to receive it may recover it as a debt.

### **229—Illegal guarantees**

- (1) A person must not require or permit another—
- (a) to pay a sum of money; or

- (b) to enter into or make a guarantee or promise to pay a sum of money, in the event of the conduct of an apprentice, junior or employee not being satisfactory to the employer.  
Maximum penalty: \$1 250.
- (2) However, this section does not invalidate, or render unlawful, a guarantee entered into on terms approved by the Minister.
- (3) A sum paid in contravention of this section is recoverable as a debt.

### **230—Orders for payment of money**

- (1) If the Court or the Commission makes an order for the payment of a monetary sum, the Registrar may issue a certificate under the seal of the Court or the Commission, certifying the amount payable and the persons by whom and to whom it is to be paid.
- (2) The certificate may be filed in a court that has civil jurisdiction up to, or exceeding, the amount of the certificate and it will then be enforceable as a judgment of that court.

### **231—Recovery of penalty from members of association**

- (1) If an association is ordered to pay a penalty or other monetary sum under this Act and the penalty or other sum is not fully paid within one month after the date of the order—
- (a) the persons who were members of the association when the order was made are jointly and severally liable to pay the penalty or other sum as if the order had been made against them personally; and
- (b) proceedings to enforce the order may be taken against them, or any of them, accordingly.
- (2) However, a person's liability on an order to which this section applies is limited to \$20.

### **232—General defence**

- (1) In proceedings against an employer for an offence against this Act, it is a defence to show—
- (a) that another person was responsible for the act or omission constituting the offence; and
- (b) that the defendant employer used all due diligence to prevent the commission of the offence; and
- (c) that the offence was committed without the knowledge of the defendant employer and in contravention of the employer's orders.
- (2) If a defence is made out by an employer under subsection (1), the person responsible for the act or omission alleged to constitute the offence may be prosecuted and convicted of the offence as if that person were the employer.
- (3) In proceedings against an employee for an offence against this Act, it is a defence to show that the defendant used all due diligence to prevent the commission of the offence.

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### **233—Order for payment against convicted person**

- (1) If an employer is convicted of an offence against this Act, the court may, on application by an employee in respect of whom the offence was committed, order the convicted person to pay to the applicant an amount due from the convicted person to the applicant.
- (2) On an applicant under subsection (1), an inspector's certificate will be accepted, in the absence of proof to the contrary, as proof of an amount due from the convicted person to the applicant.
- (3) An amount that a convicted person is ordered to pay under this section may be recovered in the same way as a fine.

### **234—Proof of awards etc**

- (1) A copy of a determination under the seal of the Court, or the Commission and certified under the Registrar's signature, is admissible in all courts and tribunals and before all persons as evidence of the determination.
- (2) A copy of an enterprise agreement certified under the Registrar's signature to be an enterprise agreement approved by the Commission, is admissible in all courts and tribunals and before all persons as evidence of the existence of the enterprise agreement and its terms.
- (3) It is not necessary to prove the seal of the Court or the Commission or of the signature of the Registrar.

### **235—Proceedings for offences**

- (1) A prosecution for an offence against this Act must (unless otherwise provided) be heard and determined summarily by an Industrial Magistrate.
- (2) A prosecution for an offence against this Act must be commenced within 2 years after the date on which the offence is alleged to have been committed.

### **236—Conduct by officers etc of body corporate**

- (1) If it is necessary to establish, for the purposes of this Act, the state of mind of a body corporate in relation to particular conduct, it is sufficient to show—
  - (a) that an officer, director, employee or agent of the body corporate engaged in the conduct within the scope of his or her actual or apparent authority; and
  - (b) that the officer, director, employee or agent had the state of mind.
- (2) Any conduct in which—
  - (a) an officer, director, employee or agent of the body corporate engages within the scope of his or her actual or apparent authority; or
  - (b) another person engages at the direction or with the consent or agreement (express or implied) of an officer, director, employee or agent of the body corporate, who gives the direction, consent or agreement within the scope of the actual or apparent authority,is, for the purposes of this Act, conduct of the body corporate.

- (3) A reference in this section to the state of mind of a person extends to the knowledge, intent, opinion, belief or purpose of the person and the person's reasons for the intent, opinion, belief or purpose.

### **236A—Offences by body corporate**

- (1) If—
- (a) a body corporate commits an offence against this Act; and
  - (b) a member of the governing body of the body corporate intentionally allowed the body corporate to engage in the conduct comprising the offence,
- that person also commits an offence and is liable to the same penalty as may be imposed for the principal offence.
- (2) A person referred to in subsection (1) may be prosecuted and convicted of an offence against that subsection whether or not the body corporate has been prosecuted or convicted of the principal offence committed by the body corporate.

### **237—Regulations**

- (1) The Governor may make such regulations as are contemplated by this Act or as are necessary or expedient for the purposes of this Act.
- (1a) Without limiting the generality of subsection (1), regulations may make provision for any matter, including matters of a saving or transitional nature, relevant to the interaction between this Act and an Act of the Commonwealth.
- (2) The regulations may impose fines not exceeding \$2 500 for offences against the regulations.
- (3) A regulation under this Act—
- (a) may make different provision according to the matters or circumstances to which it is expressed to apply;
  - (b) may be of general or limited application;
  - (c) may provide that any matters or thing is to be determined, dispensed with, regulated or prohibited according to the discretion of the Minister or any other person or body prescribed by the regulations.

## Schedule 1—Transitional provisions

### 4—Definitions

In this Schedule—

*former Act* means the *Industrial Relations Act (S.A.) 1972*;

*former Commission* means the Industrial Commission of South Australia established under the former Act;

*former Court* means the Industrial Court of South Australia established under the former Act.

### 5—References to former Court or Commission

A reference in an Act or other instrument to the former Court or the former Commission must, where the context admits, be read as a reference to the Court or the Commission under this Act.

### 6—Awards and other determinations of the former Commission

- (1) An award in force under the former Act immediately before the commencement of this Act continues in force, subject to this Act, as if it were an award of the Commission under this Act even though the award makes provisions for conditions of employment that cannot be made by award under this Act.
- (2) However—
  - (a) a provision of an award that continues in force under subsection (1) providing for preference to members of an association lapses on the commencement of this Act; and
  - (b) a right of entry and inspection conferred by an award that continues in force under subsection (1) must be read down so as to be consistent with this Act.
- (3) All other determinations of the former Commission in force immediately before the commencement of this Act continue in force subject to this Act as if they were determinations of the Commission under this Act.
- (4) If a recommendation was made before the commencement of this Act by the Commission or a member of the Commission for the prevention or settlement of an industrial dispute, the recommendation continues in effect as if it had been made by the Commission or a member of the Commission under this Act.

### 7—Industrial agreements

- (1) An industrial agreement in force under the former Act immediately before the commencement of this Act continues in force under this Act, unless earlier superseded by an enterprise agreement, until 31 December 1996.
- (2) However—
  - (a) a provision of an industrial agreement that continues in force under subsection (1) providing for preference to members of an association lapses on the commencement of this Act; and

- (b) a right of entry and inspection conferred by an industrial agreement that continues in force under subsection (1) must be read down so as to be consistent with this Act.
- (3) The Commission—
  - (a) must take reasonable steps to ensure that the parties to industrial agreements are aware that the agreements will lapse on 31 December 1996; and
  - (b) must, as far as practicable and appropriate, encourage the renegotiation of the agreements as enterprise agreements.
- (4) The provisions of the former Act apply, with adaptations and modifications prescribed by regulation, to an industrial agreement that continues in force under this section.

### **7A—References to industrial agreements**

- (1) A reference to an industrial agreement in an Act or statutory instrument extends to an enterprise agreement under this Act.
- (2) However, this section does not apply to references to an industrial agreement in the *Long Service Leave Act 1987* or a statutory instrument under that Act.

### **8—Continuation of part-heard proceedings etc**

- (1) The jurisdiction of the Court and the Commission under this Act extends to causes of action that arose before the commencement of this Act.
- (2) Any proceedings that had been commenced before the former Court or the former Commission may be continued and completed by the Court or the Commission under this Act.
- (3) The Court or Commission will apply the substantive law in force when the cause of action arose, or if proceedings relate to the making or variation of an award, when the application was made.
- (4) However, if an application for an award or variation of an award is made after 14 May 1994, the application is to be determined in accordance with this Act.

### **9—Certificates and licences**

- (1) A certificate under section 144 of the former Act (a "section 144 certificate") continues in force (unless cancelled by the Registrar at the request of the person for whom the certificate was issued) as a certificate of conscientious objection under this Act and a reference in an award or agreement to a section 144 certificate will be construed as a reference to a certificate of conscientious objection under this Act.
- (2) A certificate under section 167 of the former Act continues in force as if it were a certificate under section 230 of this Act.
- (3) A licence in force under section 88 of the former Act immediately before the commencement of this Act continues in force, subject to this Act, as if it were a licence under section 112 of this Act.



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## 10—The President of the former Court

- (1) The person holding office as President of the former Court immediately before the commencement of this Act—
  - (a) becomes on the commencement of this Act the Senior Judge of the Court (and is entitled while continuing in the office to the title of President of the Court); and
  - (b) continues, while holding that office, to have the same rank, status and precedence as a Judge of the Supreme Court and to be entitled to be styled "The Honourable Justice ...".
- (2) The person to whom subsection (1) applies is, while continuing to hold office as the Senior Judge of the Court under this section, a member of the principal judiciary of the Court.
- (3) The provisions of the former Act about salary, tenure and conditions of office relating to the office of President of the former Court apply (with the necessary modifications) to the office of Senior Judge of the Court for as long as the person to whom subsection (1) applies continues to hold that office.
- (4) Other provisions of this Act that are inconsistent with this section must be read subject to this section.

## 11—Deputy Presidents of the Court

- (1) Each person who held office as a Deputy President of the former Court immediately before the commencement of this Act becomes, on that commencement, a judge of the Court.
- (2) A person to whom subsection (1) applies is, while continuing to hold office as a Judge of the Court under this section, a member of the principal judiciary of the Court.
- (3) The provisions of the former Act about salary, tenure and conditions of office relating to the office of Deputy President of the former Court apply (with necessary modifications) to the office of a judge to whom subsection (1) applies for as long as the judge continues to hold office in accordance with those provisions as a judge of the Court.
- (4) Other provisions of this Act that are inconsistent with this section must be read subject to this section.

## 12—Industrial magistrates

- (1) Each person who held office under the former Act as an industrial magistrate immediately before the commencement of this Act becomes, on the commencement of this Act, a magistrate under the *Magistrates Act 1983*.
- (2) A magistrate to whom subsection (1) applies will, for so long as he or she continues to hold office under the *Magistrates Act 1983*, continue to be an industrial magistrate and a member of the principal judiciary of the Court unless he or she resigns the office of industrial magistrate.
- (3) A person may resign the office of industrial magistrate under this section without resigning as a magistrate under the *Magistrates Act 1983*.

- (4) The accrued and accruing rights in respect of employment of a magistrate to whom this section applies are unaffected by this section.
- (5) Other provisions of this Act that are inconsistent with this section must be read subject to this section.

### **13—Other officers of former Court and Commission**

- (1) A person who held office as a commissioner under the former Act immediately before the commencement of this Act becomes, on the commencement of this Act, unless the Governor otherwise determines, a commissioner under this Act as if appointed on the commencement of this Act as a commissioner under this Act.
- (2) The commissioner will be taken to have been appointed for a term of six years (which may be renewed once for a further term of six years) but if the commissioner is over 60 at the time of the appointment or renewal, the term will end when the commissioner reaches 65 years of age.
- (3) The Registrar and other staff of the former Court and the former Commission (other than those specifically mentioned above) are, on the commencement of this Act, transferred to corresponding positions on the staff of the Court or the Commission (or both) under this Act.
- (4) The salary and accrued and accruing rights to annual leave, sick leave, family leave and long service leave of persons who are transferred by this section to offices and positions under this Act are not to be prejudiced by the transfer.
- (5) However, a salary difference that exists between a transferee and another person in the same office or position, and in favour of the transferee, is not preserved beyond the point when the salary of the other person reaches or exceeds the level of the transferee's salary at the time of transfer.

### **14—Inspectors**

A person who was an inspector under the former Act continues, subject to this Act, as an inspector under this Act.

### **15—Members of Industrial Relations Advisory Council**

A person who held office as a member of the Industrial Relations Advisory Council immediately before the commencement of this Act continues in office, subject to this Act, as a member of the Committee.

