

The Australian Government Fair Work Ombudsman (FWO)

The Fair Work Ombudsman (FWO) is an independent statutory office created by the [Fair Work Act 2009](#).

The FWO aims to promote harmonious, productive and cooperative workplace relations, while ensuring compliance with Australia's workplace laws.

Free services provided by the FWO

The FWO offers a range of free services that include:

- providing a single point of contact for reliable and timely information about Australia's workplace relations system
- educating people working in Australia about fair work practices, rights and obligations
- assessing complaints or suspected breaches of workplace laws, awards, registered agreements and Fair Work Commission orders
- litigating in some circumstances to enforce workplace laws and deter people from doing wrong in the community
- building strong and effective relationships with industry, unions and other stakeholders.

Enforcing compliance with workplace laws

Fair Work Inspectors appointed by the FWO are empowered to investigate and enforce compliance with Australia's workplace laws including:

- provisions of the Fair Work Act, such as terms and conditions of employment, record-keeping and pay slip obligations
- the National Employment Standards
- provisions of the Independent Contractors Act 2006, including prohibited conduct in relation to reform opt-in agreements
- enterprise agreements and agreement-based transitional instruments, including Australian Workplace Agreements, Individual Transitional Employment Agreements, Collective Agreements and other agreements made prior to 1 July 2009
- modern awards and award-based transitional instruments, including Federal Awards, Notional Agreements Preserving State Awards, State Reference Transitional Awards and Division 2B State Awards
- orders of the Fair Work Commission.

The national workplace relations system

Employees of constitutional corporations are covered by the national workplace relations system, which is regulated by the Fair Work Act 2009.

The National Employment Standards

Employers and employees in the national workplace relations system are covered by the [National Employment Standards](#), which outline the minimum entitlements that must be provided including:

- maximum weekly hours
- flexible working arrangements
- parental leave entitlements
- annual leave
- personal, carers and compassionate leave
- community service leave
- long service leave
- public holidays
- notice of termination and redundancy
- the [Fair Work Information Statement](#).

The Fair Work system

The [Fair Work system](#) covers the minimum employment laws and agency bodies that were created by the Fair Work Act 2009.

Under the Fair Work system, employers must:

- meet the terms and conditions of the National Employment Standards
- give every new employee the Fair Work Information Statement
- pay at least the minimum rate of pay set by modern awards or the national minimum wage order
- meet the terms and conditions of modern awards that cover their employees.

Further information

To find out more about the Fair Work Ombudsman (FWO), call the Fair Work Infoline on 13 13 94 or visit the [Fair Work Ombudsman website](#).

Whilst all care has been taken in preparing this document, this information is a guide only and subject to change without notice.

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