

Efficiency⁺ Fulfillment⁺ Integrity⁺ Teamwork

The new Labor government proposes to introduce amending legislation to work choices in early 2008. The changes proposed are set out in its Forward with Fairness policy documents.

Amongst the proposed changes is the setting of the following 10 national employment standards:

1 *Hours of work:*

38 hours per week plus reasonable additional hours.

2 *Parental leave:*

Both parents will have a right to separate periods of 12 months unpaid leave with a right to request up to an additional 12 months unpaid leave.

3 *Flexible work for parents:*

Parents with school age children will have a right to request flexible working hours which request can only be refused on reasonable business grounds.

4 *Annual leave:*

A guarantee of 4 weeks paid annual leave for full time employees with an extra week for shift workers.

5 *Personal, carer's and compassionate leave:*

10 days paid personal and carer's leave each year plus 2 days paid compassionate leave per occasion for full time employees. 2 days of unpaid personal leave per year for all employees.

6 *Community service leave:*

Employees will receive paid or unpaid leave for prescribed community services.

7 *Public holidays:*

Penalty rates or other compensation will apply for work on a public holiday.

8 *Fair Work Information Statement:*

To be provided by all employers to new employees.

9 *Termination and redundancy:*

Minimum notice of termination entitlements and redundancy payments (excepting small businesses) according to length of service.

10 *Long service leave:*

Nationally consistent long service leave entitlements.

There are many other proposed changes but the most significant is the emphasis on collective bargaining which will be at the heart of Labor's industrial relations system.

All employers should make themselves familiar with the changes as they occur.

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