



Child Employment Laws

Throughout Australia

An employer of a child must do everything necessary and reasonable to ensure the health and safety of the child. This is the fundamental cornerstone of child employment legislation throughout Australia.

Victoria:

In Victoria, children under the age of fifteen can only be employed if a Child Employment Permit has been granted by Industrial Relations Victoria. The only exceptions to this are children employed in a family business. In this case, a permit is not required. However, in all other cases it is an offence to employ a child without a Child Employment Permit.

NSW:

In New South Wales, companies that employ young workers, under a federal collective agreement, must ensure their employment conditions do not, on balance, lead to the young person being paid less, or having inferior work conditions, when compared to New South Wales legislation.

WA:

In Western Australia a person must not employ a child under 15 years of age in a business, trade or occupation carried on for profit. However, there are certain exceptions, such as a family business. Also if a child has reached 10 years of age but is under 13 years of age they can work between 6 a.m. and 7 p.m. Whilst a child who has reached 13 years of age can work between 6 a.m. and 10 p.m.

TAS, ACT & NT:

There is no minimum age of employment in Tasmania, whilst the Northern Territory follows the workplace relations laws of the Federal government. The Australian Capital Territory prohibits the employment of children if it is likely to have a detrimental effect on the child's schooling. Employment must not be for more than 10 hours a week and must not impose any dangers to the health of the child.

It should be noted that across Australia, children cannot be made to work during school hours. This is to ensure the educational integrity of the child and to make certain that the basic requirements for learning are met.

Should you have any further queries, regarding the employment of children in your workplace, please do not hesitate to contact the MGA Workplace Relations team.

The New Master Grocers Agreement- Your Opinions are Important.

There are many members who have been a party to the MGAV /SDA Agreement since 2005. As you are aware we have been corresponding with you since earlier this year on the subject of renegotiating this Agreement.

In our last letter we advised that we have had some preliminary discussions with the SDA and we have received their list of clauses that they would like to see included in the new agreement. They have also provided us with the wage rates that they are seeking. Our letter also provided some options to members which you may wish to consider.

MGA has placed a draft of a proposed agreement on the MGA website. We have also included the SDA clauses and their proposed wage rates. Please note that our draft is only a preliminary document and we invite feedback from you in relation to the contents.

Please take the time in your busy schedules to review the MGA document and to consider our advice in our most recent letter to you.

The MGA Workplace Relations Team looks forward to hearing from you on 1800 888 479

MGA Agreement Making Services

If you would like a simple, user friendly workplace agreement with your employees then we can provide you with one.

We have now lodged collective workplace agreements with the Workplace Authority for members in different States, which are fair, clear and easy to read.

MASTER
GROCERS
AUSTRALIA

Contact our Workplace Relations Team to discuss your agreement options on

1800 888 479