



Awards and Agreements

Awards

Awards (modern awards) are legal documents that outline the minimum pay rates and conditions of employment.

There are more than 100 industry or occupation awards that cover most people who work in Australia. Find out which award covers you below.

Who Do Awards Cover?

Awards apply to employers and employees depending on the industry they work in, and the type of job worked. Every award has information about who it covers. To work out which award applies, read the coverage clause (usually clause 4) and the job classifications (usually in the pay clause or a schedule).

Awards do not apply when an employer has a registered agreement in place.

Agreements

Enterprise agreements are often similar to awards, but they cover a specific business or businesses. They may also have some terms and conditions that are different from the award.

Who Do Agreements Apply To?

Enterprise agreements and other registered agreements can apply to:

- one business
- a group or businesses, or
- an individual employee (but these types of agreements cannot be made anymore).

When a workplace has a registered agreement, the award does not apply. However:

- the base pay rate in the registered agreement cannot be less than the base pay rate in the award
- the National Employment Standards (NES) still apply
- any terms about outworkers in the award still apply.

Registered agreements apply until they are terminated or replaced.

What is a Registered Agreement?

A registered agreement is a document between an employer and their employees regarding employment conditions. An agreement must be approved by and registered with the Fair Work Commission.

Examples of registered agreements include:

- enterprise agreements
- collective agreements
- greenfields agreements
- certified agreements
- Australian workplace agreements (AWA)
- Individual transitional employment agreements (ITEA).



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