

# Employment Rights & Responsibilities

## Types of Employment

Full-time: 38+ hours/week with leave entitlements. Part-time: Regular hours less than 38/week with pro-rata leave. Casual: Irregular hours with 25% loading but no paid leave.

### National Employment Standards (NES)

11 minimum entitlements for all employees including: Maximum 38-hour week, annual leave (4 weeks), personal/carer's leave (10 days), public holidays, and notice of termination.

## Minimum Wage

As of July 2024, the national minimum wage is \$24.10/hour (\$915.90/week). Junior rates apply for workers under 21. Check Fair Work for current rates as they change annually on 1 July.

## Your Rights at Work

You have the right to: Be paid correctly and on time, a safe workplace, take breaks, not be discriminated against, and join a union. Your employer cannot force you to work unpaid hours.

### Key Takeaways:

- Know your employment type and entitlements
- Keep records of hours worked and pay received
- Fair Work Ombudsman: 13 13 94 for help with workplace issues
- You cannot be fired for asking about your rights