

# Employment Law: Awards

## Quick Facts

### 1 What is an award?

An 'award' is a document that outlines the **minimum pay, rates and employment conditions** an employee is entitled to depending on the industry that they work in.

For example, a McDonalds employee will usually fall within the Fast Food Industry Award whereas an employee at a clothes shop may fall under the General Retail Industry Award.

### 2 How do I find out what award I fall under?

You can use the **Fair Work Ombudsman's online tool** to find your award [here](#).

Not all professions have an award. For example, private contractors and professions such as accountants and lawyers do not have an industry award.

However, employees in jobs which do not have an award are still entitled to the minimum employment conditions set out under the [National Employment Standards](#).



### 3 What is a registered employment agreement?

A registered employment agreement is a **binding contract between employers and their employees** that is registered with the [Fair Work Commission](#) and outlines the terms and conditions of employment (including an employee's rights and responsibilities).

Some employers may want you to sign a registered agreement rather than rely on the award. By law, the employment agreement cannot give you less than the minimum pay and conditions outlined in the award.

### 4 Why is it important to know your award?

Even if you are under a registered employment agreement, it is important to know what you are entitled to under your award. This is because your pay and employment conditions set out under the employment agreement cannot be worse than what you are entitled to under the equivalent award.



### 5 Where can I get more information and help?

[Employment Rights Legal Service](#)  
[Legal Aid NSW - Employment Problems](#)  
[LawAccess NSW: T. 1300 888 529](#)  
[Find your local Community Legal Centre](#)  
[Fair Work Ombudsman](#)

#### Western Sydney University Justice Clinic

For further details on the WSU Justice Clinic, please visit the [website](#).

If you are a WSU student, you may like to contact the [WSU Student Legal Service](#) at [studentlegalservices@westernsydney.edu.au](mailto:studentlegalservices@westernsydney.edu.au) for more guidance.

