

# Jurisdiction – Your Business Entity

*In simple terms, 'jurisdiction' refers to whether your business falls within the state or federal system of employment laws. This is determined by your business entity and location. It is important to know which jurisdiction you fall within to ensure that you are applying the correct awards/agreements and legislation to your employees.*



**Caris Consulting**

State/Territory	Who's covered by the federal system?	Who's not covered by the federal system?
<p><b>Australian Capital Territory</b> <b>Northern Territory</b></p>	<p>Generally, all employees and employers are covered by the federal system.</p>	
<p><b>New South Wales</b> <b>South Australia</b> <b>Queensland</b></p>	<p>Any business that is a proprietary limited company (Pty Ltd or Ltd companies).</p>	<p>State public sector and local government employers who are not covered by federal registered agreement.</p> <p>A business that has been established as a sole trader, partnership, or a corporation whose main activity is not trading/financial.</p>
<p><b>Tasmania</b></p>	<p>Any business that is a proprietary limited company (Pty Ltd or Ltd companies).</p> <p>Local government employees</p> <p>State public sector employers who <u>have</u> registered agreements in the federal system.</p>	<p>State public sector employees.</p>

<p><b>Victoria</b></p>	<p>All other employees (not listed in the next box) are covered by the federal system.</p> <p>State public sector employers who <u>have</u> registered agreements in the federal system.</p>	<p>State government employees who aren't covered by the federal system. Includes employees working in sectors that provide essential services of core government functions and state infrastructure services such as electricity and gas.</p>
<p><b>Western Australia</b></p>	<p>If a business is run by a partnership in WA, the partnership will usually qualify as a federal system employer if one partner is:</p> <ul style="list-style-type: none"> <li>- A company</li> <li>- Engaged in sufficient trading or financial activities</li> </ul>	<p>Sole traders.</p> <p>Partnerships.</p> <p>Other unincorporated entities.</p> <p>Non-trading corporations.</p>

## 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.