### **16—Registered associations**

- (1) An association that was, immediately before the commencement of this Act, a registered association under the former Act continues as a registered association under this Act.
- (2) No objection of a kind that was prevented by section 133(1) of the former Act immediately before the re-enactment of Part 9 of that Act pursuant to section 41 of the *Industrial Conciliation and Arbitration (Commonwealth Provisions) Amendment Act 1991* (and then prevented by section 55 of that Amendment Act) may be taken in relation to an association registered under this Act immediately before the commencement of the *Industrial and Employee Relations (Registered Associations) Amendment Act 1997*.<sup>1</sup>

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Note—

1 Section 133(1) of the former Act provided as follows:

*133(1) The legal existence or registration of an association, the membership of any member or any person claiming to be a member of an association, the validity of the appointment or election of any officer of an association or of any action or decision of such an officer, or the validity of any resolution passed or decision made at any meeting of an association or of any committee of the association, cannot be challenged, impugned or in any way affected, nor can the compliance of any rule or rules of an association with the prescribed conditions, or the observance or validity of any such rule or rules or the operation of any award or order made under this Act, be challenged, impugned or in any way affected by reason only that—*

- (a) the association is also registered as an organization pursuant to the Commonwealth Act, or is a branch or forms part of an organization so registered;*
- (b) members of the association are also members of an organization registered under the Commonwealth Act, and no register of members separate and distinct from the register kept by the organization registered under the Commonwealth Act is kept by the association, or no application for membership or membership fee separate from the application or fee made and paid to the organization registered under that Commonwealth Act has been made or paid to the association by any member;*
- (c) the association keeps and maintains no or insufficient books, accounts, records or rules which are separate and distinct from any books, accounts, records or rules kept and maintained by an organization registered under the Commonwealth Act, of which some or all of its members are members;*
- (d) officers or the association have been elected or appointed by or are also officers of an organisation registered under the Commonwealth Act; or*
- (e) any matter consequential upon or arising out of the matters referred to in paragraphs (a) to (d).*

## **17—Enterprise agreements and spouses and domestic partners**

From the commencement of this clause, an enterprise agreement that provides that sick leave is available to an employee if the leave becomes necessary because of the sickness of a spouse, will be taken to provide that sick leave is available to an employee if the leave becomes necessary because of the sickness of a spouse or domestic partner (whether the agreement was entered into before or after the commencement of this clause).

## **18—National industrial relations system**

(1) In this clause—

*designated day* means the day on which a Commonwealth law in the terms, or substantially in the terms, set out in the tabled text under the *Fair Work (Commonwealth Powers) Act 2009* comes into operation.

- (2) This Act will operate in relation to—
- (a) any matter arising under this Act before the designated day (including a matter that is not in the nature of a right or that is procedural in nature); and
  - (b) any matter arising, directly or indirectly, out of such a matter,
- insofar as the matter is not dealt with under the *Fair Work Act 2009* of the Commonwealth on or after the designated day.
- (3) Nothing in this clause is intended to limit or affect the operation of this Act—
- (a) in relation to industrial or other matters that are not affected by a law of the Commonwealth relating to matters referred to the Parliament of the Commonwealth under the *Fair Work (Commonwealth Powers) Act 2009*; or
  - (b) in any other respect (except to the extent that this Act cannot apply by virtue of a law of the Commonwealth).

## Schedule 2—Continuity of industrial arrangements—government business enterprises

### 1—Preliminary

In this Schedule—

***federal industrial instrument*** means any award, agreement determination, order or other form of instrument that relates to 1 or more industrial matters under the National Fair Work legislation, other than an Australian workplace agreement, a pre-reform AWA or an Individual Transitional Employment Agreement;

***GBE*** means an agency or instrumentality of the Crown declared by proclamation to be a government business enterprise for the purposes of this Schedule;

***GBE employee*** means a person employed or appointed by a GBE;

***National Fair Work legislation*** means—

- (a) the Commonwealth Act; or
- (b) the *Fair Work (Transitional and Consequential Amendments) Act 2009* of the Commonwealth;

***relevant day*** means, in relation to each GBE, a day fixed by the Governor by proclamation as being the relevant day for the purposes of the application of this Schedule to the GBE.

### 2—Operation of federal industrial instruments

- (1) A federal industrial instrument that, on the relevant day in relation to a particular GBE, relates (or purports to relate) to the GBE employees of that GBE (being a federal industrial instrument in operation (or purportedly in operation) immediately before the relevant day), will, on the relevant day, be taken to be an award or enterprise agreement (as the case may require in order to achieve the greatest degree of correspondence) under this Act (insofar as it relates to those employees and any other relevant parties)—
- (a) with the same terms and provisions as the relevant instrument under the relevant Act of the Commonwealth; but

- 
- (b) subject to any modification or exclusion prescribed by regulations made for the purposes of this subclause and subject to the operation of subclauses (2), (3), (4) and (5).
- (2) The regulations may prescribe rules that are to be applied for the purposes of achieving the greatest degree of correspondence envisaged by subclause (1).
  - (3) If an award or enterprise agreement is taken to exist under this Act by virtue of the operation of subclause (1)—
    - (a) the award or enterprise agreement will be taken to be made or approved under this Act on the relevant day; and
    - (b) this Act will apply in relation to the award or enterprise agreement subject to such modifications or exclusions as may be prescribed by regulations made for the purposes of this subclause; and
    - (c) the Commission may, on application by the Minister, or on application by a person or body recognised by regulations made for the purposes of this subclause, vary or revoke any term or provision of the award or enterprise agreement if the Commission is satisfied that it is fair and reasonable to do so in the circumstances.
  - (4) The Commission may, in varying an award or enterprise agreement under subclause (3)(c) (after taking into account what is fair and reasonable in the circumstances), confer an exemption from the operation of any provision of this Act (being an exemption that has effect subject to such conditions (if any) as the Commission thinks fit to impose).
  - (5) Despite a preceding subclause, if an award or enterprise agreement taken to exist under this clause would, but for this subclause, provide for remuneration or other conditions of employment that are inferior to the standards that apply under Chapter 3 Part 1 Division 2, the award or enterprise agreement will be taken to be modified to the extent necessary to meet those standards.
  - (6) An award or enterprise agreement taken to exist under this clause will, unless it has been superseded or rescinded in the meantime, expire at the end of the period of 2 years from the relevant day.

### **3—Ability to carry over matters**

The Commission may, in connection with the operation of this Schedule, or any matter arising, directly or indirectly, out of the operation of this Schedule—

- (a) accept, recognise, adopt or rely on any step taken under, or for the purposes of, the National Fair Work legislation; and
- (b) accept or rely on any matter or thing (including in the nature of evidence presented for the purposes of any proceedings) that has been presented, filed or provided under, or for the purposes of, the National Fair Work legislation; and
- (c) give effect in any other way to any other thing done under, or for the purposes of, the National Fair Work legislation.

## Schedule 2A—Continuity of industrial arrangements—local government sector

### 1—Preliminary

In this Schedule—

*designated day* means the day on which this Schedule comes into operation;

*federal enterprise agreement* means an enterprise agreement under the Commonwealth Act;

*federal industrial instrument* means any award, agreement determination, order or other form of instrument that relates to 1 or more industrial matters under the National Fair Work legislation, other than an Australian workplace agreement, a pre-reform AWA or an Individual Transitional Employment Agreement;

*local government sector employee* has the same meaning as in the *Fair Work (Commonwealth Powers) Act 2009*;

*National Fair Work legislation* means—

- (a) the Commonwealth Act; or
- (b) the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* of the Commonwealth;

*State industrial instrument* means—

- (a) an enterprise agreement approved (or purportedly reached) under this Act; or
- (b) an agreement reached (or purportedly approved) as a result of a referral of a matter to the Commission under Schedule 1 of the *Commercial Arbitration and Industrial Referral Agreements Act 1986*.

### 2—State industrial instruments

A State industrial instrument—

- (a) that relates (or purports to relate) to local government sector employees; and
- (b) that is in operation (or purportedly in operation) immediately before the designated day,

is to be taken to be, and to have always been, valid and effectual for the purposes of the law of the State.

### 3—Federal industrial instruments—immediate changeover

(1) A federal industrial instrument—

- (a) that relates (or purports to relate) to local government sector employees; and
- (b) that is in operation (or purportedly in operation) immediately before the designated day; and
- (c) in the case of an award—that is brought within the ambit of this clause by proclamation,

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will, on the designated day, be taken to be an award or enterprise agreement (as the case may require in order to achieve the greatest degree of correspondence) under this Act (insofar as it relates to those employees and any other relevant parties)—

- (d) with the same terms and provisions as the relevant instrument under the relevant Act of the Commonwealth; but
  - (e) subject to any modification or exclusion prescribed by regulations made for the purposes of this subclause and subject to the operation of subclauses (2), (3), (4) and (5).
- (2) The regulations may prescribe rules that are to be applied for the purposes of achieving the greatest degree of correspondence envisaged by subclause (1).
- (3) If an award or enterprise agreement is taken to exist under this Act by virtue of the operation of subclause (1)—
- (a) the award or enterprise agreement will be taken to be made or approved under this Act on the designated day; and
  - (b) this Act will apply in relation to the award or enterprise agreement subject to such modifications or exclusions as may be prescribed by regulations made for the purposes of this subclause; and
  - (c) the Commission may, on application by the Minister, or on application by a person or body recognised by regulations made for the purposes of this subclause, vary or revoke any term or provision of the award or enterprise agreement if the Commission is satisfied that it is fair and reasonable to do so in the circumstances.
- (4) The Commission may, in varying an award or enterprise agreement under subclause (3)(c) (after taking into account what is fair and reasonable in the circumstances), confer an exemption from the operation of any provision of this Act (being an exemption that has effect subject to such conditions (if any) as the Commission thinks fit to impose).
- (5) Despite a preceding subclause, if an award or enterprise agreement taken to exist under this clause would, but for this subclause, provide for remuneration or other conditions of employment that are inferior to the standards that apply under Chapter 3 Part 1 Division 2, the award or enterprise agreement will be taken to be modified to the extent necessary to meet those standards.
- (6) An award or enterprise agreement taken to exist under this clause will, unless it has been superseded or rescinded in the meantime, expire at the end of the period of 2 years from the designated day.

#### **4—Federal enterprise agreements—later changeover**

- (1) If—
- (a) an application for approval of a federal enterprise agreement that relates to local government sector employees has been made under section 185 of the Commonwealth Act before the designated day but not approved by Fair Work Australia by that day; and
  - (b) Fair Work Australia then approves the federal enterprise agreement under the Commonwealth Act on or after the designated day,

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then the federal enterprise agreement will, on its approval by Fair Work Australia, be taken to be an enterprise agreement that has been approved by this Act—

- (c) with the same terms and provisions as the federal enterprise agreement; but
  - (d) subject to any modification or exclusion prescribed by regulations made for the purposes of this subclause and subject to the operation of subclauses (2), (3) and (4).
- (2) If an enterprise agreement is taken to be approved under this Act by virtue of the operation of subclause (1)—
- (a) this Act will apply in relation to the enterprise agreement subject to such modifications or exclusions as may be prescribed by regulations made for the purposes of this subclause; and
  - (b) the Commission may, on application by the Minister, or on application by a person or body recognised by regulations made for the purposes of this subclause, vary any term or provision of the enterprise agreement if the Commission is satisfied that it is fair and reasonable to do so in the circumstances.
- (3) The Commission may, in varying an enterprise agreement under subclause (2)(b) (after taking into account what is fair and reasonable in the circumstances), confer an exemption from the operation of any provision of this Act (being an exemption that has effect subject to such conditions (if any) as the Commission thinks fit to impose).
- (4) Despite a preceding subclause, if an enterprise agreement taken to be approved under this clause would, but for this subclause, provide for remuneration or other conditions of employment that are inferior to the standards that apply under Chapter 3 Part 1 Division 2, the enterprise agreement will be taken to be modified to the extent necessary to meet those standards.
- (5) An enterprise agreement taken to be approved under this clause will, unless it has been superseded or rescinded in the meantime, expire at the end of the period of 2 years from the date of approval of the federal enterprise agreement.

## **5—Ability to carry over matters**

The Commission may, in connection with the operation of this Schedule, or any matter arising, directly or indirectly, out of the operation of this Schedule—

- (a) accept, recognise, adopt or rely on any step taken under, or for the purposes of, the National Fair Work legislation; and
- (b) accept or rely on any matter or thing (including in the nature of evidence presented for the purposes of any proceedings) that has been presented, filed or provided under, or for the purposes of, the National Fair Work legislation; and
- (c) give effect in any other way to any other thing done under, or for the purposes of, the National Fair Work legislation.



## **Schedule 3—Minimum standard for sick leave/carer's leave**

### **1—Definitions**

In this Schedule—

*continuous service* means continuous service under a contract of employment and includes a period of paid leave taken under this Act or under an award or enterprise agreement;

*full pay* means remuneration for ordinary hours of work (not including payments in the nature of penalty rates, overtime, allowances or loadings).

### **2—Application of standard**

This Schedule does not apply to a person who is engaged and paid as a casual employee.

### **3—Accrual of sick leave entitlement**

- (1) An employee's entitlement to sick leave accrues as follows—
  - (a) for the first year of continuous service—entitlement to sick leave accrues at the rate of  $\frac{5}{26}$  of one day for each completed week; and
  - (b) for each later year of continuous service—an entitlement to 10 days' sick leave accrues at the beginning of each year.
- (2) An employee's sick leave credit is worked out by adding any unexpended sick leave entitlement that had accrued to the employee before the employee became subject to this Schedule and any unexpended entitlement that accrues under this Schedule.
- (3) Any sick leave taken by the employee is deducted from the employee's sick leave credit.

### **4—Taking sick leave**

- (1) An employee who has a sick leave credit is entitled to take sick leave if the employee is too sick to work.
- (2) An employee who has a sick leave credit, and who is on annual leave, is entitled to take sick leave instead of annual leave if the person is too sick to work for a period of at least three days.
- (3) However, the employee is not entitled to take sick leave unless—
  - (a) the employee gives the employer notice of the sickness, its nature and estimated duration before the period for which sick leave is sought begins (but if the nature or sudden onset of the sickness makes it impracticable to give the notice before the period begins, the notice is validly given if given as soon as practicable and not later than 24 hours after the period begins); and
  - (b) the employee, at the request of the employer, provides a medical certificate or other reasonable evidence of the sickness.
- (4) Sick leave taken during a period of annual leave does not count as annual leave.
- (5) An employee may take sick leave for a part of a day in a block of 1 or more hours.

