

U2.04 - Print & Cut Flashcards

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

CARD 1

What is the Fair Work Act 2009?

Australia's main workplace law that provides minimum employee entitlements and workplace protections.

CARD 2

What are the three main protections covered in this dotpoint?

Minimum employment entitlements, minimum pay and conditions, and protection from unfair treatment.

CARD 3

What are the National Employment Standards (NES)?

Minimum employment entitlements provided to employees in the national workplace relations system.

CARD 4

Can an employment contract provide less than the NES?

No. Contracts, awards and agreements cannot reduce conditions below the NES.

CARD 5

Name six NES entitlement areas.

Examples include maximum weekly hours, flexible work, casual employment, parental leave, annual leave, personal leave, public holidays, superannuation, redundancy and information statements.

CARD 6

What is unfair dismissal?

Dismissal of an eligible employee in a way that is harsh, unjust or unreasonable.

CARD 7

What is adverse action?

Harmful action taken against a person for a prohibited reason, such as because they used a workplace right.

CARD 8

What is unlawful workplace discrimination?

Adverse action taken against an employee or prospective employee because of a protected attribute.

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CARD 9

What is coercion under Fair Work protections?

Unlawfully pressuring or threatening someone to use or not use a workplace right in a particular way.

CARD 10

What is undue influence or pressure?

Inappropriate pressure on an employee to change or give up certain workplace conditions or rights.

CARD 11

What does the Fair Work Ombudsman do?

It is an Australian Government agency that helps employees and employers understand workplace laws, provides advice and deals with issues such as underpayment and non-compliance.

CARD 12

What does the Fair Work Commission do?

It is Australia's workplace relations tribunal and deals with matters such as unfair dismissal, awards, agreements and general protections disputes.