

U1.04 - Print & Cut Flashcards

Cut along the card edges. Each card shows the question on top and the answer underneath.

CARD 1

What are the National Employment Standards (NES)?

Minimum legal employment rights that set the baseline for employment contracts in Australia.

CARD 2

What law creates the NES?

The Fair Work Act 2009, Australia's main workplace relations law.

CARD 3

Can an employment contract provide less than the NES?

No. Employment contracts must meet or exceed the legal minimum standards.

CARD 4

What are the three key areas in this dotpoint?

Minimum wage, minimum working conditions and unfair dismissal.

CARD 5

What is the National Minimum Wage from 1 July 2026?

\$26.44 per hour or \$1,004.90 per week for a full-time employee working 38 hours.

CARD 6

What is a Modern Award?

A legal document setting minimum pay and conditions for an industry or occupation.

CARD 7

What is an enterprise agreement?

A workplace-specific agreement setting minimum pay and conditions for a business or group of businesses.

CARD 8

What is the key difference between an award and an enterprise agreement?

An award applies broadly to an industry or occupation; an enterprise agreement applies to a specific workplace or group.

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CARD 9

What are minimum working conditions?

Minimum legal rights covering matters such as hours, leave, public holidays and ending employment properly.

CARD 10

What is unfair dismissal?

Dismissal that is harsh, unjust or unreasonable.

CARD 11

What can make a dismissal unfair?

No valid reason, no chance to respond, poor process or discriminatory treatment.

CARD 12

What can be consequences of unfair dismissal for a business?

Compensation or reinstatement orders, legal costs, management time and reputational damage.