- (6) The following provisions apply in connection with subsection (5):
- (a) if a period of sick leave exceeds 1 hour but does not equal a whole number of hours, the fraction of an hour will be taken to be a whole hour; and
  - (b) when the number of hours taken as sick leave under subsection (5) equals the number of hours usually worked by the employee in a day, then the employee will be taken to have taken 1 day's sick leave.

### **5—Sick leave to be on full pay**

- (1) A full-time employee is entitled to full pay for a period of sick leave.
- (2) A part-time employee is entitled to pro-rata pay for a period of sick leave.

### **6—Carer's leave**

- (1) An employee with an accrued entitlement to sick leave under a preceding section may use up to 5 days of that entitlement in each year to care for and support members of the employee's family when they are sick.
- (2) The employee must, if practicable before taking leave under this section, give the employer notice of—
  - (a) the employee's intention to take the leave; and
  - (b) the reason for the leave; and
  - (c) the name of the person requiring the care and that person's relationship to the employee; and
  - (d) the time the employee expects to be absent,but if it is not possible to give the notice before commencing the leave, the employee must give the notice as soon as practicable in the circumstances.
- (3) The employee must, if required by the employer, produce reasonable evidence of the sickness and the need for the employee's care.
- (4) An employee is, while taking leave under this section, entitled to pay at the same rate as if he or she was on sick leave.

## **Schedule 3A—Minimum standard for bereavement leave**

### **1—Bereavement leave**

- (1) An employee is entitled to 2 days bereavement leave in the case of the death of a member of the employee's family.
- (2) The leave may be taken—
  - (a) at a time of the employee's choosing within a period commencing on the date of death of the family member and ending 2 days after the funeral; or
  - (b) at some other time agreed with the employer.
- (3) The employee must, if required by the employer, produce reasonable evidence of the death and of the relationship of the deceased to the employee.
- (4) A full-time employee is entitled to full pay for a period of bereavement leave.

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- (5) A part-time employee is entitled to pro-rata pay for a period of bereavement leave.

## **Schedule 4—Minimum standard for annual leave**

### **1—Definitions**

In this Schedule—

*continuous service* means continuous service under a contract of employment and includes a period of paid leave taken under this Act or under an award or enterprise agreement;

*full pay* means remuneration for ordinary hours of work (not including payments in the nature of penalty rates, overtime, allowances or loadings).

### **2—Application of standard**

This Schedule does not apply to a person who is engaged and paid as a casual employee.

### **3—Accrual of annual leave entitlement**

An employee's entitlement to annual leave accrues as follows—

- (a) an employee is entitled to 4 weeks' annual leave for each completed year of continuous service; and
- (b) if an employee's employment comes to an end and the period of service is not exactly divisible into complete years—the employee is entitled to  $\frac{1}{3}$  of one week's annual leave for each completed month of the remainder.

### **4—Taking annual leave**

- (1) Annual leave is to be taken at a time agreed between the employer and the employee.
- (2) However, an employer may require an employee to take annual leave by giving the employee notice of the requirement at least 2 weeks before the period of annual leave is to begin if—
  - (a) the employer and the employee fail to agree on the time for taking the annual leave; or
  - (b) the taking of the leave is necessary to facilitate a temporary shut-down of part or all of the employer's business operations.
- (3) If an employer determines the time for taking annual leave under subsection (2)(a), the leave must begin within 12 months after the entitlement to the leave accrues.

### **5—Annual leave to be on full pay**

- (1) A full-time employee is entitled to full pay for a period of annual leave.
- (2) A part-time employee is entitled to pro-rata pay for a period of annual leave.
- (3) If an employee's employment comes to an end before the employee has taken all the annual leave to which the employee is entitled, the employee (or the employee's estate) is entitled to the monetary equivalent of that leave.

## Schedule 5—Minimum standard for parental leave

### 1—Definitions

In this Schedule—

*adoption* means the adoption of a child who is not the natural child of the employee or the employee's spouse or domestic partner, who is less than five years of age, and who has not lived continuously with the employee for six months or longer;

*continuous service* means continuous service under a contract of employment and includes a period of paid leave or absence taken under this Act or under an award or enterprise agreement;

*expected date of birth* means a day certified by a medical practitioner as the expected date of birth;

*employee* does not include a person engaged and paid as a casual employee;

*parental leave* means unpaid leave under this Schedule.

### 2—Entitlement to parental leave

- (1) Subject to this Schedule, an employee is entitled to take parental leave for a period of up to 52 weeks for—
  - (a) the birth of a child to the employee or the employee's spouse or domestic partner; or
  - (b) the placement of a child with the employee with a view to the adoption of the child by the employee.
- (2) An employee is not entitled to take parental leave unless the employee—
  - (a) has, before the expected date of birth or placement, completed at least 12 months' continuous service with the employer; and
  - (b) has given the employer at least ten weeks' written notice of intention to take the leave.
- (3) An employee is not entitled to take parental leave at the same time as the employee's spouse or domestic partner apart from one week's parental leave taken by the employee and the employee's spouse or domestic partner immediately after the birth of the child or the placement of the child for adoption with the employee and the employee's spouse or domestic partner.
- (4) Apart from the period of one week referred to above, an employee's entitlement to parental leave is reduced by a period of parental leave taken by the employee's spouse or domestic partner for the same child.

### 3—Maternity leave to start 6 weeks before birth

A female employee who has given notice of her intention to take parental leave for the birth of a child must start the leave 6 weeks before the expected date of birth unless a medical practitioner has certified that the employee is fit to work closer to the expected date of birth.

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#### **4—Medical certificate**

An employee who has given notice of intention to take parental leave for the birth of a child must provide the employer with a certificate from a medical practitioner certifying that the employee or the employee's spouse or domestic partner is pregnant and the expected date of birth.

#### **5—Notice of spouse's parental leave**

- (1) An employee who has given notice of intention to take parental leave or who is actually taking parental leave must give the employer notice of periods of parental leave taken or to be taken by the employee's spouse or domestic partner for the same child.
- (2) A notice given under subsection (1) must, if the employer requires, be verified by statutory declaration.

#### **6—Starting and finishing dates of parental leave**

- (1) The starting and finishing dates for a period of parental leave must (subject to this Schedule) be agreed between the employer and the employee.
- (2) However, parental leave may not extend more than one year after the date of the birth, or placement for adoption, of the child to whom the leave relates.

#### **7—Return to work after parental leave**

- (1) On finishing parental leave, an employee is entitled to the position the employee held immediately before starting parental leave.
- (2) However—
  - (a) if the employee was temporarily acting in, or performing the duties of, a position immediately before starting parental leave, the entitlement under this section relates to the employee's substantive position; and
  - (b) if the former position is no longer available, the employee is entitled to an available position for which the employee is qualified and suited nearest in status and remuneration to the former position.

#### **8—Effect of parental leave on employment rights**

Absence on parental leave does not break an employee's continuity of service, but is not to be taken into account in calculating the employee's period of service.

#### **9—Part-time employment in lieu of parental leave**

An employee who is entitled to parental leave may, by agreement with the employer, reduce the employee's hours of employment to an agreed extent in lieu of taking parental leave.

### **Schedule 6—Equal Remuneration Convention**

#### **CONVENTION CONCERNING EQUAL REMUNERATION FOR MEN AND WOMEN WORKERS FOR WORK OF EQUAL VALUE**

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on 6 June 1951, and

Having decided upon the adoption of certain proposals with regard to the principle of equal remuneration for men and women workers for work of equal value, which is the seventh item on the agenda of the session, and

Having determined that these proposals shall take the form of an International Convention,

adopts this twenty-ninth day of June of the year one thousand nine hundred and fifty-one the following Convention, which may be cited as the Equal Remuneration Convention, 1951:

### *Article 1*

For the purpose of this Convention—

- (a) the term "**remuneration**" includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment;
- (b) the term "**equal remuneration for men and women workers for work of equal value**" refers to rates of remuneration established without discrimination based on sex.

### *Article 2*

1. Each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.
2. This principle may be applied by means of—
  - (a) national laws or regulations;
  - (b) legally established or recognised machinery for wage determination;
  - (c) collective agreements between employers and workers; or
  - (d) a combination of these various means.

### *Article 3*

1. Where such action will assist in giving effect to the provisions of this Convention measures shall be taken to promote objective appraisal of jobs on the basis of the work to be performed.
2. The methods to be followed in this appraisal may be decided upon by the authorities responsible for the determination of rates of remuneration, or, where such rates are determined by collective agreements, by the parties thereto.
3. Differential rates between workers which correspond, without regard to sex, to differences, as determined by such objective appraisal, in the work to be performed shall not be considered as being contrary to the principle of equal remuneration for men and women workers for work of equal value.

*Article 4*

Each member shall cooperate as appropriate with the employers' and workers' organisations concerned for the purpose of giving effect to the provisions of this Convention.

*Article 5*

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

*Article 6*

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

*Article 7*

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraph 2 of Article 35 of the Constitution of the International Labour Organisation shall indicate—
  - (a) the territories in respect of which the Member concerned undertakes that the provisions of the Convention shall be applied without modification;
  - (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
  - (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
  - (d) the territories in respect of which it reserves its decisions pending further consideration of the position.
2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.
3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservation made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 1 of this Article.
4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 9, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

### *Article 8*

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraphs 4 or 5 of Article 35 of the Constitution of the International Labour Organisation shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications, it shall give details of the said modifications.
2. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.
3. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 9, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

### *Article 9*

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### *Article 10*

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications, declarations and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

### *Article 11*

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications, declarations and acts of denunciation registered by him in accordance with the provisions of the preceding articles.



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*Article 12*

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

*Article 13*

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—
  - (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
  - (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

*Article 14*

The English and French versions of the text of this Convention are equally authoritative.

The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organisation during its Thirty-fourth Session which was held at Geneva and declared closed the twenty-ninth day of June 1951.

IN FAITH WHEREOF we have appended our signatures this second day of August 1951.

## **Schedule 7—Termination of Employment Convention**

### **CONVENTION CONCERNING TERMINATION OF EMPLOYMENT AT THE INITIATIVE OF THE EMPLOYER**

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-eighth Session on 2 June 1982, and

Noting the Existing international standards contained in the Termination of Employment Recommendation, 1963, and

Noting that since the adoption of the Termination of Employment Recommendation, 1963, significant developments have occurred in the law and practice of many member States on the questions covered by that Recommendation, and

Considering that these developments have made it appropriate to adopt new international standards on the subject, particularly having regard to the serious problems in this field resulting from the economic difficulties and technological changes experienced in recent years in many countries,

Having decided upon the adoption of certain proposals with regard to termination of employment at the initiative of the employer, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this twenty-second day of June of the year one thousand nine hundred and eighty-two the following Convention, which may be cited as the Termination of Employment Convention, 1982.

## **PART I. METHODS OF IMPLEMENTATION, SCOPE AND DEFINITIONS**

### *Article 1*

The provisions of this Convention shall, in so far as they are not otherwise made effective by means of collective agreements, arbitration awards or court decisions or in such other manner as may be consistent with national practice, be given effect by laws or regulations.

### *Article 2*

1. This Convention applies to all branches of economic activity and to all employed persons.
2. A Member may exclude the following categories of employed persons from all or some of the provisions of this Convention:
  - (a) workers engaged under a contract of employment for a specified period of time or a specified task;
  - (b) workers serving a period of probation or a qualifying period of employment, determined in advance and of reasonable duration;
  - (c) workers engaged on a casual basis for a short period.
3. Adequate safeguards shall be provided against recourse to contracts of employment for a specified period of time the aim of which is to avoid the protection resulting from this Convention.
4. In so far as necessary, measures may be taken by the competent authority or through the appropriate machinery in a country, after consultation with the organisations of employers and workers concerned, where such exist, to exclude from the application of this Convention or certain provisions thereof categories of employed persons whose terms and conditions of employment are governed by special arrangements which as a whole provide protection that is at least equivalent to the protection afforded under the Convention.
5. In so far as necessary, measures may be taken by the competent authority or through the appropriate machinery in a country, after consultation with the organisations of employers and workers concerned, where such exist, to exclude from the application of this Convention or certain provisions thereof other limited categories of employed persons in respect of which special problems of a substantial nature arise in the light of the particular conditions of employment of the workers concerned or the size or nature of the undertaking that employs them.

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6. Each Member which ratifies this Convention shall list in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation any categories which may have been excluded in pursuance of paragraphs 4 and 5 of this Article, giving the reasons for such exclusion, and shall state in subsequent reports the position of its law and practice regarding the categories excluded, and the extent to which effect has been given or is proposed to be given to the Convention in respect of such categories.

*Article 3*

For the purpose of this Convention the terms "**termination**" and "**termination of employment**" mean termination of employment at the initiative of the employer.

**PART II. STANDARDS OF GENERAL APPLICATION**

**DIVISION A. JUSTIFICATION FOR TERMINATION**

*Article 4*

The employment of a worker shall not be terminated unless there is a valid reason for such termination connected with the capacity or conduct of the worker or based on the operational requirements of the undertaking, establishment or service.

*Article 5*

The following, *inter alia*, shall not constitute valid reasons for termination:

- (a) union membership or participation in union activities outside working hours or, with the consent of the employer, within working hours;
- (b) seeking office as, or acting or having acted in the capacity of, a workers' representative;
- (c) the filing of a complaint or the participation in proceedings against an employer involving alleged violation of laws or regulations or recourse to competent administrative authorities;
- (d) race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin;
- (e) absence from work during maternity leave.

