

Job market faces change

Laws pertaining to unfair dismissal, wages and industrial action have changed following the introduction of the Fair Work Act on July 1.

The new laws signal the official abolishment of controversial WorkChoices legislation which was credited as a contributing factor to the demise of the previous Federal Coalition Government.

According to Hervey Bay employment industry specialists, the hardest part of most jobs in the current market is “finding one and keeping it”.

Under the new law changes employees must work for a minimum of six months for a large business or 12 months for a small business before they can be eligible for unfair dismissal.

Dismissal will not be deemed “unfair” in the event of genuine redundancy.

Casual employees who work on an irregular hourly basis cannot claim unfair dismissal, nor can employees hired to perform specific tasks if employment is terminated when the task is completed.

Small business employers have more flexibility regarding dismissal powers but must now follow a process set out by the Small Business Dismissal Code when dismissing employees.

Fair Work Australia, the federal body overseeing the new laws, will review minimum wage each year.

Workers in low-paid industries such as cleaners, aged care and community services workers can now also apply to have Fair Work Australia assist in establishing their workplace agreements.

No distinction is made in the new legislation between union and non-union agreements and



Craig Glover gives Shantel McBride training at Sarina Russo Job Access Hervey Bay as they welcome changes to workplace legislation.

workers can choose whether or not to have a union representative attend for bargaining purposes.

Sarina Russo Job Access Hervey Bay manager Leah Dixon said rising unemployment meant the job scene was still very much an employers' market.

Ms Dixon said the best thing employees can do to ensure a good working relationship with their boss is maintain good skills and a positive attitude.

“The greatest issue currently facing jobseekers is the increasing competitiveness for each and every job,” Ms Dixon said.

“There are still jobs available out there but people must have the right attitude, the right skills and be willing to learn in order to be competitive in the current job market.”