

National Employment Standards – What’s in it for you!

The National Employment Standards (the NES) are a set of minimum employment conditions that must be provided to all full time and part time employees under the Fair Work Act.

Your award or agreement must contain at least these conditions as a minimum.

If you are a casual employee, you are only entitled to some of these NES conditions.

Full time and part time employees	Casual employees
<ul style="list-style-type: none"> Maximum weekly hours of 38 hours per week An employee can refuse to work unreasonable additional hours 	
<ul style="list-style-type: none"> Requests for flexible working arrangements including for changes in hours of work, changes in patterns of work and changes in location of work Requests can be made if you are pregnant, have caring responsibilities, have a disability, are aged 55 or over, or are experiencing family and domestic violence 	<ul style="list-style-type: none"> If employed for 12 months and it can reasonably be expected your employment will continue there is an entitlement to: <ul style="list-style-type: none"> request flexible working arrangements, or parental leave
<ul style="list-style-type: none"> Entitlement of up to 52 weeks unpaid parental leave after 12 months employment 	
<ul style="list-style-type: none"> Paid annual leave <ul style="list-style-type: none"> 4 weeks per year of service for a full time or part time employee (pro rata), or 5 weeks for shift worker 	
<ul style="list-style-type: none"> 10 days paid personal and carer’s leave for each year of service with an employer 	<ul style="list-style-type: none"> Access of 2 days unpaid compassionate leave per occasion
<ul style="list-style-type: none"> 10 days paid family and domestic violence leave per year of service with an employer 	<ul style="list-style-type: none"> 10 days paid family and domestic violence leave
<ul style="list-style-type: none"> Entitlement to be absent from work for an eligible community service activity e.g., SES activity Entitlement to be paid the base rate of pay for time spent on jury leave 	<ul style="list-style-type: none"> Entitlement to be absent from work for an eligible community service activity e.g., SES
<ul style="list-style-type: none"> Entitlement to paid long service leave – 1.3 weeks per year of service accessible after 15 years in Queensland or cashed out after 10 years on termination 	<ul style="list-style-type: none"> Entitlement to paid long service leave – 1.3 weeks per year of service with casual work accrual formulaes
<ul style="list-style-type: none"> Entitlement to be absent on a public holiday and paid at the employee’s base rate of pay 	

<ul style="list-style-type: none"> • An employer may request an employer to work on a public holiday if the request is reasonable 	
<ul style="list-style-type: none"> • An employer must make a contribution to a superannuation fund as per the Superannuation Guarantee Act 	<ul style="list-style-type: none"> • An employer must make a contribution to a superannuation fund as per the Superannuation Guarantee Act
<ul style="list-style-type: none"> • Notice of termination to an employee depending on years of service with the employer ranging from 1 to 4 weeks and an additional 2 weeks if aged 45 years or over 	
<ul style="list-style-type: none"> • Receiving a Fair Work Statement when you commence working for a new employer 	<ul style="list-style-type: none"> • Receiving a Fair Work Statement when you commence working for a new employer