



**COMMONWEALTH OF AUSTRALIA**

*Fair Work Act 2009*

**Notice under section 124(1) of the publication of the Fair Work Information Statement – July 2025**

**I, ANNA BOOTH, Fair Work Ombudsman, acting in accordance with section 124(1) of the *Fair Work Act 2009*, hereby GIVE NOTICE, of the publication of the Fair Work Information Statement on 1 July 2025 as set out herein:**

**Anna Booth**





**Fair Work Ombudsman**

**23 June 2025**

### Important information about your pay and conditions

 For help in your language visit [fairwork.gov.au/language-help](https://fairwork.gov.au/language-help)

Employees in Australia have entitlements and protections at work, under:

Fair Work laws	Awards	Enterprise agreements	Employment contracts
			
<ul style="list-style-type: none"> <li>▶ set minimum entitlements for all employees</li> <li>▶ includes the National Employment Standards</li> </ul>	<ul style="list-style-type: none"> <li>▶ set minimum pay and conditions for an industry or occupation</li> <li>▶ cover most employees in Australia</li> </ul>	<ul style="list-style-type: none"> <li>▶ set minimum pay and conditions for a particular workplace</li> <li>▶ negotiated and approved through a formal process</li> </ul>	<ul style="list-style-type: none"> <li>▶ provide additional conditions for an individual employee</li> <li>▶ can't reduce or remove minimum entitlements</li> </ul>

Find your award at [fairwork.gov.au/awards](https://fairwork.gov.au/awards) Check if your workplace has an enterprise agreement at [fwc.gov.au/agreements](https://fwc.gov.au/agreements)

### Other information statements

Your employer may also need to give you other information statements.




The Casual Employment Information Statement (CEIS) must be provided to **casual employees** before, or as soon as possible after, the start of employment, and also at set times throughout their employment. For more information and to access the CEIS go to [fairwork.gov.au/ceis](https://fairwork.gov.au/ceis)

The Fixed Term Contract Information Statement (FTCIS) must be provided to **employees on a fixed term contract** before, or as soon as possible after, entering into the contract. You can find the FTCIS at [fairwork.gov.au/ftcis](https://fairwork.gov.au/ftcis)

### Your pay

Your **minimum pay rates are in your award or enterprise agreement**. If there isn't an award or agreement for your job, you must get at least the National Minimum Wage. Minimum pay rates are usually updated yearly.

Find out what you should get at [fairwork.gov.au/minimum-wages](https://fairwork.gov.au/minimum-wages)

<b>National minimum wage</b> From 1 July 2025	 <b>\$24.95 per hour or \$948 per week</b> (based on a 38 hour week) for full-time employees	 <b>\$24.95 per hour</b> for part-time employees	 <b>\$31.19 per hour</b> for casual employees
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This is the adult minimum rate for employees with no award or enterprise agreement. Lower rates may apply to juniors, apprentices and trainees. They also may apply to employees with disability if their disability affects their productivity. Lower rates may also apply under some awards. For example, introductory rates might apply for a limited time after an employee starts their job. You can't agree to be paid less than the minimum pay rates that apply for your job.



Use our free calculators to check your pay, leave and termination entitlements. Visit [fairwork.gov.au/pact](https://fairwork.gov.au/pact)







### Who can help?

Fair Work Ombudsman	Fair Work Commission
<ul style="list-style-type: none"> <li>▶ has information and advice about pay and entitlements</li> <li>▶ provides free calculators, templates and online courses</li> <li>▶ helps fix workplace problems</li> <li>▶ enforces workplace laws and seeks penalties for breaches of workplace laws.</li> </ul>	<ul style="list-style-type: none"> <li>▶ deals with disputes about a range of issues, including unfair dismissal, bullying, sexual harassment, discrimination and 'adverse action' at work</li> <li>▶ approves, varies and terminates enterprise agreements</li> <li>▶ makes, reviews and varies awards</li> <li>▶ issues entry permits and resolves industrial disputes</li> <li>▶ regulates registered organisations.</li> </ul>
Visit <a href="https://fairwork.gov.au">fairwork.gov.au</a> or call on 13 13 94.	Visit <a href="https://fwc.gov.au">fwc.gov.au</a> or call on 1300 799 675.

