

For businesses without registered individual or collective agreements

Modern Awards now apply to most businesses in NSW, so you need to be sure that you understand which award/s applies to your workplace, and how to implement them in your business.

Around 120 Modern Awards have replaced the 2000 federal and state awards which operated under the previous system.

Modern Awards, together with the National Employment Standards (NES) and the national minimum wage orders, form the safety net for employees under the new Fair Work system.

Under the Fair Work Act 2009, penalties of up to \$6,600 for an individual and \$33,000 for a corporation may apply to a breach of a term of a Modern Award and/or the NES.

1 – Confirm your Awards

- What Modern Awards cover your employees now?
- Identifying the Modern Award or award/s that applies to your business may require specialist advice.

2 – Check the old award/s with the Modern Award/s

- What award were your employees covered by?
- Compare those provisions with those of the Modern Award and the NES.
- Remember that if the former award conditions are better, they could still apply to your people.

3 – Research any transitional provisions

- Do your Modern Award/s have transitional provisions?
- July 2010 might be one of several new milestones for your business.
- This could include wages, loading, penalties and non-expense related allowances.
- Most Modern Awards will have transitional requirements, and these are key to effective implementation of the awards that affect your business.

4 – Update your people practices

- Many of your people policies, procedures and letters will need to be modified.
- Updating these systems may need some guidance.

Wondering how to start?

Use our easy to follow Fair Work Act Action Plan, which will take you through the employees life cycle from recruitment to exit and advise what needs to be updated to be compliant.

If you need any clarification on these standards, please contact us at [Inspire Success](http://www.inspire-success.com).