

Australian Workplace Agreements (AWA's) and Young People

Young people are particularly vulnerable to exploitation under the new IR laws. Here we've given an overview of what are the minimum conditions as well as a checklist to help you assess an AWA. There are also phone numbers for advice as well as links to helpful sites.

EMPLOYEES CANNOT BE FORCED TO SIGN AN AWA ON THE SPOT

What MUST an AWA include

5 conditions or standards are considered the minimum standard. These are

- a maximum of 38 ordinary hours of work per week;
- four weeks of paid annual leave (with an additional week for shift workers);
- ten days of paid personal/carer's leave (including sick leave and carer's leave), with provision for an additional two days of unpaid carer's leave per occasion and an additional two days of paid compassionate leave per occasion; and
- 52 weeks of unpaid parental leave (including maternity, paternity and adoption leave).

These conditions, together with preserved Australian Pay and Classification Scales (APCS) and wages set by the Australian Fair Pay Commission (Fair Pay Commission) make up the Standard.

If you are Under 18 an AWA must be signed by a parent or guardian

You are also allowed to appoint a Bargaining Agent (such as parent, friend, union rep) if you are Under 18 to assist you with negotiating your AWA.

No longer standard

Meal breaks

Overtime rates

Weekend and penalty rates

Shift, uniform, travel and other allowances

Leave loading

Consider the value of these conditions in negotiating an AWA.

If you need advice you can contact

Tel: 1300 362 223 – Your Rights At Work (members and non-members)

Tel: 131 628 - Fair Go Advisory

Tool for Assessing an AWA against an Award

Compare What's Fair helps you to compare current award entitlements with a proposed Australian Workplace Agreement (AWA) for your typical working week.

You can check if you will lose any current rights or entitlements under a proposed AWA.

You can also calculate the amount that you would earn over a year, including entitlements, based on your typical working week under an existing award and a proposed AWA.

Compare What's Fair lets you evaluate the minimum hourly rate required under an AWA to give you the same annual salary as the current NSW award applying to the work that you do.

It's a useful tool in helping you calculate whether you will be compensated fairly for any award conditions that are negotiated under the AWA and in helping you to provide evidence to argue for better pay/conditions.

[Click here for the COMPARE WHAT'S FAIR calculator](#)

Useful Links

[Your Rights At Work - The Facts](#)

[NSW Industrial Relations - check out their excellent section for Young People too](#)
[Work Choices Home Page](#)