

Rights at the Workplace



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Engagement Officer

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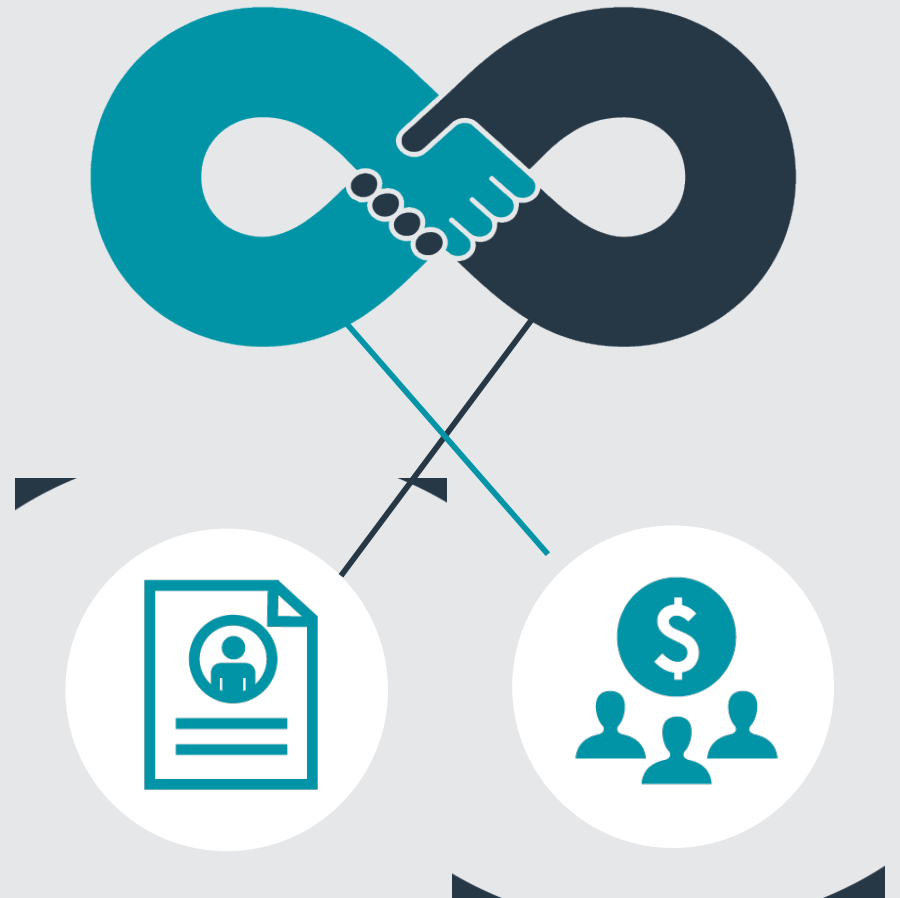


Australian Government

Fair Work
OMBUDSMAN

About the Fair Work Ombudsman (FWO)

- Federal government agency
- Provides free education and information about workplace rights and entitlements
- Helps to resolve workplace issues
- Has tailored tools and resources for international students



Types of employment

- Full time
- Part time
- Casual



Current minimum wage – 21 years and over

Full time
Part time =

\$19.49



Casual =

\$24.36

(25% casual loading)



Common issues in the workplace



Getting help!

It's OK to ask for help or information

REMEMBER:

It's **against the law** to be sacked for asking about pay or entitlements

It's **against the law** to be sacked for contacting the Fair Work Ombudsman

Anonymous Reporting tool



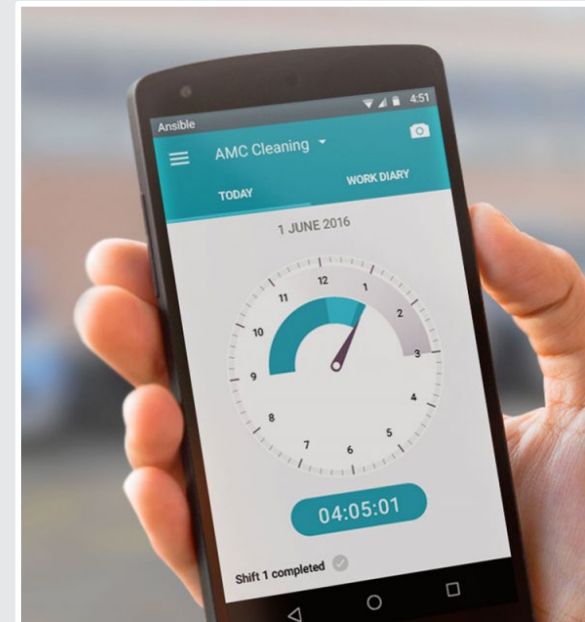
Department of Home Affairs and FWO


- The Department of Home Affairs will NOT cancel a person's temporary visa if they:
 - had an entitlement to work as part of their visa
 - believe they have been exploited at work
 - have reported their circumstances to the FWO
 - are actively assisting us in an investigation
- This applies as long as:
 - They commit to abiding by visa conditions in the future
 - There is no other basis for visa cancellation