*Article 6*

- 1. Temporary absence from work because of illness or injury shall not constitute a valid reason for termination.
- 2. The definition of what constitutes temporary absence from work, the extent to which medical certification shall be required and possible limitations to the application of paragraph 1 of this Article shall be determined in accordance with the methods of implementation referred to in Article 1 of this Convention.

## DIVISION B. PROCEDURE PRIOR TO OR AT THE TIME OF TERMINATION

### *Article 7*

The employment of a worker shall not be terminated for reasons related to the worker's conduct or performance before he is provided an opportunity to defend himself against the allegations made, unless the employer cannot reasonably be expected to provide this opportunity.

## DIVISION C. PROCEDURE OF APPEAL AGAINST TERMINATION

### *Article 8*

1. A worker who considers that his employment has been unjustifiably terminated shall be entitled to appeal against that termination to an impartial body, such as a court, labour tribunal, arbitration committee or arbitrator.
2. Where termination has been authorised by a competent authority the application of paragraph 1 of this Article may be varied according to national law and practice.
3. A worker may be deemed to have waived his right to appeal against the termination of his employment if he has not exercised that right within a reasonable period of time after termination.

### *Article 9*

1. The bodies referred to in Article 8 of this Convention shall be empowered to examine the reasons given for the termination and the other circumstances relating to the case and to render a decision on whether the termination was justified.
2. In order for the worker not to have to bear alone the burden of proving that the termination was not justified, the methods of implementation referred to in Article 1 of this Convention shall provide for one or the other or both of the following possibilities:
  - (a) the burden of proving the existence of a valid reason for the termination as defined in Article 4 of this Convention shall rest on the employer;
  - (b) the bodies referred to in Article 8 of this Convention shall be empowered to reach a conclusion on the reason for the termination having regard to the evidence provided by the parties and according to procedures provided for by national law and practice.
3. In cases of termination stated to be for reasons based on the operational requirements of the undertaking, establishment or service, the bodies referred to in Article 8 of this Convention shall be empowered to determine whether the termination was indeed for these reasons, but the extent to which they shall also be empowered to decide whether these reasons are sufficient to justify that termination shall be determined by the methods of implementation referred to in Article 1 of this Convention.

*Article 10*

If the bodies referred to in Article 8 of this Convention find that termination is unjustified and if they are not empowered or do not find it practicable, in accordance with national law and practice, to declare the termination invalid and/or order or propose reinstatement of the worker, they shall be empowered to order payment of adequate compensation or such other relief as may be deemed appropriate.

DIVISION D. PERIOD OF NOTICE

*Article 11*

A worker whose employment is to be terminated shall be entitled to a reasonable period of notice or compensation in lieu thereof, unless he is guilty of serious misconduct, that is, misconduct of such a nature that it would be unreasonable to require the employer to continue his employment during the notice period.

DIVISION E. SEVERANCE ALLOWANCE AND OTHER INCOME PROTECTION

*Article 12*

1. A worker whose employment has been terminated shall be entitled, in accordance with national law and practice, to—
  - (a) a severance allowance or other separation benefits, the amount of which shall be based *inter alia* on length of service and the level of wages, and paid directly by the employer or by a fund constituted by employers' contributions; or
  - (b) benefits from unemployment insurance or assistance or other forms of social security, such as old age or invalidity benefits, under the normal conditions to which such benefits are subject; or
  - (c) a combination of such allowance and benefits.
2. A worker who does not fulfil the qualifying conditions for unemployment insurance or assistance under a scheme of general scope need not be paid any allowance or benefit referred to in paragraph 1, subparagraph (a), of this Article solely because he is not receiving an unemployment benefit under paragraph 1, subparagraph (b).
3. Provision may be made by the methods of implementation referred to in Article 1 of this Convention for loss of entitlement to the allowance or benefits referred to in paragraph 1, subparagraph (a), of this Article in the event of termination for serious misconduct.

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## PART III. SUPPLEMENTARY PROVISIONS CONCERNING TERMINATIONS OF EMPLOYMENT FOR ECONOMIC, TECHNOLOGICAL, STRUCTURAL OR SIMILAR REASONS

### DIVISION A. CONSULTATION OF WORKERS' REPRESENTATIVES

#### *Article 13*

1. When the employer contemplates terminations for reasons of an economic, technological, structural or similar nature, the employee shall:
  - (a) provide the workers' representatives concerned in good time with relevant information including the reasons for the terminations contemplated, the number and categories of workers likely to be affected and the period over which the terminations are intended to be carried out;
  - (b) give, in accordance with national law and practice, the workers' representatives concerned, as early as possible, an opportunity for consultation on measures to be taken to avert or to minimise the terminations and measures to mitigate the adverse effects of any terminations on the workers concerned such as finding alternative employment.
2. The applicability of paragraph 1 of this Article may be limited by the methods of implementation referred to in Article 1 of this Convention to cases in which the number of workers whose termination of employment is contemplated is at least a specified number or percentage of the workforce.
3. For the purposes of this Article the term "**the workers' representatives concerned**" means the workers' representatives recognised as such by national law or practice, in conformity with the Workers' Representatives Convention, 1971.

### DIVISION B. NOTIFICATION TO THE COMPETENT AUTHORITY

#### *Article 14*

1. When the employer contemplates terminations for reasons of an economic, technological, structural or similar nature, he shall notify, in accordance with national law and practice, the competent authority thereof as early as possible, giving relevant information, including a written statement of the reasons for the terminations, the number and categories of workers likely to be affected and the period over which the terminations are intended to be carried out.
2. National laws or regulations may limit the applicability of paragraph 1 of this Article to cases in which the number of workers whose termination of employment is contemplated is at least a specified number or percentage of the workforce.
3. The employer shall notify the competent authority of the terminations referred to in paragraph 1 of this Article a minimum period of time before carrying out the terminations, such period to be specified by national laws or regulations.

## PART IV. FINAL PROVISIONS

### *Article 15*

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### *Article 16*

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

### *Article 17*

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### *Article 18*

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

### *Article 19*

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

### Article 20

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the conference the question of its revision in whole or in part.

### Article 21

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—
  - (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 17 above, if and when the new revising Convention shall have come into force;
  - (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those members which have ratified it but have not ratified the revising Convention.

### Article 22

The English and French versions of the text of this Convention are equally authoritative.

The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organisation during its Sixty-eighth Session which was held at Geneva and declared closed the twenty-third day of June 1982.

IN FAITH WHEREOF we have appended our signatures this twenty-third day of June 1982.

## Schedule 8—Rules for terminating employment

### 1—Employee to be given notice of termination

- (1) An employer must not terminate an employee's employment unless—
  - (a) the employee has been given either the period of notice required by subsection (2) or compensation instead of notice; or
  - (b) the employee is guilty of serious misconduct, that is, misconduct of a kind that makes it unreasonable to require the employer to continue the employment during the notice period.
- (2) The required period of notice is worked out as follows—
  - (a) if the employee's period of continuous service with the employer is not more than 1 year—the period of notice is at least 1 week; and
  - (b) if the employee's period of continuous service with the employer is more than 1 year but not more than 3 years—the period of notice is at least 2 weeks; and
  - (c) if the employee's period of continuous service with the employer is more than 3 years but not more than 5 years—the period of notice is at least 3 weeks; and



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- (d) if the employee's period of continuous service with the employer is more than 5 years—the period of notice is at least 4 weeks,

but if the employee is over 45 years old and has completed at least 2 years continuous service with the employer, the period of notice is increased by 1 week.

- (3) The regulations may prescribe events or other matters that must be disregarded, or must in prescribed circumstances be disregarded, in ascertaining a period of continuous service for the purposes of subsection (2).

## **2—Employee to have opportunity to respond to allegations**

An employer must not terminate an employee's employment for reasons related to the employee's conduct or performance unless—

- (a) the employee has been given the opportunity to defend himself or herself against the allegations made; or
- (b) the employer could not reasonably be expected to give the employee that opportunity.

## **3—Employer to comply with obligations imposed by regulation**

- (1) An employer must comply with the rules and procedures prescribed by regulation under subsection (2).
- (2) Regulations may be made prescribing rules and procedures to be observed by employers in relation to the termination of employment for the purpose of giving full effect to the provisions and intendment of the *Termination of Employment Convention*.

# **Schedule 9—Worst Forms of Child Labour Convention 1999**

## **C182 Worst Forms of Child Labour Convention, 1999**

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 87th Session on 1 June 1999, and

Considering the need to adopt new instruments for the prohibition and elimination of the worst forms of child labour, as the main priority for national and international action, including international cooperation and assistance, to complement the Convention and the Recommendation concerning Minimum Age for Admission to Employment, 1973, which remain fundamental instruments on child labour, and

Considering that the effective elimination of the worst forms of child labour requires immediate and comprehensive action, taking into account the importance of free basic education and the need to remove the children concerned from all such work and to provide for their rehabilitation and social integration while addressing the needs of their families, and

Recalling the resolution concerning the elimination of child labour adopted by the International Labour Conference at its 83rd Session in 1996, and

Recognizing that child labour is to a great extent caused by poverty and that the long-term solution lies in sustained economic growth leading to social progress, in particular poverty alleviation and universal education, and

Recalling the Convention on the Rights of the Child adopted by the United Nations General Assembly on 20 November 1989, and

Recalling the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour Conference at its 86th Session in 1998, and

Recalling that some of the worst forms of child labour are covered by other international instruments, in particular the Forced Labour Convention, 1930, and the United Nations Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1956, and

Having decided upon the adoption of certain proposals with regard to child labour, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this seventeenth day of June of the year one thousand nine hundred and ninety-nine the following Convention, which may be cited as the Worst Forms of Child Labour Convention, 1999.

#### **Article 1**

Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.

#### **Article 2**

For the purposes of this Convention, the term child shall apply to all persons under the age of 18.

#### **Article 3**

For the purposes of this Convention, the term the worst forms of child labour comprises:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

#### **Article 4**

1. The types of work referred to under Article 3(d) shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, taking into consideration relevant international standards, in particular Paragraphs 3 and 4 of the Worst Forms of Child Labour Recommendation, 1999.
2. The competent authority, after consultation with the organizations of employers and workers concerned, shall identify where the types of work so determined exist.
3. The list of the types of work determined under paragraph 1 of this Article shall be periodically examined and revised as necessary, in consultation with the organizations of employers and workers concerned.

#### **Article 5**

Each Member shall, after consultation with employers' and workers' organizations, establish or designate appropriate mechanisms to monitor the implementation of the provisions giving effect to this Convention.

#### **Article 6**

1. Each Member shall design and implement programmes of action to eliminate as a priority the worst forms of child labour.
2. Such programmes of action shall be designed and implemented in consultation with relevant government institutions and employers' and workers' organizations, taking into consideration the views of other concerned groups as appropriate.

#### **Article 7**

1. Each Member shall take all necessary measures to ensure the effective implementation and enforcement of the provisions giving effect to this Convention including the provision and application of penal sanctions or, as appropriate, other sanctions.
2. Each Member shall, taking into account the importance of education in eliminating child labour, take effective and time-bound measures to:
  - (a) prevent the engagement of children in the worst forms of child labour;
  - (b) provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration;
  - (c) ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour;
  - (d) identify and reach out to children at special risk; and
  - (e) take account of the special situation of girls.
3. Each Member shall designate the competent authority responsible for the implementation of the provisions giving effect to this Convention.

### **Article 8**

Members shall take appropriate steps to assist one another in giving effect to the provisions of this Convention through enhanced international cooperation and/or assistance including support for social and economic development, poverty eradication programmes and universal education.

### **Article 9**

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### **Article 10**

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.
2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

### **Article 11**

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### **Article 12**

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.
2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

### **Article 13**

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

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**Article 14**

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

**Article 15**

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—
  - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 11 above, if and when the new revising Convention shall have come into force;
  - (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

**Article 16**

The English and French versions of the text of this Convention are equally authoritative.

