



Australian Government

Fair Work
OMBUDSMAN



Pacific Australia Labour Mobility

Fair Work Ombudsman hem i wanfala fri Ostrelia gafman sevis fo helpem iu wetem olketa kwestens abaotem nao pei an entaetolmens blong iu.



Waswe iu ting ting pei blong iu hem no raet o samting no luk stret? Kontaktim nao Fair Work Ombudsman fo fri help an infomeisin.

Bae iu no garem trabol long waka blong iu o visa blong iu bae no kansol if iu kontaktim nao Fair Work Ombudsman.

Iu kolem mifala long **13 13 94** o usim nao Translating and Interpreting Service long **131 450**, sapos iu nidim eniwan fo helpem iu saed long langus problem. Iu save visitim tu websaet blong mifala long [fairwork.gov.au/migrantworkers](https://www.fairwork.gov.au/migrantworkers).

Sapos iu no garem taem fo ridim diswan distaem, iu save savim infomeisin ya mekem iu save usim bihaen.



Raet blong iu long waka ples

- ▶ Long Ostrelia, evriwan garem sem minimam raets long waka ples wetem tu olketa pipol from nara kandere wea muv kam an waka an olketa wea holem pepa fo kam waka lo kandere ya.
- ▶ Olketa raet ia hem protektim iu from olketa samting osem nogud tritment long waka, harassment o from pipol foa tretenim iu long waka.
- ▶ Bos blong iu bae no save tritim iu nogud o diferen from olketa narawan lo wakaples bikos iu garem protekson no mata wea iu kam from, kala lo skin blong iu, man o mere, man laekem man, mere laekem mere, mere susum pikinini, man olsem mere, mere olsem man, hao old na iu, sios blong iu, iu babule, o iu luk aftarem famili, marit o no marit, disabol, ting ting blong iu lo gavman o if iu bin insaed (o iu ekspiriensim) famali an domestik vaelens.
- ▶ Bos blong iu bae no save tekem eni akson agenstem iu bikos iu memba long wanfala union o usim olketa raet blong iu lo waka ples, olsem mekem komplem o tekem taem aot from waka.



Tek pei

- ▶ Long Ostrelia, olketa garem lo long hao mas pei iu sud tekem long olketa difren waka iu duim.
- ▶ Pei blong iu hem mas stret folom everi waka iu duim. Long samfala taem iu save garem ekstra pei fo waka iu doim.
- ▶ Fair Work Ombudsman save helpem iu fo faendem aot sapos pei blong iu hem stret o nomoa.



Pei slips an kipim rekods

- ▶ Iu mas risivim pei slip long insaet wanfala waka dei bihaen taem iu tekem pei.
- ▶ Pei slip blong iu hem i showm hao mas selen olketa peim iu an olketa nara impoten infomeison.
- ▶ Pei slip blong iu mas showm sapos eni selen hem aot from pei blong iu, inkludim tax an olketa didaksons.
- ▶ Hem gud tumas fo kipim rekod blong iu seleva long waka wea iu doim evri dei, inkludim tu taem iu stat waka an taem iu finis waka.



Didaksons

- ▶ Bos blong iu save tekem aot selen from pei blong iu long samfala situeison. Fo eksampol, didakson hemi oraet if iu agri long hem long raeting an hemi fo benefit blong iu.
- ▶ Iu save givim pemison long bos blong iu foa wakem didakson from pei blong iu osem:
 - > wan taem peiment o hemi aot from pei blong iu regulali
 - > fo wanfala spesifik peiment o fo peiment wea hemi sens from taem tu taem.
- ▶ Depend long wat kaen didakson, apruval long raeting blong iu mas inkludim oketa infomeison osem:

Wan taem didakson	Regiula (hapen ova taem) didakson
▶ hamas bae aot long didakson	▶ waswe disfala didakson hemi fo wanfala o spesifik selen o foa selen wea hemi sens ova taem
▶ rison foa didakson	▶ rison foa didakson
▶ deit didakson bae aot	▶ waswe didakson hemi foa spesifik selen, wanem nao amaont blong selen
▶ nem blong man wea bae risivim didakson.	▶ deit an hao often nao didakson hemi bae aot
	▶ nem blong man wea bae risivim disfala didakson.

- ▶ Didakson didakson oketa alaom andanit long wanfala awod, agriment or waka kontrakt, bos blong iu bae no save wakem didakson if hemi fo benefitim hem (o samwan hem klos long hem) daerektli o indaerektli bikos hemi no stret long disfala situeison.
- ▶ Eni didakson fo wanfala amaont hemi save sens from taem tu taem hemi only oraet if hem rileit long guds or sevis wea bos blong iu hem givim osem pat long odinari bisnis, o fo kost blong iu taem iu iusim praevet propeti blong hem.
 - > Disfala didakson hemi no oraet if iu pei staka ovam wat oketa pablik hemi pei fo disfala guds and sevis, o if oketa guds and sevis oketa givim no long gudfala tem.
- ▶ Iu bae nidim wanfala niu agriment fo sensim disfala selen wea olketa didaktim if fest agriment hemi inkludim wanfala spesifika amaont wea bae aot long didakson.
- ▶ **Bos blong iu bae no save fosim iu fo agri long wanfala didakson an iu save aotim agriment blong iu long raeting eni taem.**



Rikwaement fo spendim o peim bak selen

- ▶ Bos blong iu bae no save askem iu fo spendim selen blong iu o peim eniting wea hemi benefitim oketa (o narafala man) bikos hemi no stret long disfala situeisin.



Samfala infomeison an risos foa helpem iu insaed long wakaples

- ▶ Pei Kalkulata (Pay Calculator) – faendim olketa level long pei iu sud tekem long fairwork.gov.au/PACT
 - ▶ Infomeison fo olketa waka man/woman long hotikaltsa indastri long fairwork.gov.au/horticulture
 - ▶ Fri Record My Hours app fo kipim nao olketa rekod long hao mas taem wea iu waka – daonlodim nao app ya long fairwork.gov.au/app
 - ▶ Samfala sotfala vidio long langus blong iu abaotim nao oloketa wakaples long Ostrelia hem long fairwork.gov.au/storyboards
 - ▶ Infomeison abaotim didakson an oketa samting wea rileit long hem long fairwork.gov.au/deductions
 - ▶ Gudfala infomeison abaotim nao raets an entaetolment blong iu long Starting a new job online course long fairwork.gov.au/learning
- Evri infomeison ya an staka moa iu save faendem onlaen long intanet long fairwork.gov.au/palm-scheme.