



**Australian Government**  
**Workplace Authority**



UNIVERSITY OF WESTERN AUSTRALIA  
35 Stirling Highway  
CRAWLEY WA 6009

**NOTICE UNDER SECTION 346M OF THE *WORKPLACE RELATIONS ACT 1996***

**Your union collective agreement has passed the no-disadvantage test**

**Date of Issue of this Notice:** 19 May 2009  
**Agreement Number:** 096043362  
**Employer Name:** UNIVERSITY OF WESTERN AUSTRALIA,  
37882817280  
**Agreement Name:** The University of Western Australia Academic Staff  
Agreement 2009  
**Reference Instrument(s):** AP820200: Higher Education Academic Salaries Award  
2002

**Decision**

- Your union collective agreement has passed the no-disadvantage test.
- Your union collective agreement will start operating on the seventh day after the date of issue of this notice.

The employer must take reasonable steps to give copies of this letter to all employees whose employment is subject to the agreement at the time the employer receives this letter. An employer may be liable for a fine of up to \$3,300 (for an individual) or up to \$16,500 (for a corporation) if the employer doesn't do this as soon as they can.

The union(s) party to this agreement will also be sent a copy of this letter.

Attached is some information about the no-disadvantage test and the Australian Fair Pay and Conditions Standard. If you have further questions concerning this notice visit our website at [www.workplaceauthority.gov.au](http://www.workplaceauthority.gov.au) or contact the Workplace Infoline on 1300 363 264.

Please retain a copy of this notice for your records.

**Workplace Authority**

## **The no-disadvantage test**

The no-disadvantage test ensures that a workplace agreement does not reduce the overall terms and conditions of employment of any employee whose employment is subject to the agreement when compared with a reference instrument.

### **What is a reference instrument?**

For an employee who is or will be subject to a collective agreement a reference instrument will generally be a relevant general instrument. A relevant general instrument may be an award, certain transitional awards and common rule awards in Victoria or a notional agreement preserving a state award (NAPSA) that applies to the same kind of work as that performed under the collective agreement and that was binding on the employer immediately before the agreement was lodged (or would have been binding but for another industrial award or agreement). In addition, a State or Territory long service leave law may be taken to be a reference instrument relating to an employee if it applied to the employee immediately before the agreement was lodged. If there is no reference instrument (other than an applicable long service leave law) an award may be designated by the Workplace Authority for the purposes of conducting the no-disadvantage test.

### **When does an agreement pass the no-disadvantage test?**

A workplace agreement will pass the no-disadvantage test if the Workplace Authority Director is satisfied that on balance, the agreement does not reduce the overall terms and conditions of employment of any employee whose employment is subject to the agreement when compared with the reference instrument. A workplace agreement will be taken to pass the no-disadvantage test if there is no reference instrument (including no designated award and no applicable State or Territory long service leave law) in relation to any employee(s) whose employment is subject to the agreement.

### **When does my workplace agreement come into operation?**

In the case of an ITEA made with a new employee, an employer greenfields agreement or a union greenfields agreement, the agreement came into operation on the day it was lodged with the Workplace Authority. In the case of an ITEA with an existing employee, an employee collective agreement or a union collective agreement, the agreement will start operating on the seventh day after the date of issue of the notice from the Workplace Authority advising that the agreement has passed the no-disadvantage test.

### **Application of the Australian Fair Pay and Conditions Standard**

The Australian Fair Pay and Conditions Standard (the Standard) applies to all employers and employees who make workplace agreements. As a result, the Workplace Authority conducts the no-disadvantage test on the basis that the minimum entitlements of the Standard are included in the agreement. Workplace agreements which contain provisions that are drafted to provide entitlements that are less than the Standard may be referred to the Workplace Ombudsman for investigation. Penalties of up to \$6,600 (for an individual) and \$33,000 (for a corporation) may be imposed if an employer does not comply with the Standard.

More detailed information on the no-disadvantage test and the Standard can be found on the Workplace Authority's website [www.workplaceauthority.gov.au](http://www.workplaceauthority.gov.au). Information can also be obtained by contacting the Workplace Infoline on 1300 363 264.

**English**

This receipt was issued by the Workplace Authority and provides information about workplace agreements. If you cannot read English and need help to understand this information, please call the Workplace Authority through the Translating and Interpreting Service on 13 14 50. This telephone interpreting service will be paid for by the Workplace Authority.

**Arabic**

هذا الإيجاز صادر من Workplace Authority (سلطة أماكن العمل) وهو يعرض معلومات عن اتفاقيات مكان العمل. إذا كنت لا تستطيع قراءة اللغة الإنكليزية واحتجت لمساعدة في فهم هذه المعلومات، يرجى الاتصال بـ Workplace Authority عن طريق خدمة الترجمة الخطية والشفهية على الرقم 13 14 50. وستقوم Workplace Authority بدفع رسوم خدمة الترجمة الشفهية الهاتفية هذه.

**Chinese**

此收據由工作場所管理局(Workplace Authority)簽發，其中提供了有關工作場所協議的信息。如果您不能閱讀英文而需要幫助了解此資料，請致電13 14 50，透過翻譯及傳譯服務與Workplace Authority聯絡。該電話傳譯服務之費用將由Workplace Authority支付。

**Croatian**

Ovu potvrdu je izdala Workplace Authority (Uprava za radne odnose) i u njoj se navode informacije o radnim ugovorima (workplace agreements). Ako ne možete čitati engleski i trebate pomoć kako biste razumjeli ove informacije, molimo nazovite Workplace Authority preko Službe prevoditelja i tumača (Translating and Interpreting Service) na broj 13 14 50. Usluge službe tumača plaća Workplace Authority.