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## Fair Work Information Statement

Employers must give this document to new employees when they start work.  
Find more information at [fairwork.gov.au/fwis](https://fairwork.gov.au/fwis)



### Flexibility

After 12 months employment, you may have the right to make a written **request for flexible working arrangements**. This includes if you're pregnant, 55 or over, a carer, have a disability, are experiencing family and domestic violence, are supporting a member of your immediate family or household who is experiencing family and domestic violence, or are the parent of, or have caring responsibilities for, a child of school age or younger. Employers need to follow certain rules for responding to a request for flexible working arrangements, including responding in writing within 21 days. Find out more about the rules for flexible working arrangements at [fairwork.gov.au/flexibility](https://fairwork.gov.au/flexibility)

You and your employer can also **negotiate an individual flexibility arrangement**. This would change how certain terms in your award or enterprise agreement apply to you. An individual flexibility arrangement must be a genuine choice, it can't be a condition of employment. The arrangement must leave you better off overall.



### Right of entry

Union officials with an entry permit can enter the workplace to talk to workers that they're entitled to represent. They can also enter to investigate suspected safety issues or breaches of workplace laws.

They must comply with certain requirements, such as notifying the employer, and can inspect or copy certain documents. Strict privacy rules apply to the permit holder and their organisation. They also apply to your employer. The rules protect your personal information. Find out more about entry permits at [fwc.gov.au/entry-permits](https://fwc.gov.au/entry-permits)



### Agreement making

Employers and employees (or their representatives, like a union) can negotiate for an agreement for their workplace. This process is called 'bargaining' and must follow set rules. The Fair Work Commission checks and approves agreements.

For information about making, varying, or terminating an enterprise agreement visit [fwc.gov.au/agreements](https://fwc.gov.au/agreements)



### Transfer of business

If a transfer of business occurs, your employment with your old employer ends. If you're employed by the new employer within 3 months to do the same (or similar) job, some of your entitlements might carry over. This may happen if, for example, the business is sold or work is outsourced.

Find out about the rules for a transfer of business at [fairwork.gov.au/transfer-of-business](https://fairwork.gov.au/transfer-of-business)



### Protections at work

All employees have protections at work. You can't be treated differently or worse because you have or exercise a workplace right. For example, the right to request flexible working arrangements, take leave, or make a complaint or enquiry about your employment.

You have the right to join a union or choose not to, and to take part in lawful industrial activity or choose not to.

You have the right to talk about (or not talk about) your current or past pay. You can also discuss the terms and conditions of employment that would be needed to work out your pay, such as your hours of work. You can also ask other employees about their pay and terms and conditions of employment, but they don't have to tell you.

You have protections when you're temporarily away from work due to illness or injury. You are also protected from discrimination, bullying, sexual harassment, coercion, misrepresentation, sham contracting, and undue influence or pressure. Find out more about your protections at work at [fairwork.gov.au/protections](https://fairwork.gov.au/protections)

Find information about bullying and harassment at [fairwork.gov.au/bullying-harassment](https://fairwork.gov.au/bullying-harassment)



### Ending employment

When your employment ends, your final pay should include **all outstanding entitlements**. This includes wages, unused annual leave and long service leave.

You may be entitled to **notice of termination**, or pay instead of notice. If you're dismissed for serious misconduct, you're not entitled to notice. If you resign you may have to give your employer notice. You can check if notice is required and what should be in your final pay.

Visit [fairwork.gov.au/ending-employment](https://fairwork.gov.au/ending-employment)

If you think your **dismissal was unfair or unlawful**, you have **21 calendar days** to lodge a claim with the Fair Work Commission. Rules and exceptions apply. Find out more about unfair dismissal at [fwc.gov.au](https://fwc.gov.au)

### Did you know?

You can create a free **My account** to save your workplace information in one place. Visit [fairwork.gov.au/register](https://fairwork.gov.au/register)

You can find **free online courses** to help you start a new job or have difficult conversations at work.

Go to [fairwork.gov.au/learning](https://fairwork.gov.au/learning)

You can access a wide range of **free tools and resources**. This includes templates, best practice guides and fact sheets. Find them at [fairwork.gov.au/tools-and-resources](https://fairwork.gov.au/tools-and-resources)