

## QUEENSLAND'S INDUSTRIAL RELATIONS POWERS HAVE NOW BEEN REFERRED TO THE FEDERAL GOVERNMENT

Since the introduction of the previous Federal Government's workplace relations laws (WorkChoices) in March 2006, employers who are constitutional corporations (generally Pty Ltds or Limited companies) and their employees have been covered under Federal industrial relations jurisdiction.

Non-corporate employers (generally individual sole traders or partnerships) and their employees have continued to operate under Queensland industrial relations jurisdiction.

The level of complexity created by competing State and Federal workplace relations systems has sometimes been problematic and has created replication, overlap and confusion between State and Federal workplace regulation.

However, the Queensland Government has now introduced legislation which will refer to the Commonwealth the state's industrial relations powers for the private sector.

These changes will operate as from 1 January 2010 and will mean that all employers and employees in Queensland with the exception of state and local government will be covered under a national industrial relations system administered by the Commonwealth Government.

Importantly, the Queensland Government has ensured that safeguards exist so that the national system will operate in the best interests of all Queensland employers and employees.

The Government hopes the Industrial Relations (Commonwealth Powers) Bill 2009 will refer power to the Federal Government with respect to industrial relations from 1 January 2010.

All states except Western Australia have stated their intention to join the national industrial relations scheme.



## FAIR WORK INFORMATION STATEMENT

From 1 January 2010, all employers covered by the national workplace relations system have an obligation to give each new employee a copy of the **Fair Work Information Statement** before, or as soon as possible after, the employee starts employment.

The right for new employees to receive the Statement is one of 10 minimum standards in the National Employment Standards (NES) that apply to employment of employees. There are significant penalties for failing to give a Statement to a new employee.

Providing existing employees with access to the Statement also will be considered best practice.

The Statement can be downloaded from Fair Work Online at [www.fairwork.gov.au](http://www.fairwork.gov.au) and should be included in new employee induction packs from 1 January 2010.

## HUMAN RESOURCE POLICY MANUALS AND FORMS

In order to ensure business operations comply with the new industrial relations legislation, MJ Smith and Partners are able to provide a full HR Policy Manual and Forms in line with the Fair Work Act 2009 and National Employment Standards.

Please contact the office on (07) 3839 1233 or at [alani@mjsp.com.au](mailto:alani@mjsp.com.au) to obtain a quote for either a full Manual or a review and update of your current MJSP HR Policy Manual and Forms.

**WISHING EVERYONE A VERY MERRY CHRISTMAS & A PROSPEROUS NEW YEAR!**

M.J. Smith and Partners (MJSP) is a specialist management consultancy focusing on providing clients with advice and support in managing their organisations and businesses

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