Record My Hours App

- Automatically record and store hours of work
- Export data via email
- Available in 18 languages
- No data stored centrally – you control how you share your information


Download this FREE app today at iTunes app store or Google Play store




Find help for: [Visa holders & migrants](#) [Franchises](#) [Apprentices & trainees](#) [More](#) 


 **Fair Work**
OMBUDSMAN


Enter search terms... **Search**


English  [Log in](#) [Register](#)


What can we help you with?


Pay 


Leave 

Ending employment 


Employee entitlements 


Awards & agreements 

How we will help 


About us 

We're here to give you information and advice about your workplace rights and obligations.

Pay Calculator 
Find wages and penalty rates for employees.

Calculate leave 
Work out annual and personal leave.

News & featured information

Changes to casual & part-time entitlements in some awards 
On 1 January 2018, overtime and minimum shift entitlements for casual and part-time employees changed in some awards. Find out what the changes are and if they apply to you.

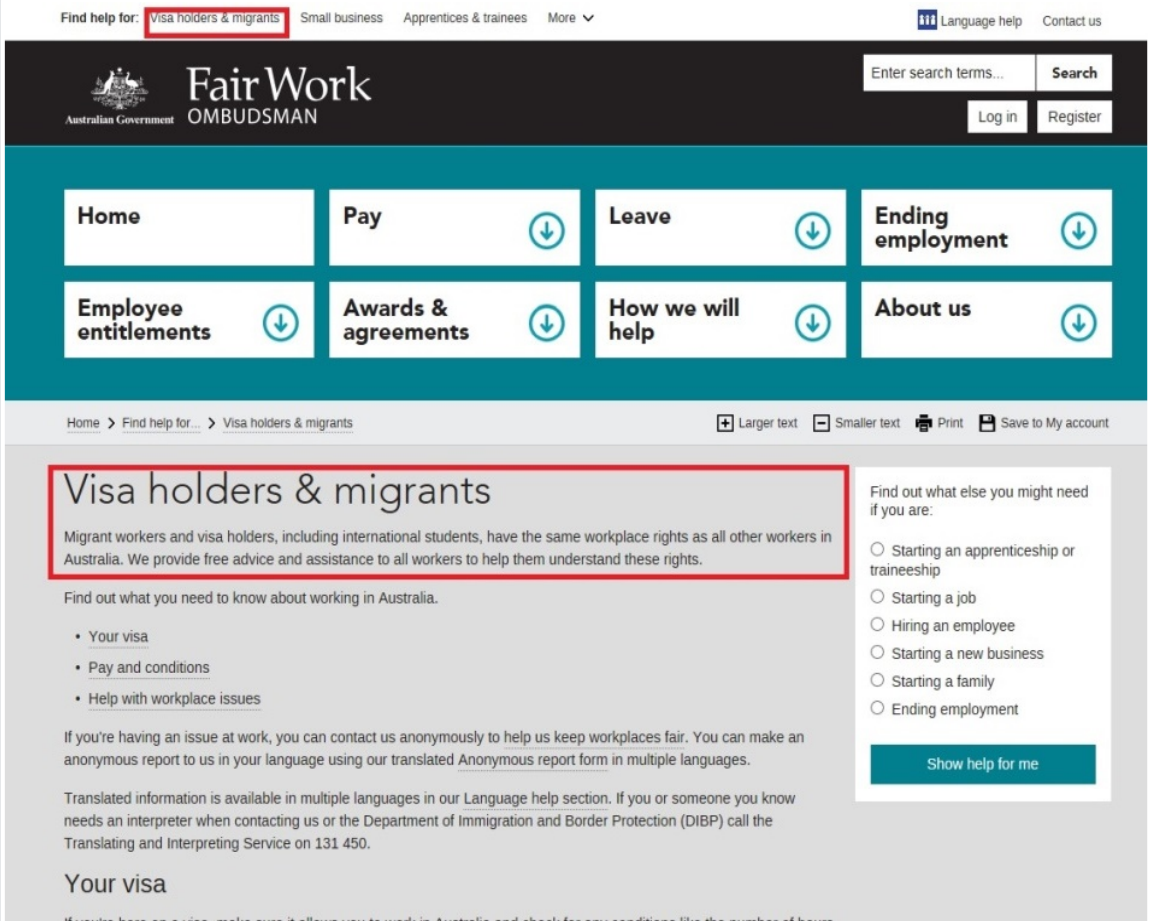
Public holidays and shut downs over the Christmas and New Year period

