

What are the 10 NES entitlements?

The NES are set out in the *Fair Work Act 2009* and comprise 10 minimum standards. The NES involve the following minimum entitlements:

1. **Maximum weekly hours of work** - 38 hours per week, plus reasonable additional hours.
2. **Requests for flexible working arrangements** - allows parents or carers of a child under 18 with a disability, to request a change in working arrangements to assist with their caring responsibilities.
3. **Parental leave and related entitlements** - up to 12 months unpaid leave for every child, and an additional 12 months unpaid leave, and other forms of maternity, paternity and parental leave.
4. **Annual leave** - 4 weeks paid leave per year, plus an additional week for certain employees.
5. **Personal / carer's leave and compassionate leave** - 10 days paid personal / carer's leave as required, and two days compassionate leave (unpaid for casuals) as required.
6. **Community service leave** - unpaid leave for voluntary emergency activities and entitlement to be paid for up to 10 days for jury service.
7. **Long service leave** - a transitional entitlement for employees who had certain Long Service Leave pending the development of a uniform national long service leave standard.
8. **Public holidays** - a paid day off on a public holiday, except where reasonably required.
9. **Notice of termination and redundancy pay** - up to 4 weeks notice of termination (for permanent employees with at least 2 years of continuous service) and up to 16 weeks redundancy pay (for permanent employees with at least 2 years of continuous service).
10. **Provision of a Fair Work Information Statement** - employers must provide this statement which contains information about the NES, modern awards, agreement-making, the right to request flexible working arrangements, the right to terminate employment, individual flexibility arrangements, right of entry, transitional arrangements, the roles of Fair Work Australia and the Fair Work Ombudsman.

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