**Cross references**

Conventions: C029 Forced Labour Convention, 1930  
Conventions: C138 Minimum Age Convention, 1973  
Recommendations: R035 Forced Labour (Indirect Compulsion) Recommendation, 1930  
Recommendations: R036 Forced Labour (Regulation) Recommendation, 1930  
Recommendations: R146 Minimum Age Recommendation, 1973  
Supplemented: R190 Complemented by the Worst Forms of Child Labour Recommendation, 1999  
Constitution: 22: article 22 of the Constitution of the International Labour Organisation

**Schedule 10—Workers with Family Responsibilities Convention  
1981****C156 Workers with Family Responsibilities Convention, 1981**

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office and having met in its Sixty-seventh Session on 3 June 1981, and

Noting the Declaration of Philadelphia concerning the Aims and Purposes of the International Labour Organisation which recognises that "all human beings, irrespective of race, creed or sex, have the right to pursue their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity", and

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Noting the terms of the Declaration on Equality of Opportunity and Treatment for Women Workers and of the resolution concerning a plan of action with a view to promoting equality of opportunity and treatment for women workers, adopted by the International Labour Conference in 1975, and

Noting the provisions of international labour Conventions and Recommendations aimed at ensuring equality of opportunity and treatment for men and women workers, namely the Equal Remuneration Convention and Recommendation, 1951, the Discrimination (Employment and Occupation) Convention and Recommendation, 1958, and Part VIII of the Human Resources Development Recommendation, 1975, and

Recalling that the Discrimination (Employment and Occupation) Convention, 1958, does not expressly cover distinctions made on the basis of family responsibilities, and considering that supplementary standards are necessary in this respect, and

Noting the terms of the Employment (Women with Family Responsibilities) Recommendation, 1965, and considering the changes which have taken place since its adoption, and

Noting that instruments on equality of opportunity and treatment for men and women have also been adopted by the United Nations and other specialised agencies, and recalling, in particular, the fourteenth paragraph of the Preamble of the United Nations Convention on the Elimination of All Forms of Discrimination against Women, 1979, to the effect that States Parties are "aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women", and

Recognising that the problems of workers with family responsibilities are aspects of wider issues regarding the family and society which should be taken into account in national policies, and

Recognising the need to create effective equality of opportunity and treatment as between men and women workers with family responsibilities and between such workers and other workers, and

Considering that many of the problems facing all workers are aggravated in the case of workers with family responsibilities and recognising the need to improve the conditions of the latter both by measures responding to their special needs and by measures designed to improve the conditions of workers in general, and

Having decided upon the adoption of certain proposals with regard to equal opportunities and equal treatment for men and women workers: workers with family responsibilities, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts the twenty-third day of June of the year one thousand nine hundred and eighty-one, the following Convention, which may be cited as the Workers with Family Responsibilities Convention, 1981:

### Article 1

1. This Convention applies to men and women workers with responsibilities in relation to their dependent children, where such responsibilities restrict their possibilities of preparing for, entering, participating in or advancing in economic activity.
2. The provisions of this Convention shall also be applied to men and women workers with responsibilities in relation to other members of their immediate family who clearly need their care or support, where such responsibilities restrict their possibilities of preparing for, entering, participating in or advancing in economic activity.
3. For the purposes of this Convention, the terms dependent child and other member of the immediate family who clearly needs care or support mean persons defined as such in each country by one of the means referred to in Article 9 of this Convention.
4. The workers covered by virtue of paragraphs 1 and 2 of this Article are hereinafter referred to as workers with *family responsibilities*.

### Article 2

This Convention applies to all branches of economic activity and all categories of workers.

### Article 3

1. With a view to creating effective equality of opportunity and treatment for men and women workers, each Member shall make it an aim of national policy to enable persons with family responsibilities who are engaged or wish to engage in employment to exercise their right to do so without being subject to discrimination and, to the extent possible, without conflict between their employment and family responsibilities.
2. For the purposes of paragraph 1 of this Article, the term discrimination means discrimination in employment and occupation as defined by Articles 1 and 5 of the Discrimination (Employment and Occupation) Convention, 1958.

### Article 4

With a view to creating effective equality of opportunity and treatment for men and women workers, all measures compatible with national conditions and possibilities shall be taken—

- (a) to enable workers with family responsibilities to exercise their right to free choice of employment; and
- (b) to take account of their needs in terms and conditions of employment and in social security.

### Article 5

All measures compatible with national conditions and possibilities shall further be taken—

- (a) to take account of the needs of workers with family responsibilities in community planning; and
- (b) to develop or promote community services, public or private, such as child-care and family services and facilities.

## **Article 6**

The competent authorities and bodies in each country shall take appropriate measures to promote information and education which engender broader public understanding of the principle of equality of opportunity and treatment for men and women workers and of the problems of workers with family responsibilities, as well as a climate of opinion conducive to overcoming these problems.

## **Article 7**

All measures compatible with national conditions and possibilities, including measures in the field of vocational guidance and training, shall be taken to enable workers with family responsibilities to become and remain integrated in the labour force, as well as to re-enter the labour force after an absence due to those responsibilities.

## **Article 8**

Family responsibilities shall not, as such, constitute a valid reason for termination of employment.

## **Article 9**

The provisions of this Convention may be applied by laws or regulations, collective agreements, works rules, arbitration awards, court decisions or a combination of these methods, or in any other manner consistent with national practice which may be appropriate, account being taken of national conditions.

## **Article 10**

1. The provisions of this Convention may be applied by stages if necessary, account being taken of national conditions: Provided that such measures of implementation as are taken shall apply in any case to all the workers covered by Article 1, paragraph 1.
2. Each Member which ratifies this Convention shall indicate in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation in what respect, if any, it intends to make use of the faculty given by paragraph 1 of this Article, and shall state in subsequent reports the extent to which effect has been given or is proposed to be given to the Convention in that respect.

## **Article 11**

Employers' and workers' organisations shall have the right to participate, in a manner appropriate to national conditions and practice, in devising and applying measures designed to give effect to the provisions of this Convention.

## **Article 12**

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

## **Article 13**

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.



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3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratifications has been registered.

#### **Article 14**

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an Act communicated to the Director-General of the International Labour Office for registration. Such denunciation should not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### **Article 15**

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

#### **Article 16**

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

#### **Article 17**

At such times as may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### **Article 18**

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:
  - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 14 above, if and when the new revising Convention shall have come into force;
  - (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

## Article 19

The English and French versions of the text of this Convention are equally authoritative.

## Cross references

Conventions: C100 Equal Remuneration Convention, 1951  
Recommendations: R090 Equal Remuneration Recommendation, 1951  
Conventions: C111 Discrimination (Employment and Occupation) Convention, 1958  
Recommendations: R111 Discrimination (Employment and Occupation) Recommendation, 1958  
Recommendations: R150 Human Resources Development Recommendation, 1975  
Recommendations: R123 Employment (Women with Family Responsibilities) Recommendation, 1965  
Constitution: 22: article 22 of the Constitution of the International Labour Organisation

## Schedule 11—Workers' Representatives Convention 1971

### C135 Workers' Representatives Convention, 1971

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fifty-sixth Session on 2 June 1971, and

Noting the terms of the Right to Organise and Collective Bargaining Convention, 1949, which provides for protection of workers against acts of anti-union discrimination in respect of their employment, and

Considering that it is desirable to supplement these terms with respect to workers' representatives, and

Having decided upon the adoption of certain proposals with regard to protection and facilities afforded to workers' representatives in the undertaking, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts the twenty-third day of June of the year one thousand nine hundred and seventy-one, the following Convention, which may be cited as the Workers' Representatives Convention, 1971:

### Article 1

Workers' representatives in the undertaking shall enjoy effective protection against any act prejudicial to them, including dismissal, based on their status or activities as a workers' representative or on union membership or participation in union activities, in so far as they act in conformity with existing laws or collective agreements or other jointly agreed arrangements.

### Article 2

1. Such facilities in the undertaking shall be afforded to workers' representatives as may be appropriate in order to enable them to carry out their functions promptly and efficiently.

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2. In this connection account shall be taken of the characteristics of the industrial relations system of the country and the needs, size and capabilities of the undertaking concerned.
  3. The granting of such facilities shall not impair the efficient operation of the undertaking concerned.

### **Article 3**

For the purpose of this Convention the term workers' representatives means persons who are recognised as such under national law or practice, whether they are—

- (a) trade union representatives, namely, representatives designated or elected by trade unions or by members of such unions; or
- (b) elected representatives, namely, representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned.

### **Article 4**

National laws or regulations, collective agreements, arbitration awards or court decisions may determine the type or types of workers' representatives which shall be entitled to the protection and facilities provided for in this Convention.

### **Article 5**

Where there exist in the same undertaking both trade union representatives and elected representatives, appropriate measures shall be taken, wherever necessary, to ensure that the existence of elected representatives is not used to undermine the position of the trade unions concerned or their representatives and to encourage co-operation on all relevant matters between the elected representatives and the trade unions concerned and their representatives.

### **Article 6**

Effect may be given to this Convention through national laws or regulations or collective agreements, or in any other manner consistent with national practice.

### **Article 7**

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### **Article 8**

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratifications has been registered.

### **Article 9**

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an Act communicated to the Director-General of the International Labour Office for registration. Such denunciation should not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### **Article 10**

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

### **Article 11**

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

### **Article 12**

At such times as may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

### **Article 13**

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:
  - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
  - (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

**Article 14**

The English and French versions of the text of this Convention are equally authoritative.

**Cross references**

Conventions: C098 Right to Organise and Collective Bargaining Convention, 1949



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## Legislative history

### Formerly

*Industrial and Employee Relations Act 1994*

### Notes

- This version is comprised of the following:

Chapter 1	1.2.2010
Chapter 2	1.2.2010
Chapter 3	1.2.2010
Chapter 4	1.1.2010
Chapter 5	1.1.2010
Chapter 6	1.2.2010
Schedules	1.1.2010
- Amendments of this version that are uncommenced are not incorporated into the text.
- Please note—References in the legislation to other legislation or instruments or to titles of bodies or offices are not automatically updated as part of the program for the revision and publication of legislation and therefore may be obsolete.
- Earlier versions of this Act (historical versions) are listed at the end of the legislative history.
- For further information relating to the Act and subordinate legislation made under the Act see the Index of South Australian Statutes or [www.legislation.sa.gov.au](http://www.legislation.sa.gov.au).

### Legislation repealed by principal Act

The *Fair Work Act 1994* repealed the following:

*Industrial Relations Act (S.A.)*

*Industrial Relations Advisory Council Act 1983*

### Legislation amended by principal Act

The *Fair Work Act 1994* amended the following:

*Courts Administration Act 1993*

### Principal Act and amendments

New entries appear in bold.

Year	No	Title	Assent	Commencement
1994	52	<i>Industrial and Employee Relations Act 1994</i>	16.6.1994	8.8.1994 except Sch 1 (s 3)—1.11.1994 ( <i>Gazette 4.8.1994 p328</i> )
1995	39	<i>Public Sector Management Act 1995</i>	4.5.1995	17.7.1995 ( <i>Gazette 13.7.1995 p54</i> )

## Fair Work Act 1994—1.2.2010 to 3.7.2013

### Legislative history

1995	67	<i>Industrial and Employee Relations (Miscellaneous Provisions) Amendment Act 1995</i>	17.8.1995	31.8.1995 ( <i>Gazette</i> 24.8.1995 p498)
1995	84	<i>Statutes Amendment (Courts) Act 1995</i>	30.11.1995	21.12.1995 ( <i>Gazette</i> 21.12.1995 p1759)
1996	57	<i>Industrial and Employee Relations (Miscellaneous) Amendment Act 1996</i>	8.8.1996	8.8.1996
1996	74	<i>Industrial and Employee Relations (President's powers) Amendment Act 1996</i>	14.11.1996	14.11.1996 except s 2—8.8.1994: s 2
1996	86	<i>Industrial and Employee Relations (Transitional Arrangements) Amendment Act 1996</i>	12.12.1996	12.12.1996
1997	48	<i>Industrial and Employee Relations (Registered Associations) Amendment Act 1997</i>	31.7.1997	31.7.1997
1997	68	<i>Industrial and Employee Relations (Harmonisation) Amendment Act 1997</i>	21.8.1997	4.9.1997 ( <i>Gazette</i> 21.8.1997 p408)
1998	10	<i>Industrial and Employee Relations (Disclosure of Information) Amendment Act 1998</i>	2.4.1998	2.4.1998
1999	33	<i>Financial Sector Reform (South Australia) Act 1999</i>	17.6.1999	Sch (item 30)—1.7.1999 being the date specified under s 3(16) of the <i>Financial Sector Reform (Amendments and Transitional Provisions) Act (No. 1) 1999</i> of the Commonwealth as the transfer date for the purposes of that Act.
2003	36	<i>Statutes Amendment (Honesty and Accountability in Government) Act 2003</i>	31.7.2003	Pt 3 (ss 6 & 7)—29.4.2004 ( <i>Gazette</i> 29.4.2004 p1173)
2005	3	<i>Industrial Law Reform (Fair Work) Act 2005</i>	31.3.2005	Pt 2 (ss 4—80) & Sch 1—16.5.2005 ( <i>Gazette</i> 28.4.2005 p1073)
2006	17	<i>Statutes Amendment (New Rules of Civil Procedure) Act 2006</i>	6.7.2006	Pt 33 (ss 121—125)—4.9.2006 ( <i>Gazette</i> 17.8.2006 p2831)
2006	41	<i>Statutes Amendment (Public Sector Employment) Act 2006</i>	14.12.2006	Pt 11 (s 45)—1.4.2007 ( <i>Gazette</i> 29.3.2007 p930)
2006	43	<i>Statutes Amendment (Domestic Partners) Act 2006</i>	14.12.2006	Pt 34 (ss 98—102)—1.6.2007 ( <i>Gazette</i> 26.4.2007 p1352)
2008	30	<i>Training and Skills Development Act 2008</i>	10.7.2008	Sch 2 (cll 2—9)—1.9.2008 ( <i>Gazette</i> 24.7.2008 p3465)
2009	58	<i>Statutes Amendment (National Industrial Relations System) Act 2009</i>	26.11.2009	Pt 4 (ss 7—30) & Sch 1—1.1.2010 ( <i>Gazette</i> 17.12.2009 p6351)
<b>2009</b>	<b>84</b>	<b><i>Statutes Amendment (Public Sector Consequential Amendments) Act 2009</i></b>	<b>10.12.2009</b>	<b>Pt 61 (ss 125—137)—1.2.2010 (<i>Gazette</i> 28.1.2010 p320)</b>
2013	12	<i>Advance Care Directives Act 2013</i>	18.4.2013	Sch 1 (cl 15)—uncommenced
2013	26	<i>Magistrates (Miscellaneous) Amendment Act 2013</i>	27.6.2013	Sch 1 (cl 3)—uncommenced



## Provisions amended

New entries appear in bold.

Entries that relate to provisions that have been deleted appear in italics.