Find help for:

- [Visa holders & migrants](#)
- [Franchises](#)
- [Small business](#)
- [Independent contractors](#)
- [Young workers & students](#)
- [Apprentices & trainees](#)
- [Contracting labour & supply chains](#)
- [Aboriginal & Torres Strait Islander people](#)

www.fairwork.gov.au

www.fairwork.gov.au/internationalstudents

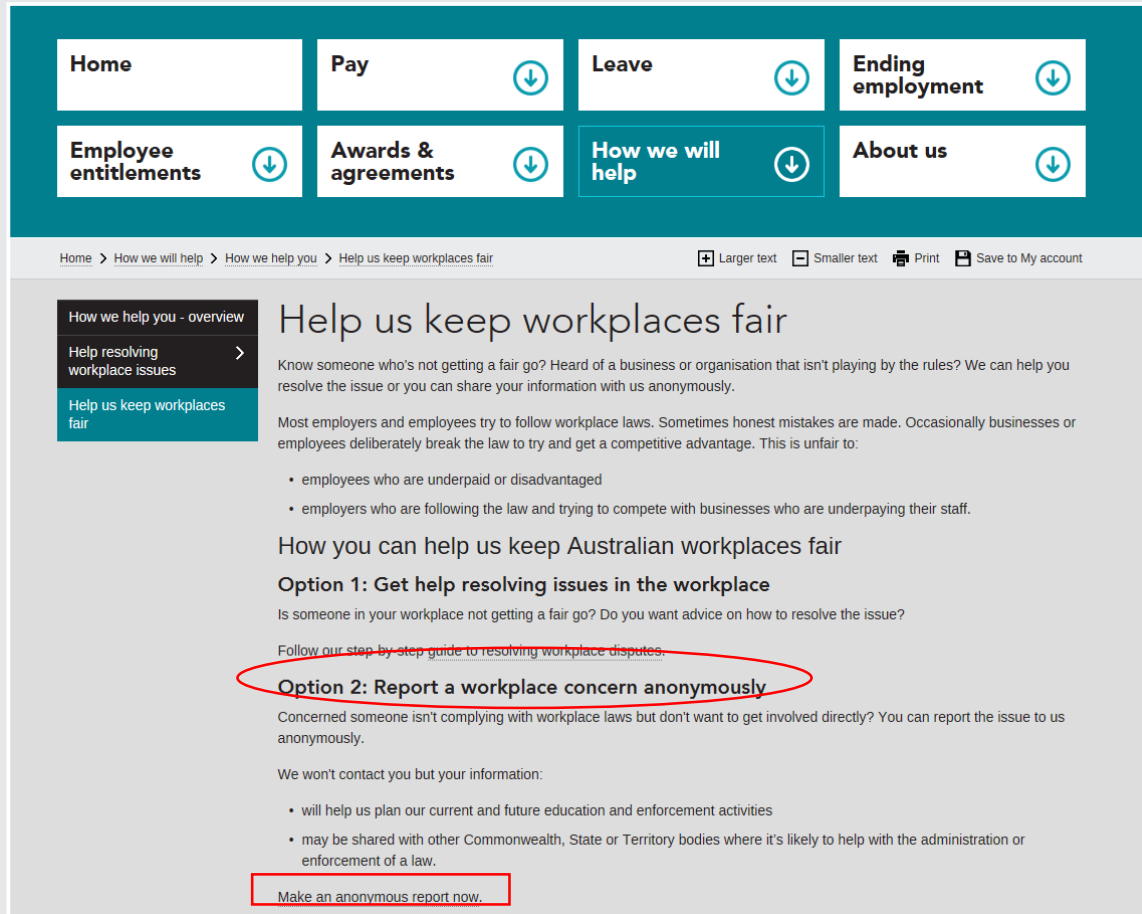


The screenshot shows the Fair Work Ombudsman website. At the top, there is a navigation bar with 'Find help for:' followed by 'visa holders & migrants' (highlighted with a red box), 'Small business', 'Apprentices & trainees', and 'More'. To the right are links for 'Language help' and 'Contact us'. Below this is a search bar with 'Enter search terms...' and a 'Search' button, along with 'Log in' and 'Register' buttons. A main menu features eight tiles: 'Home', 'Pay', 'Leave', 'Ending employment', 'Employee entitlements', 'Awards & agreements', 'How we will help', and 'About us'. Each tile has a downward arrow icon. Below the menu is a breadcrumb trail: 'Home > Find help for... > Visa holders & migrants'. To the right of the breadcrumb are links for 'Larger text', 'Smaller text', 'Print', and 'Save to My account'. The main content area is titled 'Visa holders & migrants' (highlighted with a red box). Below the title, it states: 'Migrant workers and visa holders, including international students, have the same workplace rights as all other workers in Australia. We provide free advice and assistance to all workers to help them understand these rights.' Below this is a section 'Find out what you need to know about working in Australia.' with three bullet points: 'Your visa', 'Pay and conditions', and 'Help with workplace issues'. Further down, it says: 'If you're having an issue at work, you can contact us anonymously to help us keep workplaces fair. You can make an anonymous report to us in your language using our translated Anonymous report form in multiple languages.' Below that, it mentions: 'Translated information is available in multiple languages in our Language help section. If you or someone you know needs an interpreter when contacting us or the Department of Immigration and Border Protection (DIBP) call the Translating and Interpreting Service on 131 450.' The section ends with 'Your visa' and a partially visible sentence: 'If you're here on a visa, make sure it allows you to work in Australia and check for any conditions like the number of hours'. On the right side of the main content area, there is a sidebar titled 'Find out what else you might need if you are:' with a list of radio button options: 'Starting an apprenticeship or traineeship', 'Starting a job', 'Hiring an employee', 'Starting a new business', 'Starting a family', and 'Ending employment'. At the bottom of the sidebar is a 'Show help for me' button.

You will find links to:

- Visa protection
- Pay and conditions
- How to seek help

Anonymous Report – www.fairwork.gov.au/tipoff



