

Industrial Instruments of the State and Federal Systems



Caris Consulting

There are three types of 'industrial instruments' in the federal system. These are enterprise agreements, modern awards and the National Employment Standards (NES). The industrial instruments of the state system are state awards, state agreements and state legislation.

The Federal System	
Enterprise Agreement	Operates to the exclusion of the modern award but can never provide lesser entitlements than the NES.
Modern Award	Can be industry or occupation based. Incorporates the NES terms.
National Employment Standards (NES)	Safety net of entitlements that every federal system employer must comply with.
The State System	
State Awards	
State Agreements	
State Legislation	Most states have an <i>Industrial Relations Act</i> (or equivalent).

Regardless of the federal system industrial instrument(s) utilised with in your business, there are some state laws that will still apply. Long service leave, work health and safety, and equal opportunity are among the most common.

Please confirm that you are applying the correct legislation that applies in your state or seek advice if unsure.

Need help with your next steps?

Contact Caris Consulting...

If you have identified one or more areas that requires further review and improvement... this is perfectly normal and there is no time like the present to address these questions.

Your dedicated team at Caris Consulting are here to help you with the specific areas that you have identified. We commit to partnering with you to offer clear, simple, practical (and necessary) steps needed to mitigate your risks. We look forward to partnering with you on HR/IR/ER needs so that you can devote your attention towards your core business.