Provision	How varied	Commencement
Ch 1		
s 1	substituted by 3/2005 s 4	16.5.2005
s 2	<i>omitted under Legislation Revision and Publication Act 2002</i>	29.4.2004
s 3		
s 3(1)	s 3 amended by 68/1997 s 3	4.9.1997
	s 3 amended and redesignated as s 3(1) by 3/2005 s 5(1)—(5)	16.5.2005
	amended by 58/2009 s 7	1.1.2010
s 3(2)	inserted by 3/2005 s 5(5)	16.5.2005
s 4		
s 4(1)		
apprentice	substituted by 3/2005 s 6(1)	16.5.2005
	amended by 30/2008 Sch 2 cl 2	1.9.2008
association	amended by 58/2009 s 8(1)	1.1.2010
child	inserted by 3/2005 s 6(2)	16.5.2005
Commission	substituted by 3/2005 s 6(3)	16.5.2005
Commonwealth Act	substituted by 68/1997 s 4(a)	4.9.1997
	substituted by 58/2009 s 8(2)	1.1.2010
<i>Commonwealth Commission</i>	<i>deleted by 58/2009 s 8(3)</i>	<i>1.1.2010</i>
Commonwealth (Registered Organisations) Act	inserted by 58/2009 s 8(2)	1.1.2010
contract of employment	amended by 68/1997 s 4(b)	4.9.1997
domestic partner	inserted by 43/2006 s 98(1)	1.6.2007
employer	amended by 39/1995 Sch 5	17.7.1995
enterprise agreement	amended by 67/1995 s 3(a)	31.8.1995
	amended by 3/2005 s 6(4)	16.5.2005
Fair Work Australia	inserted by 58/2009 s 8(4)	1.1.2010
family	inserted by 3/2005 s 6(5)	16.5.2005
	amended by 43/2006 s 98(2)	1.6.2007
(indexed)	inserted by 67/1995 s 3(b)	31.8.1995
industrial authority	amended by 58/2009 s 8(5)	1.1.2010
industrial instrument	inserted by 68/1997 s 4(c)	4.9.1997
	amended by 58/2009 s 8(6)	1.1.2010
industrial matter	amended by 3/2005 s 6(6)—(8)	16.5.2005

## Fair Work Act 1994—1.2.2010 to 3.7.2013

### Legislative history

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Industrial Registrar or Registrar	amended by 58/2009 s 8(7)	1.1.2010
junior	amended by 3/2005 s 6(9)	16.5.2005
organisation	amended by 58/2009 s 8(8)	1.1.2010
peak entity	inserted by 3/2005 s 6(10)	16.5.2005
public employee	amended by 36/2003 s 6	29.4.2004
	<b>amended by 84/2009 s 125</b>	<b>1.2.2010</b>
spouse	inserted by 43/2006 s 98(3)	1.6.2007
taxi	inserted by 68/1997 s 4(d)	4.9.1997
<i>trainee</i>	<i>deleted by 3/2005 s 6(11)</i>	16.5.2005
workplace	inserted by 3/2005 s 6(11)	16.5.2005
s 4(2)	<i>deleted by 3/2005 s 6(12)</i>	16.5.2005
s 4(3)	amended by 3/2005 s 6(13)	16.5.2005
s 4(4)	inserted by 67/1995 s 3(c)	31.8.1995
s 4(5)	inserted by 3/2005 s 6(14)	16.5.2005
s 5		
s 5(1)	amended by 3/2005 s 7(1)—(3)	16.5.2005
s 5(3)	substituted by 3/2005 s 7(4)	16.5.2005
s 5(4) and (5)	inserted by 3/2005 s 7(4)	16.5.2005
s 6	amended by 43/2006 s 99	1.6.2007
Ch 2		
Ch 2 Pt 2		
Ch 2 Pt 2 Div 2		
s 12	amended by 3/2005 s 8(1), (2)	16.5.2005
s 15A	inserted by 3/2005 s 9	16.5.2005
Ch 2 Pt 2 Div 4	amended by 84/1995 ss 10, 11	21.12.1995
	substituted by 57/1996 s 2	8.8.1996
Ch 2 Pt 3		
<i>Ch 2 Pt 3 Div 2</i>	<i>deleted by 3/2005 s 10</i>	16.5.2005
Ch 2 Pt 3 Div 3		
s 26	amended by 3/2005 s 11	16.5.2005
	amended by 30/2008 Sch 2 cl 3(1), (2)	1.9.2008
Ch 2 Pt 3 Div 4		
s 29		
s 29(2)	amended by 84/2009 s 126	1.2.2010
s 29(4a) and (4b)	inserted by 58/2009 s 9(1)	1.1.2010
s 29(6)	inserted by 58/2009 s 9(2)	1.1.2010
s 30		
s 30(2)	amended by 84/2009 s 127	1.2.2010
s 32	substituted by 3/2005 s 12	16.5.2005
s 33		
s 33(5)	amended by 3/2005 s 13	16.5.2005
Ch 2 Pt 3 Div 5		

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s 34		
s 34(2)	<b>amended by 84/2009 s 128</b>	<b>1.2.2010</b>
s 34(3)	substituted by 3/2005 s 14	16.5.2005
s 34(4) and (5)	<i>deleted by 3/2005 s 14</i>	16.5.2005
s 35	substituted by 3/2005 s 15	16.5.2005
s 36		
s 36(1)	amended by 36/2003 s 7	29.4.2004
	<b>amended by 84/2009 s 129</b>	<b>1.2.2010</b>
s 36(4)	amended by 3/2005 s 16	16.5.2005
s 36A	inserted by 74/1996 s 2(1)	8.8.1994
Ch 2 Pt 3 Div 6		
s 37		
s 37(3a)	inserted by 58/2009 s 10	1.1.2010
Ch 2 Pt 3 Div 7		
s 39		
s 39(4)	<i>substituted by 68/1997 s 5</i>	4.9.1997
	<i>deleted by 3/2005 s 17</i>	16.5.2005
s 40		
s 40(1)	amended by 30/2008 Sch 2 cl 4(1)	1.9.2008
s 40(2)	substituted by 68/1997 s 6	4.9.1997
	deleted by 3/2005 s 18	16.5.2005
	inserted by 30/2008 Sch 2 cl 4(2)	1.9.2008
Ch 2 Pt 4 Div 3		
s 44	amended by 41/2006 s 45	1.4.2007
Ch 2 Pt 4 Div 3A	inserted by 3/2005 s 19	16.5.2005
Ch 2 Pt 5 Div 2		
s 51		
s 51(1)	<b>amended by 84/2009 s 130</b>	<b>1.2.2010</b>
s 52		
s 52(5)	<b>amended by 84/2009 s 131</b>	<b>1.2.2010</b>
s 53	<b>amended by 84/2009 s 132</b>	<b>1.2.2010</b>
Ch 2 Pt 5 Div 3		
s 55		
s 55(3)	<b>amended by 84/2009 s 133</b>	<b>1.2.2010</b>
s 55A	<b>inserted by 84/2009 s 134</b>	<b>1.2.2010</b>
Ch 2 Pt 6 Div 1		
s 58		
s 58(1)	amended by 3/2005 s 20	16.5.2005
s 58(2)	<b>amended by 84/2009 s 135</b>	<b>1.2.2010</b>
s 62		
s 62(4)	inserted by 3/2005 s 21	16.5.2005
Ch 2 Pt 6 Div 2		
s 65		

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

## Legislative history

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s 65(1)	s 65 amended and redesignated as s 65(1) by 3/2005 s 22(1) and (2)	16.5.2005
s 65(2) and (3)	inserted by 3/2005 s 22(2)	16.5.2005
Ch 3		
Ch 3 Pt 1		
Ch 3 Pt 1 Div 1	heading inserted by 3/2005 s 23	16.5.2005
s 68		
s 68(2)	amended by 33/1999 Sch (item 30)	1.7.1999
s 68(6)	inserted by 3/2005 s 24	16.5.2005
Ch 3 Pt 1 Div 2	heading inserted by 3/2005 s 25	16.5.2005
s 69		
s 69(1)	amended by 3/2005 s 26(1)	16.5.2005
s 69(3)	inserted by 3/2005 s 26(2)	16.5.2005
s 70		
s 70(1)	amended by 3/2005 s 27(1)	16.5.2005
s 70(2)	amended by 3/2005 s 27(2)	16.5.2005
s 70(3)	substituted by 3/2005 s 27(3)	16.5.2005
s 70(4)	inserted by 3/2005 s 27(3)	16.5.2005
s 70A	inserted by 3/2005 s 28	16.5.2005
s 71		
s 71(3)	substituted by 3/2005 s 29	16.5.2005
s 71(4)	inserted by 3/2005 s 29	16.5.2005
Ch 3 Pt 2		
s 72		
s 72(3)	substituted by 3/2005 s 30	16.5.2005
s 72(4)	inserted by 3/2005 s 30	16.5.2005
ss 72A and 72B	inserted by 3/2005 s 31	16.5.2005
s 75	substituted by 67/1995 s 4	31.8.1995
s 75(1)	amended by 3/2005 s 32(1)	16.5.2005
s 75(2)	substituted by 3/2005 s 32(2)	16.5.2005
s 76		
s 76(2)	amended by 3/2005 s 33(1)	16.5.2005
s 76(3)	amended by 3/2005 s 33(2)	16.5.2005
s 76(5a)	inserted by 3/2005 s 33(3)	16.5.2005
s 76(6)	inserted by 67/1995 s 5	31.8.1995
	amended by 3/2005 s 33(4)	16.5.2005
s 76(7)	inserted by 67/1995 s 5	31.8.1995
s 76A	inserted by 3/2005 s 34	16.5.2005
s 77		
s 77(1)	amended by 43/2006 s 100	1.6.2007
s 79		
s 79(1)	amended by 67/1995 s 6(a), (b)	31.8.1995
	amended by 68/1997 s 7(a)—(c)	4.9.1997

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	amended by 3/2005 s 35(1), (2)	16.5.2005
	amended by 58/2009 s 11(1)	1.1.2010
s 79(1a) and (1b)	inserted by 68/1997 s 7(d)	4.9.1997
s 79(1c)	inserted by 3/2005 s 35(3)	16.5.2005
s 79(5)	amended by 68/1997 s 7(e)	4.9.1997
	amended by 58/2009 s 11(2)	1.1.2010
s 79(7)—(10)	inserted by 67/1995 s 6(c)	31.8.1995
s 79(11)	inserted by 3/2005 s 35(4)	16.5.2005
s 80		
s 80(5)	amended by 68/1997 Sch cl 1	4.9.1997
s 81		
s 81(4)—(11)	inserted by 3/2005 s 36	16.5.2005
s 82		
s 82(3)	inserted by 3/2005 s 37	16.5.2005
s 83	substituted by 68/1997 s 8	4.9.1997
s 83(1)	amended by 3/2005 s 38	16.5.2005
s 84		
s 84(1)	amended by 3/2005 s 39(1)	16.5.2005
s 84(4)	substituted by 3/2005 s 39(2)	16.5.2005
s 84(5)	inserted by 67/1995 s 7	31.8.1995
	substituted by 3/2005 s 39(2)	16.5.2005
s 84(6)	inserted by 3/2005 s 39(2)	16.5.2005
s 88		
s 88(1)	amended by 68/1997 Sch cl 2	4.9.1997
s 89	<i>deleted by 3/2005 s 40</i>	16.5.2005
Ch 3 Pt 3		
Ch 3 Pt 3 Div 1		
s 90		
s 90(3)	substituted by 3/2005 s 41	16.5.2005
s 90A	inserted by 3/2005 s 42	16.5.2005
s 91		
s 91(1)	s 91 redesignated as s 91(1) by 3/2005 s 43	16.5.2005
s 91(2) and (3)	inserted by 3/2005 s 43	16.5.2005
s 92		
s 92(2)	amended by 58/2009 s 12(1), (2)	1.1.2010
s 98	substituted by 3/2005 s 44	16.5.2005
Ch 3 Pt 3 Div 1A	inserted by 3/2005 s 45	16.5.2005
Ch 3 Pt 3 Div 2	heading substituted by 67/1995 s 8	31.8.1995
s 99		
s 99(1a)	inserted by 68/1997 s 9	4.9.1997
Ch 3 Pt 3A	inserted by 3/2005 s 46	16.5.2005
Ch 3 Pt 4		
s 100		