The screenshot shows the Fair Work Ombudsman website. The top navigation bar includes links for Home, Pay, Leave, Ending employment, Employee entitlements, Awards & agreements, How we will help (which is the active page), and About us. Below the navigation bar is a breadcrumb trail: Home > How we will help > How we help you > Help us keep workplaces fair. The main content area is titled 'Help us keep workplaces fair' and contains a sidebar with links for 'How we help you - overview', 'Help resolving workplace issues', and 'Help us keep workplaces fair' (the active link). The main text explains that the Ombudsman can help resolve workplace issues and lists two options: 'Option 1: Get help resolving issues in the workplace' and 'Option 2: Report a workplace concern anonymously'. Option 2 is highlighted with a red circle. Below Option 2, there is a red box containing the text 'Make an anonymous report now.'.

Home > How we will help > How we help you > Help us keep workplaces fair

How we help you - overview
Help resolving workplace issues
Help us keep workplaces fair

Help us keep workplaces fair

Know someone who's not getting a fair go? Heard of a business or organisation that isn't playing by the rules? We can help you resolve the issue or you can share your information with us anonymously.

Most employers and employees try to follow workplace laws. Sometimes honest mistakes are made. Occasionally businesses or employees deliberately break the law to try and get a competitive advantage. This is unfair to:

- employees who are underpaid or disadvantaged
- employers who are following the law and trying to compete with businesses who are underpaying their staff.

How you can help us keep Australian workplaces fair

Option 1: Get help resolving issues in the workplace

Is someone in your workplace not getting a fair go? Do you want advice on how to resolve the issue?

Follow our step-by-step guide to resolving workplace disputes.

Option 2: Report a workplace concern anonymously

Concerned someone isn't complying with workplace laws but don't want to get involved directly? You can report the issue to us anonymously.

We won't contact you but your information:

- will help us plan our current and future education and enforcement activities
- may be shared with other Commonwealth, State or Territory bodies where it's likely to help with the administration or enforcement of a law.

[Make an anonymous report now.](#)

Tools and resources for international students

- Dedicated webpage for international students
www.fairwork.gov.au/internationalstudents
- Register MyAccount for tailored information and priority service
www.fairwork.gov.au/register
- Pay and conditions tool (PACT) www.fairwork.gov.au/PACT
- In language resources www.fairwork.gov.au/languages
- Online learning centre www.fairwork.gov.au/learning
- Record My Hours App www.fairwork.gov.au/app
- The anonymous reporting tool www.fairwork.gov.au/tipoff
- Independent Contractors www.fairwork.gov.au/contractors
- Templates, guides and fact sheets www.fairwork.gov.au/resources



Key messages

- International students have the same workplace rights as all other workers in Australia
- Watch out for the common issues in the workplace
- Make use of FWO's free tools and resources
- **The FWO is here to help!**



Contact us

- Fair Work Infoline **13 13 94**
 - Translating and Interpreting Service (TIS) 13 14 50
 - Register for My Account at www.fairwork.gov.au/register
-



fairwork.gov.au



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FairworkGovAu