



Finding information about employment rights in WA

Before you start – are you covered by the state or national industrial relations system?

Two different industrial relations systems operate in WA, the state system and the national fair work system. The two systems have different employment rights and obligations. Which of these two systems covers a particular employee depends on the type of business structure of the employer.



The state system includes businesses and organisations (and their employees) that operate as:

- sole traders (e.g. Jane Smith trading as Jane's Café)
- unincorporated partnerships (e.g. Jane and Bob Smith trading as Jane's Café)
- unincorporated trust arrangements (e.g. Jane and Bob Smith as trustees for the Smith Family Trust trading as Jane's Café)
- incorporated associations and other not-for-profit organisations that are not trading or financial corporations.



The national system covers businesses and organisations (and their employees) that operate as:

- Pty Ltd businesses that are trading or financial corporations (e.g. Smith Pty Ltd trading as Jane's Café)
- incorporated partnerships (e.g. Smith Pty Ltd and Bob Smith trading as Jane's Café)
- incorporated trust arrangements (e.g. Smith Pty Ltd as trustee for the Smith Family Trust trading as Jane's Café)
- incorporated associations and other not-for-profit organisations that are trading or financial corporations.



If you are not sure which system covers your work, you can contact Wageline on 1300 655 266 and provide the name of the business or the ABN and Wageline can assist with a business search over the phone.



If you are in the state system:

- Visit www.dmirs.wa.gov.au/wageline for information on your pay, working hours and leave entitlements.
- Visit www.dmirs.wa.gov.au/longserviceleave for long service leave information.
- Call Wageline on 1300 655 266.



If you are in the national system:

- Visit www.fairwork.gov.au for information on your pay, working hours and leave entitlements, except for long service leave, or call the Fair Work Ombudsman on 13 13 94.
- Visit www.dmirs.wa.gov.au/longserviceleave for long service leave information or call Wageline on 1300 655 266.