

DO YOU KNOW ABOUT THE modern awards?

SOME IMPORTANT INFORMATION FOR EMPLOYERS



Are you an employer operating your business in one or more of the following industries:

- joinery work;
- shopfitting;
- prefabricated building;
- stonemasonry;
- glass and glazing contracting;
- glass and glazing work?



If so, there are some important changes you need to know about.

- Did you know that new modern awards have come into effect for national system employers?
- Do you need help working out which award covers your employees?
- Do you need help understanding what pay and conditions your employees are now entitled to?



The industrial relations and awards system has undergone significant change in recent times, including a new national award system.

- From 1 January 2010, constitutional corporations across Australia as well as employers in Victoria, the Australian Capital Territory and Northern Territory have been bound by modern awards.
- Unincorporated businesses in Queensland, New South Wales, South Australia and Tasmania also became bound to the new modern awards from 1 February 2011 due to a referral of industrial relations powers to the Commonwealth in those states¹.
- In some cases the rates of pay, loadings and penalty rates under the modern awards are different from those contained in the NAPSA's and pre-modern awards.
- To deal with these discrepancies, over the next four years businesses covered by a modern award may be subject to **transitional provisions**. These provisions phase in the difference between the modern award rates of pay, loadings and penalty rates and those contained in the NAPSA's and pre-modern awards.

In order to assist employers with the changes that have occurred, HIA has received funding from the Fair Work Ombudsman to prepare guidance material relating to the Joinery and Building Trades Award 2010.

As a part of the program, HIA has created a Modern Award Guide dealing specifically with the Joinery and Building Trades Award 2010. It has been designed as a 'one-stop-shop' resource containing all the essentials an employer would need to know about the Joinery and Building Trades Award 2010.

The Modern Award Guide and other materials will be available from the HIA website hia.com.au

In addition, HIA will be providing face-to-face seminars in select locations and an information line accessible by both HIA members and non members where a dedicated workplace advisor will be available to answer your queries.

For further information about the program, the seminars and the new Modern Award Guide contact Melissa Adler at HIA on (02) 9978 3309 or email SIAP@hia.com.au

¹ Please note as the Western Australian Government has not signed up to the modern award system, sole traders and partnerships in that state will continue to be covered by their relevant state awards.



Australian Government

Fair Work
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