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

## Legislative history

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s 100(1)	amended by 58/2009 s 13	1.1.2010
s 100(3)—(5)	inserted by 3/2005 s 47	16.5.2005
s 101		
<b>s 101(3)</b>		
<b>State industrial authority</b>	<b>amended by 84/2009 s 136</b>	<b>1.2.2010</b>
Ch 3 Pt 5		
Ch 3 Pt 5 Div 1		
s 102		
s 102(1)	amended by 68/1997 Sch cl 3	4.9.1997
	amended by 3/2005 s 48(1)	16.5.2005
s 102(2)	substituted by 3/2005 s 48(2)	16.5.2005
s 102(2a) and (2b)	inserted by 3/2005 s 48(2)	16.5.2005
s 102(3)	amended by 68/1997 Sch cl 4	4.9.1997
	amended by 3/2005 s 48(3)	16.5.2005
s 102(4)	amended by 68/1997 Sch cl 5	4.9.1997
	amended by 10/1998 s 2	2.4.1998
	amended by 3/2005 s 48(4)	16.5.2005
s 102(5)	amended by 68/1997 Sch cl 6	4.9.1997
s 102(5a)	inserted by 3/2005 s 48(5)	16.5.2005
s 102(7)	amended by 68/1997 Sch cl 7	4.9.1997
	substituted by 3/2005 s 48(6)	16.5.2005
s 102(8)	inserted by 3/2005 s 48(6)	16.5.2005
s 103		
s 103(1)	amended by 68/1997 Sch cl 8	4.9.1997
s 103(2)	amended by 68/1997 Sch cl 9	4.9.1997
s 103(4)	amended by 68/1997 Sch cl 10	4.9.1997
Ch 3 Pt 5 Div 2		
s 104		
s 104(1)	amended by 3/2005 s 49(1)	16.5.2005
s 104(2)	substituted by 3/2005 s 49(2)	16.5.2005
s 104(4)	substituted by 3/2005 s 49(3)	16.5.2005
s 104(4a)	inserted by 3/2005 s 49(3)	16.5.2005
s 104(5)	amended by 3/2005 s 49(4), (5)	16.5.2005
s 104(8)	amended by 68/1997 Sch cl 11	4.9.1997
s 104A	inserted by 3/2005 s 50	16.5.2005
Ch 3 Pt 6	amended by 67/1995 ss 9, 10	31.8.1995
	substituted by 68/1997 s 10	4.9.1997
Ch 3 Pt 6 Div 1		
s 105A		
s 105A(1)	amended by 30/2008 Sch 2 cl 5	1.9.2008
s 105A(4)	amended by 3/2005 s 51	16.5.2005
Ch 3 Pt 6 Div 2		

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s 106		
s 106(2) and (3)	substituted by 3/2005 s 52(1)	16.5.2005
s 106(3a)	inserted by 3/2005 s 52(1)	16.5.2005
s 106(4)	substituted by 3/2005 s 52(2)	16.5.2005
Ch 3 Pt 6 Div 3	<i>deleted by 3/2005 s 53</i>	16.5.2005
Ch 3 Pt 6 Div 4		
s 108		
s 108(2)	amended by 3/2005 s 54	16.5.2005
s 109		
s 109(1a) and (1b)	inserted by 3/2005 s 55	16.5.2005
Ch 3 Pt 7		
s 112		
s 112(5)	amended by 68/1997 Sch cl 12	4.9.1997
s 112(6)	amended by 68/1997 Sch cl 13	4.9.1997
s 112(7)	inserted by 3/2005 s 56	16.5.2005
Ch 4		
Ch 4 Pt 1		
	amended by 67/1995 s 11	31.8.1995
	substituted by 68/1997 s 11	4.9.1997
Ch 4 Pt 2		
Ch 4 Pt 2 Div 1		
s 119		
s 119(2)	amended by 58/2009 s 14	1.1.2010
Ch 4 Pt 2 Div 2		
s 122		
s 122(1)	amended by 58/2009 s 15	1.1.2010
Ch 4 Pt 2 Div 3		
s 125		
s 125(5)	amended by 58/2009 s 16	1.1.2010
s 127		
s 127(2)	amended by 68/1997 Sch cl 14	4.9.1997
Ch 4 Pt 2 Div 4		
s 128		
s 128(5)	amended by 68/1997 Sch cl 15	4.9.1997
Ch 4 Pt 3 Div 1		
s 131		
s 131(1)	amended by 58/2009 s 17	1.1.2010
Ch 4 Pt 3 Div 2		
s 135		
s 135(4)	amended by 58/2009 s 18(1)	1.1.2010
s 135(5)	amended by 58/2009 s 18(2)	1.1.2010
Ch 4 Pt 3 Div 3		
s 136		
s 136(1)	amended by 58/2009 s 19	1.1.2010

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

## Legislative history

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Ch 4 Pt 4		
Ch 4 Pt 4 Div 1		
s 139	amended by 68/1997 Sch cl 16	4.9.1997
Ch 4 Pt 4 Div 2		
s 140		
s 140(1)	amended by 3/2005 s 57(1)—(3)	16.5.2005
s 140(1a)	inserted by 3/2005 s 57(4)	16.5.2005
s 140(2)	amended by 3/2005 s 57(5)	16.5.2005
s 140(2a) and (2b)	inserted by 3/2005 s 57(6)	16.5.2005
s 140(3)	amended by 68/1997 Sch cl 17	4.9.1997
	amended by 3/2005 s 57(7), (8)	16.5.2005
s 140(5)	<i>inserted by 3/2005 s 57(9)</i>	<i>16.5.2005</i>
	<i>deleted by 58/2009 s 20</i>	<i>1.1.2010</i>
Ch 4 Pt 4 Div 3		
s 141		
s 141(3)	amended by 3/2005 s 58(1)	16.5.2005
s 141(3a)	inserted by 3/2005 s 58(2)	16.5.2005
s 141(5)	amended by 68/1997 Sch cl 18	4.9.1997
s 141(6)	amended by 68/1997 Sch cl 19	4.9.1997
s 141(7)	amended by 58/2009 s 21	1.1.2010
s 142		
s 142(1)	amended by 68/1997 Sch cl 20	4.9.1997
Ch 5		
Ch 5 Pt 1		
Ch 5 Pt 1 Div 1		
s 148		
s 148(3)	substituted by 67/1995 s 12	31.8.1995
Ch 5 Pt 1 Div 2		
s 151	substituted by 67/1995 s 13	31.8.1995
s 151(1)	amended by 3/2005 s 59	16.5.2005
s 151(2)	amended by 30/2008 Sch 2 cl 6	1.9.2008
s 152		
s 152(2)—(5)	substituted by 3/2005 s 60	16.5.2005
s 152(6)	inserted by 3/2005 s 60	16.5.2005
s 152A	inserted by 3/2005 s 61	16.5.2005
Ch 5 Pt 1 Div 3		
s 153		
s 153(2)	amended by 17/2006 s 121	4.9.2006
Ch 5 Pt 1 Div 4		
s 155		
s 155(1)	amended by 30/2008 Sch 2 cl 7(1)	1.9.2008
s 155(3)	amended by 30/2008 Sch 2 cl 7(2)	1.9.2008
Ch 5 Pt 1 Div 4A	inserted by 3/2005 s 62	16.5.2005



s 155A	substituted by 30/2008 Sch 2 cl 8	1.9.2008
Ch 5 Pt 1 Div 6		
s 167		
s 167(3)	inserted by 3/2005 s 63	16.5.2005
	amended by 58/2009 s 22	1.1.2010
s 171		
s 171(3)	amended by 17/2006 s 122	4.9.2006
s 174A	inserted by 3/2005 s 64	16.5.2005
s 175		
s 175(3)	inserted by 3/2005 s 65	16.5.2005
Ch 5 Pt 1 Div 7		
s 177		
s 177(1)	amended by 68/1997 Sch cl 21	4.9.1997
Ch 5 Pt 1 Div 8		
s 178		
s 178(6)	inserted by 3/2005 s 66	16.5.2005
Ch 5 Pt 2 Div 1		
s 185		
s 185(1)	s 185 redesignated as 185(1) by 58/2009 s 23	1.1.2010
s 185(2)	inserted by 58/2009 s 23	1.1.2010
Ch 5 Pt 2 Div 2		
s 187		
s 187(1)	s 187 redesignated as s 187(1) by 3/2005 s 67	16.5.2005
s 187(2)	inserted by 3/2005 s 67	16.5.2005
s 190		
s 190(3)	amended by 3/2005 s 68	16.5.2005
Ch 5 Pt 2 Div 3		
s 191		
s 191(1)	amended by 17/2006 s 123(1)	4.9.2006
s 191(4)	amended by 17/2006 s 123(2)	4.9.2006
Ch 5 Pt 3		
Ch 5 Pt 3 Div 2		
s 194		
s 194(1)	s 194 redesignated as s 194(1) by 3/2005 s 69	16.5.2005
s 194(2)	inserted by 3/2005 s 69	16.5.2005
Ch 5 Pt 3 Div 3		
s 198		
s 198(2)	<i>amended by 67/1995 s 14</i>	<i>31.8.1995</i>
	<i>substituted by 68/1997 s 12</i>	<i>4.9.1997</i>
	<i>deleted by 3/2005 s 70</i>	<i>16.5.2005</i>
Ch 5 Pt 3 Div 4		
s 203		
s 203(1)	amended by 17/2006 s 124(1)	4.9.2006

**Fair Work Act 1994—1.2.2010 to 3.7.2013**

## Legislative history

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s 203(2)	amended by 17/2006 s 124(2)	4.9.2006
s 203(3)	amended by 17/2006 s 124(3), (4)	4.9.2006
s 207		
s 207(1)	amended by 35/2008 Sch 2 cl 9	1.9.2008
s 207(2)	amended by 17/2006 s 125(1)	4.9.2006
s 207(3)	amended by 17/2006 s 125(2)	4.9.2006
s 207(4)	amended by 17/2006 s 125(3)	4.9.2006
s 208		
s 208(3)	amended by 3/2005 s 71	16.5.2005
s 210		
s 210(3)	inserted by 58/2009 s 24	1.1.2010
s 213		
s 213(1)	substituted by 68/1997 s 13	4.9.1997
s 213(1a) and (1b)	inserted by 68/1997 s 13	4.9.1997
Ch 5 Pt 4		
s 215		
s 215(3)	amended by 58/2009 s 25(1)	1.1.2010
s 215(4)	amended by 58/2009 s 25(2), (3)	1.1.2010
s 216		
s 216(1)	substituted by 58/2009 s 26(1)	1.1.2010
s 216(2)	amended by 58/2009 s 26(2)	1.1.2010
s 216(3)	amended by 58/2009 s 26(3)	1.1.2010
s 216(4)	amended by 58/2009 s 26(4)	1.1.2010
s 216(5)	amended by 58/2009 s 26(5)	1.1.2010
Ch 6		
s 218	<i>deleted by 84/2009 s 137</i>	<b>1.2.2010</b>
s 219		
s 219(1)	amended by 68/1997 Sch cl 22	4.9.1997
s 219(2)	amended by 10/1998 s 3	2.4.1998
s 222	deleted by 58/2009 s 27	1.1.2010
s 223		
s 223(1)	amended by 68/1997 Sch cl 23	4.9.1997
s 224	amended by 68/1997 Sch cl 24	4.9.1997
s 225		
s 225(1)	amended by 68/1997 Sch cl 25	4.9.1997
s 225(3)	amended by 68/1997 Sch cl 26	4.9.1997
s 225(4)	amended by 68/1997 Sch cl 27	4.9.1997
s 225A	inserted by 3/2005 s 72	16.5.2005
s 226	amended by 68/1997 Sch cl 28	4.9.1997
s 228		
s 228(1)	amended by 68/1997 Sch cl 29	4.9.1997
s 229		
s 229(1)	amended by 68/1997 Sch cl 30	4.9.1997

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s 235		
s 235(2)	amended by 3/2005 s 73	16.5.2005
s 236A	inserted by 3/2005 s 74	16.5.2005
s 237		
s 237(1)	substituted by 58/2009 s 28(1)	1.1.2010
s 237(1a)	inserted by 58/2009 s 28(1)	1.1.2010
s 237(2)	substituted by 68/1997 Sch cl 31	4.9.1997
s 237(3)	inserted by 58/2009 s 28(2)	1.1.2010
Sch 1		
ss 1—3	<i>omitted under Legislation Revision and Publication Act 2002</i>	29.4.2004
s 7		
s 7(1)	substituted by 57/1996 s 3(a)	8.8.1996
s 7(3)	substituted by 57/1996 s 3(b)	8.8.1996
s 7A	inserted by 67/1995 s 15	31.8.1995
s 16		
s 16(2)	substituted by 86/1996 s 2	12.12.1996
	substituted by 48/1997 s 2	31.7.1997
s 16(3) and (4)	<i>inserted by 86/1996 s 2</i>	12.12.1996
	<i>deleted by 48/1997 s 2</i>	31.7.1997
s 17	inserted by 43/2006 s 101	1.6.2007
s 18	inserted by 58/2009 s 29	1.1.2010
Sch 2	<i>deleted by 3/2005 s 75</i>	16.5.2005
Schs 2 and 2A	inserted by 58/2009 s 30	1.1.2010
Sch 3	heading substituted by 3/2005 s 76	16.5.2005
s 4		
s 4(5) and (6)	inserted by 3/2005 s 77(1)	16.5.2005
s 6	inserted by 3/2005 s 77(2)	16.5.2005
Sch 3A	inserted by 3/2005 s 78	16.5.2005
Sch 4		
s 5		
s 5(3)	inserted by 3/2005 s 79	16.5.2005
Sch 5		
s 1		
adoption	amended by 43/2006 s 102(1)	1.6.2007
spouse	<i>deleted by 43/2006 s 102(2)</i>	1.6.2007
s 2		
s 2(1), (3) and (4)	amended by 43/2006 s 102(3)	1.6.2007
s 4	amended by 43/2006 s 102(4)	1.6.2007
s 5		
s 5(1)	amended by 43/2006 s 102(5)	1.6.2007
Schs 9—11	inserted by 3/2005 s 80	16.5.2005

## **Transitional etc provisions associated with Act or amendments**

### ***Industrial and Employee Relations (Miscellaneous) Amendment Act 1996***

#### **4—Transitional provision**

An assignment made under the principal Act before the commencement of this Act—

- (a) assigning a District Court Judge to be the Senior Judge, or a Judge, of the Court; or
- (b) assigning a magistrate to be an industrial magistrate,

continues in force, subject to the principal Act, as an assignment under the corresponding provision of the principal Act as amended by this Act.

