


Quiz – What do you know about your workplace rights and entitlements in Australia?

Take this quiz to learn more about Australia’s workplace laws and how you can get more information and help if you need it.

Question	Answer	Further information
<p>1. As an international student, what are you entitled to?</p> <p>A) A minimum wage in accordance with the national minimum wage, an award or an agreement</p> <p>B) A payslip each time you are paid</p> <p>C) The National Employment Standards (NES)</p> <p>D) Free help from the Fair Work Ombudsman</p> <p>E) All of the above</p>	<p>E) – Correct</p> <p>A), B), C) and D) – Correct, but you are entitled to everything that is listed.</p>	<p>All people working in Australia including international students have basic rights and protections in the workplace. These basic rights include minimum pay and conditions.</p> <p>The Fair Work Ombudsman makes sure that these rights are protected and enforced under Australia’s workplace laws.</p> <p>For more information about your workplace rights, visit www.fairwork.gov.au/internationalstudents</p>
<p>2. True or False</p> <p>There is a minimum wage in Australia.</p>	<p>True: Correct</p> <p>False: Incorrect</p>	<p>In Australia there is a national minimum wage. A minimum wage is an employee’s base rate of pay for ordinary hours worked. The minimum wage is non-negotiable.</p> <p>Depending on your job you may be entitled to a base rate of pay that is higher than this national minimum. Make sure you find out what your base rate of pay is. You will usually find this in an award.</p> <p>Each year, the national minimum wage is reviewed and any increase begins on the first full pay period on or after 1 July.</p> <p> Remember that an employer must only pay you in money – employers cannot pay you in goods or services like food or clothes.</p> <p>For more information about the minimum wage, visit the Fair Work Ombudsman’s website at: www.fairwork.gov.au/minimumwage</p>

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<p>3. What does the NES stand for?</p> <p>A) National Entitlement Standards</p> <p>B) National Employment Standards</p> <p>C) National Entitlements Statistics</p> <p>D) National Employment Statistics</p> <p>E) No Entitlements Seriously</p>	<p>B) National Employment Standards – Correct</p> <p>A), C), D) and E) – Incorrect</p>	<p>The National Employment Standards (NES) are 10 minimum employment entitlements that have to be given to all employees including international students. The national minimum wage and the NES make up the minimum entitlements for employees in Australia. An award, employment contract, enterprise agreement or other registered agreement can't provide for conditions that are less than the national minimum wage or the NES.</p> <p>For more information about the NES, visit the Fair Work Ombudsman's website at: www.fairwork.gov.au/NES</p>
<p>4. When starting a new job which question should you ask?</p> <p>A) Who is my employer (i.e. what is the name of the business and/or the ABN)?</p> <p>B) How many hours a week will I be working? Am I fulltime, part-time or casual?</p> <p>C) What is my role and what are my duties?</p> <p>D) What is my hourly rate of pay and how often will I get paid?</p> <p>E) All of the above</p>	<p>E) All of the above – Correct, you should ask all these questions</p> <p>A), B), C) or D) – Correct, but you should ask all of the questions listed.</p>	<p>When you start a new job, it's important to know the following things:</p> <ul style="list-style-type: none"> • Who your employer is - what is the name of the business and what's the ABN? • What is your role and what are your duties? • Are you full-time, part-time or casual? • How many hours a week you will be working? • How much you will be paid? • When you will be paid? • How you will be paid - in cash, electronic bank transfer or cheque? – If you're paid in cash and you don't receive a payslip, make sure you write down how much you were paid, the date you were paid and who paid you. <p>For more information on what you should know before starting a new job, visit the Fair Work Ombudsman's website at www.fairwork.gov.au/youngworkers</p>

Question	Answer	Further information
<p>5. True or False</p> <p>There are no differences between full-time, part-time and casual employees.</p>	<p>True: Incorrect – there are differences between full-time, part-time and casual employees.</p> <p>False: Correct – there are differences between full-time, part-time and casual employees.</p>	<p>Full-time: A full-time employee:</p> <ul style="list-style-type: none"> • is an ongoing employee • works on average 38 hours each week • is entitled to leave like annual leave and sick leave • is entitled to notice of termination when employment ends. <p>Part-time: A part-time employee:</p> <ul style="list-style-type: none"> • is an ongoing employee • works on average less than 38 hours per week • usually works regular hours each week • is entitled to leave like annual leave and sick leave on a pro-rata basis • is entitled to notice of termination when employment ends. <p>Casual: A casual employee:</p> <ul style="list-style-type: none"> • has no guaranteed hours of work • usually works irregular hours (but can work regular hours) • is not entitled to leave like annual leave or sick leave • does not receive notice of termination when employment ends • generally receives a higher rate of pay than fulltime or part-time employees. <p>For more information about the difference between full-time, part-time and casual employees, visit the Fair Work Ombudsman’s website at: www.fairwork.gov.au/employeeentitlements</p>