



NES – In depth

Tom: “The National Employment Standards cover 10 minimum conditions that all employees must receive. For example, there’s a standard covering maximum weekly hours of work - 38, plus reasonable additional hours.”

Sarah: “Parents and people responsible for children under school age, or children under 18 with a disability, have the right to request flexible working arrangements.”

Sarah (*looking at Tom*): “New parents are entitled to 12 months’ unpaid leave.”

Tom: “Do I look pregnant?”

Sarah: (*Smiles, turns to camera*) “The entitlement applies to dads as well as mums, and you can request a further 12 months if you want to.”

Sarah: “Full-time employees are entitled to 4 weeks annual leave, and there are provisions for 10 days leave for when you’re sick or have to take care of a family member.”

Tom: (*reading letter*) “What about things like Jury Duty?”

Sarah: “Oh well that comes under community service leave – which also covers activities like volunteer fire fighting. There’s an entitlement for up to 10 days pay for jury service.”

Sarah: “And from January 1, 2010, employers must give all new staff a copy of the Fair Work Information Statement, it outlines their minimum entitlements under the national workplace relations system.”

Tom “Yeah...minimum entitlements...employers can give more if they want to! You can download a copy of the Statement from this site.”