### ***Industrial and Employee Relations (President's powers) Amendment Act 1996***

#### **3—Cancellation of appointment**

The purported appointment of the President of the Industrial Relations Commission of South Australia as a Commissioner is cancelled and is taken never to have been made.

### ***Industrial Law Reform (Fair Work) Act 2005, Sch 1—Transitional provisions***

#### **1—Interpretation**

- (1) In this Schedule—  
*principal Act* means the *Industrial and Employee Relations Act 1994*.
- (2) Unless the contrary intention appears, terms used in this Schedule have meanings consistent with the meanings they have in the principal Act.

#### **2—Enterprise Agreement Commissioners**

A person holding office as an Enterprise Agreement Commissioner immediately before the commencement of this clause will continue as a Commissioner appointed to the Commission for the balance of his or her term of appointment as an Enterprise Agreement Commissioner (and is then eligible for reappointment under the principal Act as amended by this Act).

#### **3—Term of office of other members of Commission**

The amendments made to the principal Act by sections 12 or 15 of this Act do not apply to members of the Commission appointed before the commencement of this clause (and accordingly such a member of the Commission will cease to hold office at the end of the term for which he or she was appointed (unless the term comes to an end under the principal Act sooner) but the member will then be eligible for reappointment under the principal Act as amended by this Act).

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#### **4—Enterprise agreements**

- (1) The amendments made to the principal Act by section 32(2), 33(1), (2) and (4) and 35(1) of this Act do not apply with respect to any negotiations or proceedings to enter in an enterprise agreement being conducted or undertaken by an association that is not a registered association if the association was, before the commencement of this subclause, authorised to negotiate the agreement on behalf of a group of employees in accordance with section 75(2) of the principal Act (as in existence immediately before the commencement of this clause).
- (2) The amendment made to section 81 of the principal Act by this Act does not apply with respect to the transfer of a business or undertaking that takes effect before the commencement of this subclause.

#### **5—Awards**

The amendment made to section 91 of the principal Act by this Act does not apply with respect to the transfer of a business or undertaking that takes effect before the commencement of this clause.

#### **6—Registered agents**

The term of registration of a person holding a registration as an agent immediately before the commencement of this clause will be taken to be 2 years from the date of that commencement.

#### **7—Minimum standards**

- (1) Schedule 2 of the principal Act (and any determination of the Full Commission under that Schedule) will, despite the repeal of that Schedule by this Act, continue to have effect until the Full Commission establishes a minimum standard under subsection (3) of section 69 of the principal Act (as enacted by this Act).
- (2) The President of the Commission must take reasonable steps to ensure that the first determination of the Full Commission under subsection (3) of section 69 of the principal Act (as enacted by this Act) is made as soon as is reasonably practicable after the commencement of this subclause.
- (3) The President of the Commission must take reasonable steps to ensure that the Full Commission establishes the minimum standard contemplated by section 72B of the principal Act (as enacted by this Act) as soon as is reasonably practicable after the commencement of this subclause.
- (4) Proceedings for the purposes of subclause (2) or (3) may be commenced by application by a peak entity, or by the Full Commission acting on its own initiative.

#### **8—Other provisions**

- (1) The Governor may, by regulation, make additional provisions of a saving or transitional nature consequent on the enactment of this Act.
- (2) A provision of a regulation made under subclause (1) may, if the regulation so provides, take effect from the commencement of this Act or from a later day.

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- (3) To the extent to which a provision takes effect under subclause (2) from a day earlier than the day of the regulation's publication in the Gazette, the provision does not operate to the disadvantage of a person by—
- (a) decreasing the person's rights; or
  - (b) imposing liabilities on the person.
- (4) The *Acts Interpretation Act 1915* will, except to the extent of any inconsistency with the provisions of this Part, apply to any amendment or repeal effected by this Act.

### ***Statutes Amendment (Public Sector Employment) Act 2006, Sch 1—Transitional provisions***

#### **Note—**

Also see *Statutes Amendment (Public Sector Employment) (Transitional Provisions) Regulations 2007*.

### **1—Interpretation**

In this Part, unless the contrary intention appears—

***Commonwealth Act*** means the *Workplace Relations Act 1996* of the Commonwealth;

***employing authority*** means—

- (a) subject to paragraph (b)—the person who is the employing authority under a relevant Act;
- (b) in a case that relates to employment under the *Fire and Emergency Services Act 2005*—the Chief Executive of the South Australian Fire and Emergency Services Commission, or the Chief Officer of an emergency services organisation under that Act, as the case requires;

***Industrial Commission*** means the Industrial Relations Commission of South Australia;

***prescribed body*** means—

- (a) the Aboriginal Lands Trust;
- (b) the Adelaide Cemeteries Authority;
- (c) the Adelaide Festival Centre Trust;
- (d) the Adelaide Festival Corporation;
- (e) SA Ambulance Service Inc;
- (f) the Minister to whom the administration of the *Children's Services Act 1985* is committed;
- (g) the Minister to whom the administration of the *Education Act 1972* is committed;
- (h) the Electricity Supply Industry Planning Council;
- (i) a body constituted under the *Fire and Emergency Services Act 2005*;
- (j) the History Trust of South Australia;
- (k) the Institute of Medical and Veterinary Science;

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- (l) a regional NRM board constituted under the *Natural Resources Management Act 2004*;
  - (m) the Senior Secondary Assessment Board of South Australia;
  - (n) the South Australian Country Arts Trust;
  - (o) the South Australian Film Corporation;
  - (p) the South Australian Health Commission;
  - (q) an incorporated hospital under the *South Australian Health Commission Act 1976*;
  - (r) an incorporated health centre under the *South Australian Health Commission Act 1976*;
  - (s) the South Australian Motor Sport Board;
  - (t) the South Australian Tourism Commission;
  - (u) The State Opera of South Australia;
  - (v) the State Theatre Company of South Australia;
  - (w) the Minister to whom the administration of the *Technical and Further Education Act 1975* is committed;

**relevant Act** means—

- (a) in a case that relates to employment with a prescribed body established under an Act being amended by this Act—that Act;
- (b) in a case that relates to employment with a prescribed body who is a Minister to whom the administration of an Act being amended by this Act is committed—that Act;
- (c) in a case that relates to employment with a body constituted under the *Fire and Emergency Services Act 2005*—that Act.

## 2—Transfer of employment

- (1) Subject to this clause, a person who, immediately before the commencement of this clause, was employed by a prescribed body under a relevant Act will, on that commencement, be taken to be employed by the employing authority under that Act (as amended by this Act).
- (2) The following persons will, on the commencement of this clause, be taken to be employed as follows:
  - (a) a person who, immediately before the commencement of this clause, was employed under section 6L(1) of the *Electricity Act 1996* will, on that commencement, be taken to be employed by the employing authority under that Act (as amended by this Act);
  - (b) a person who, immediately before the commencement of this clause, was employed by the South Australian Fire and Emergency Services Commission will, on that commencement, be taken to be employed by the Chief Executive of that body;

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- (c) a person who, immediately before the commencement of this clause, was employed by an emergency services organisation under the *Fire and Emergency Services Act 2005* will, on that commencement, be taken to be employed by the Chief Officer of that body;
- (d) a person who, immediately before the commencement of this clause, was employed by an incorporated hospital or an incorporated health centre under the *South Australian Health Commission Act 1976* will, on that commencement, be taken to be employed by an employing authority under that Act (as amended by this Act) designated by the Governor by proclamation made for the purposes of this paragraph.
- (3) Subject to this clause, the Governor may, by proclamation, provide that a person employed by a subsidiary of a public corporation under the *Public Corporations Act 1993* will be taken to be employed by a person or body designated by the Governor (and the arrangement so envisaged by the proclamation will then have effect in accordance with its terms).
- (4) Subject to subclause (5), an employment arrangement effected by subclause (1), (2) or (3)—
- (a) will be taken to provide for continuity of employment without termination of the relevant employee's service; and
- (b) will not affect—
- (i) existing conditions of employment or existing or accrued rights to leave; or
- (ii) a process commenced for variation of those conditions or rights.
- (5) If, immediately before the commencement of this clause, a person's employment within the ambit of subclause (1), (2) or (3) was subject to the operation of an award or certified agreement (but not an Australian Workplace Agreement) under the Commonwealth Act, then, on that commencement, an award or enterprise agreement (as the case requires) will be taken to be created under the *Fair Work Act 1994*—
- (a) with the same terms and provisions as the relevant industrial instrument under the Commonwealth Act; and
- (b) with any terms or provisions that existed under an award or enterprise agreement under the *Fair Work Act 1994*, that applied in relation to employment of the kind engaged in by the person, immediately before 27 March 2006, and that ceased to apply by virtue of the operation of provisions of the Commonwealth Act that came into force on that day, subject to any modification or exclusion prescribed by regulations made for the purposes of this subclause and subject to the operation of subclause (6).
- (6) Where an award or enterprise agreement is created by virtue of the operation of subclause (5)—
- (a) the award or enterprise agreement will be taken to be made or approved (as the case requires) under the *Fair Work Act 1994* on the day on which this clause commences; and



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- (b) the *Fair Work Act 1994* will apply in relation to the award or enterprise agreement subject to such modifications or exclusions as may be prescribed by regulations made for the purposes of this subclause; and
  - (c) the Industrial Commission may, on application by the Minister to whom the administration of the *Fair Work Act 1994* is committed, or an application by a person or body recognised by regulations made for the purposes of this subclause, vary or revoke any term or provision of the award or enterprise agreement if the Industrial Commission is satisfied that it is fair and reasonable to do so in the circumstances.

### 3—Superannuation

- (1) If a prescribed body under a relevant Act is, immediately before the commencement of this clause, a party to an arrangement relating to the superannuation of one or more persons employed by the prescribed body, then the relevant employing authority under that Act will, on that commencement, become a party to that arrangement in substitution for the prescribed body.
- (2) Nothing that takes effect under subclause (1)—
  - (a) constitutes a breach of, or default under, an Act or other law, or constitutes a breach of, or default under, a contract, agreement, understanding or undertaking; or
  - (b) terminates an agreement or obligation or fulfils any condition that allows a person to terminate an agreement or obligation, or gives rise to any other right or remedy,and subclause (1) may have effect despite any other Act or law.
- (3) An amendment effected to another Act by this Act does not affect a person's status as a contributor under the *Superannuation Act 1988* (as it may exist immediately before the commencement of this Act).

### 4—Interpretative provision

- (1) The Governor may, by proclamation, direct that a reference in any instrument (including a statutory instrument) or a contract, agreement or other document to a prescribed body, or other specified agency, instrumentality or body, will have effect as if it were a reference to an employing authority under a relevant Act, the Minister to whom the administration of a relevant Act is committed, or some other person or body designated by the Governor.
- (2) A proclamation under subclause (1) may effect a transfer of functions or powers.

### 5—Related matters

- (1) A notice in force under section 51 of the *Children's Services Act 1985* immediately before the commencement of this clause will continue to have effect for the purposes of that section, as amended by this Act.
- (2) A notice in force under section 28 of the *Institute of Medical and Veterinary Science Act 1982* immediately before the commencement of this clause will continue to have effect for the purposes of that section, as amended by this Act.

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- (3) A notice in force under section 61 of the *South Australian Health Commission Act 1976* immediately before the commencement of this clause will continue to have effect for the purposes of that section, as amended by this Act.
  - (4) A notice in force under section 13(6) of the *South Australian Motor Sport Act 1984* immediately before the commencement of this clause will continue to have effect after that commencement but may, pursuant to this subclause, be varied from time to time, or revoked, by the Minister to whom the administration of that Act is committed.
  - (5) The fact that a person becomes an employer in his or her capacity as an employing authority under an Act amended by this Act does not affect the status of any body or person as an employer of public employees for the purposes of the *Fair Work Act 1994* (unless or until relevant regulations are made under the provisions of that Act).

## 6—Other provisions

- (1) The Governor may, by regulation, make additional provisions of a saving or transitional nature consequent on the enactment of this Act.
- (2) A provision of a regulation made under subclause (1) may, if the regulation so provides, take effect from the commencement of this Act or from a later day.
- (3) To the extent to which a provision takes effect under subclause (2) from a day earlier than the day of the regulation's publication in the Gazette, the provision does not operate to the disadvantage of a person by—
  - (a) decreasing the person's rights; or
  - (b) imposing liabilities on the person.
- (4) The *Acts Interpretation Act 1915* will, except to the extent of any inconsistency with the provisions of this Schedule (or regulations made under this Schedule), apply to any amendment or repeal effected by this Act.

## *Statutes Amendment (National Industrial Relations System) Act 2009, Sch 1*

### 1—Transitional provisions

- (1) A reference in any Act or statutory instrument to the Australian Industrial Relations Commission will be taken to be a reference to Fair Work Australia.
- (2) A reference in an Act or statutory instrument to the *Industrial Relations Act 1988* or the *Workplace Relations Act 1996* of the Commonwealth, insofar as the reference relates to associations or organisations registered under either Act, will, unless the contrary intention appears, be construed as a reference to the *Fair Work (Registered Organisations) Act 2009* of the Commonwealth.

## Historical versions

Reprint No 1—17.7.1995

Reprint No 2—31.8.1995

Reprint No 3—21.12.1995

Reprint No 4—8.8.1996

Reprint No 5—14.11.1996

Reprint No 6—12.12.1996

Reprint No 7—31.7.1997  
Reprint No 8—4.9.1997  
Reprint No 9—2.4.1998  
Reprint No 10—1.7.1999  
29.4.2004  
16.5.2005  
4.9.2006  
1.4.2007  
1.6.2007  
1.9.2008  
1.1.2010