



HERBERT
SMITH
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EMPLOYMENT &
WORKPLACE
RELATIONS IN
AUSTRALIA

LEGAL GUIDE

2016

CONTENTS

| | page |
|---|------|
| 1 Introduction | 01 |
| 2 An overview of employment regulation in Australia | 03 |
| 3 National employment standards | 13 |
| 4 Modern awards | 21 |
| 5 Contracts of employment and the common law | 29 |
| 6 Termination of employment | 37 |
| 7 Regulation of executive remuneration and termination benefits..... | 51 |
| 8 Post-employment restraints and protecting confidential information | 57 |
| 9 Discrimination, diversity and workplace rights | 67 |
| 10 Bullying..... | 93 |
| 11 Enterprise bargaining..... | 101 |
| 12 Responding to industrial action | 115 |
| 13 Union regulation and right of entry..... | 125 |
| 14 Drugs and alcohol in the workplace | 133 |
| 15 Transfer of business in Australia | 141 |
| 16 Privacy and workplace surveillance..... | 149 |
| 17 Superannuation | 155 |
| 18 Taxation overview for Australian employers | 165 |
| 19 Health and safety, workers' compensation and personal injury | 173 |
| 20 Global mobility and expatriate employment | 185 |
| 21 Engaging independent contractors | 193 |
| 22 Building and construction industry regulation..... | 203 |
| 23 Herbert Smith Freehills services..... | 209 |
| 24 Useful contacts | 211 |
| 25 Contributors | 217 |
| 26 Employment, pensions & incentives partners and senior contacts | 221 |

1 INTRODUCTION

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For more than a decade, our firm has published this annual guide on Employment & Workplace Relations in Australia. Our original purpose was to provide a practical overview of Australia's employment laws and regulations to our clients—primarily HR professionals, line managers and in-house counsel. I think we have continued to meet our original objective despite the ongoing complexity and proliferation of Australian employment laws during this period.

Increasingly, globalisation has led many Australian employers—including our clients—to focus on the international movement of staff. Complex questions frequently arise: Do Australian employment laws apply to expatriate employees working abroad? What about foreign workers visiting Australia for short periods? These, and many similar questions have become daily issues for lawyers in our team, especially because of the global reach of the Herbert Smith Freehills network. Our employment group has lawyers not just in Australia, but throughout Asia, the United Kingdom and Europe, Africa, the Middle East and the USA. Without doubt, the quality, leadership and reputation of our Australian practice is reflected in the other markets where we operate.

I am very confident that you will find much valuable information contained in this 2016 Guide. Our partners and team members would welcome the opportunity to provide you with any further assistance you seek.



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