

What you need to know about working in Australia



Know your workplace rights

All people working in Australia have the same minimum workplace rights and protections, regardless of their citizenship or visa status. These are protected by law. The Fair Work Ombudsman provides a free service and can help you understand your rights while working in Australia.

These include:

- Minimum rates of pay.
- Other minimum conditions at work, including leave or time off work.
- Protections at work, including the right to be free from discrimination.

All employers must follow these laws. This includes not paying less than the minimum amount set by law, even if a worker agrees to it.

For information about your workplace rights, you can visit [fairwork.gov.au](https://www.fairwork.gov.au) or contact the Fair Work Ombudsman by telephone on **13 13 94**. If you require an interpreter, contact the Translating and Interpreting Service on **13 14 50**.

The signs of poor workplace conditions

- Discrimination or bullying
- Not being paid the correct amount
- Not being paid super or other work entitlements
- Sexual harassment- inappropriate comments or touch
- Not being trained to use equipment safely

These practices are against the law, you can seek support through Fair Work [fairwork.gov.au/find-help-for/visa-holders-migrants](https://www.fairwork.gov.au/find-help-for/visa-holders-migrants) or contact a free local service in your state for guidance. Find your state service here: [probonocentre.org.au/legal-help/individual](https://www.probonocentre.org.au/legal-help/individual)

Find support for serious exploitation

If you or someone you know is experiencing any of the below signs, help is available.

- Being forced to work
- Working long hours with little time off
- Not having control over your earnings
- Paying off a large debt to a recruiter or employer for travel, accommodation, clothing, food, transport or work documents



- Not being able to leave your place of work or negotiate conditions
- Being intimidated or threatened at work, such as being told you will be deported or that family members will be harmed
- Not able to access your passport or other identification documents
- Not being able to see a doctor or get medical treatment

Help is available

If it is an emergency or a threat to someone's safety call the Police on **000**.

Australian Red Cross can provide advice and referral to other services for help. Call **1800 113 015** or email national_stpp@redcross.org.au

Anti-Slavery Australia can provide free and confidential legal advice. Call **02 9514 8115** or email ASALegal@uts.edu.au

The Salvation Army can provide advice, support, and where eligible referral to the Support for Trafficked People Program. Call **1800 000 277** or visit [salvationarmy.org.au/additional-referral-pathway](https://www.salvationarmy.org.au/additional-referral-pathway)

Australian Federal Police can be contacted to report a possible case of modern slavery. Call **131 237**.

Interpreter services are available. Contact TIS on **131 450**.

If the situation involves a child there may be mandatory reporting obligations under child protection laws.

This Modern Slavery grant activity received grant funding from the Australian Government.



Get help now

Want to learn more about who to go to for advice and support? Visit the Work Right Hub.

[redcross.org.au/workrighthub](https://www.redcross.org.au/workrighthub)