

Workers' **rights**, not wrongs

Awards & Enterprise Agreements

Awards and Enterprise Agreements are the legally binding documents which determine your wages, penalty rates and conditions such as meal breaks.

Awards are legal documents provided by the Fair Work Ombudsman which cover almost every industry and type of work in Australia. Each Award sets out the legal minimum rates of pay, leave and working conditions. No employment contract can provide for less than the minimum pay and conditions set out in the Awards or Enterprise Agreements.

An Enterprise Agreement is a legal document that sets out the conditions and pay for all workers at a particular workplace of business. Enterprise Agreements are registered with the Fair Work Commission and replace the Award. However, the conditions and pay in the Enterprise Agreement must be better than the conditions and pay in the Award – you cannot be given less than what is stated in the Award without receiving something better in return. You still cannot be paid less than the minimum wage.

These agreements are negotiated between workers and the employer, and are voted on by the workers at that business. An employer cannot force workers to vote yes to an Agreement.

Before starting work, your employer should have told you what Award or Enterprise Agreement you would be covered by – for example, by telling you verbally or writing it down in your employment contract or Letter of Offer/Engagement. You can find your Award on the [Fair Work Ombudsman website](#). You can search registered agreements on the [Fair Work Commission website](#).

If you think you are not getting what you are entitled to, you can get in contact with the [PARSA Student Assistance team](#), [Fair Work Ombudsman](#), [The ACT Young Workers Advice Service](#) (if you are under 25) or [your Trade Union](#).