**Farsi**

این رسید توسط Workplace Authority (اداره مسئول امور محل کار) صادر شده و اطلاعاتی درباره توافقی های محل کار ارائه می دهد. اگر شما نمی توانید انگلیسی بخوانید و برای فهمیدن این اطلاعات به کمک نیاز دارید، خواهشمند است از طریق خدمات ترجمه کتبی و شفاهی با شماره 13 14 50 به Workplace Authority تلفن کنید. هزینه این سرویس ترجمه تلفنی را Workplace Authority خواهد پرداخت.

**Filipino**

Ang resibong ito ay ipinalabas ng Workplace Authority (Tagapamabala sa Pinagtatrabahuhang Lugar) at nagbibigay ng impormasyon tungkol sa mga kasunduan sa pinagtatrabahuhan. Kung hindi kayo nakababasa ng Ingles at kaibanganyo ng tulong upang maintindihan itong impormasyon, pakitawagan ang Workplace Authority sa pamamagitan ng Serbisyo ng Tagasalinwika at Interprete (Translating and Interpreting Service) sa 13 14 50. Ang serbisyo ng pagsasalinwika sa telepono ay babayaran ng Workplace Authority.

**Greek**

Αυτή η απόδειξη εκδόθηκε από το Workplace Authority (Αρχή Εργασιακών Χώρων) και παρέχει πληροφορίες σχετικά με τις συμβάσεις εργασιακού χώρου. Αν δεν μπορείτε να διαβάσετε Αγγλικά και χρειάζεστε βοήθεια για να καταλάβετε αυτές τις πληροφορίες, παρακαλείστε να τηλεφωνήσετε στο Workplace Authority μέσω της Υπηρεσίας Μεταφραστών και Διερμηνέων (Translating and Interpreting Service) στο 13 14 50. Αυτή η τηλεφωνική υπηρεσία διερμηνέων θα πληρωθεί από το Workplace Authority.

**Indonesian**

Tanda terima ini dikeluarkan oleh Workplace Authority (Otoritas Tempat Kerja) dan memberi informasi tentang persetujuan tempat kerja. Jika Anda tidak dapat membaca bahasa Inggris dan perlu bantuan untuk memahami informasi ini, silakan telepon Workplace Authority melalui Translating and Interpreting Service (Pelayanan Penerjemahan dan Juru Bahasa) nomor 13 14 50. Pelayanan juru bahasa lewat telepon ini akan dibayar oleh Workplace Authority.

**Italian**

La presente ricevuta è stata rilasciata dalla Workplace Authority e contiene informazioni sui contratti di lavoro aziendali. Se non siete in grado di leggere l'inglese e avete bisogno di assistenza per comprendere queste informazioni, chiamate la Workplace Authority servendovi del servizio traduzioni e interpreti al numero 13 14 50. Il costo di questo servizio interpreti sarà a carico della Workplace Authority.

**Khmer**

វិក្កយប័ត្រនេះត្រូវបានចេញដោយ Workplace Authority (អង្គការគ្រប់គ្រងទីកន្លែងធ្វើការ) ហើយផ្តល់ជូនព័ត៌មានអំពីពិធីសន្យាស្តីពីការងាររបស់ក្រុមហ៊ុន។ សូមស្រាវជ្រាវបន្ថែមទៀតអំពីព័ត៌មាននេះ សូមទូរស័ព្ទទៅ Workplace Authority តាមរយៈកិច្ចបម្រើសេវាបកប្រែភាសាសរសេរ និងបកស្រាយជាមួយលេខ 13 14 50 ព្រោះ Workplace Authority នឹងបង់ថ្លៃសេវាបកប្រែកិច្ចបម្រើសេវាបកប្រែភាសាសរសេរនេះ។

**Korean**

본 Workplace Authority (직수준은 직장 관리국)에서 발행한 것으로서 직장 협약에 관한 정보가 실려 있습니다. 영어 알기에 어려움이 있으셔서 분 정보를 이해하는데 도움이 필요하시면 불면어 서비스를 지원해 드리는 TIS, 전화 13 14 50번을 통해 Workplace Authority로 문의하시기 바랍니다. 전화 불어 서비스 비용은 Workplace Authority가 부담합니다.

**Lao**

ສິ່ງຮັບໃບນີ້ແມ່ນອອກໂດຍ Workplace Authority (ບັນດາອົງການຄຸ້ມຄອງທີ່ເຮັດວຽກ) ແລະ ໃຫ້ຂໍ້ມູນ ກ່ຽວກັບສັນຍາການເຮັດວຽກ. ຖ້າທ່ານບໍ່ສາມາດອ່ານໂຕໂຕ ແລະ ຕ້ອງການຄວາມຊ່ວຍເຫຼືອໃນການອ່ານ ຢ່າສະຫຍັນສູນກາງຂອງພວກເຮົາ ຫຼື ກະຖວາງໂທລະສັບຂອງພວກເຮົາ Workplace Authority ໂດຍບໍ່ຄ່າສາມາດ ແປຕົວໂຕໂຕ ແລະ ແປປາສາ ຕາມໂທລະສັບເລຂາ 13 14 50. ພວກເຮົາ Workplace Authority ຈະບໍ່ຄ່າຮັບ ສ່ວນໂທລະສັບນີ້ອີກ.

**Macedonian**

Оваа потврда ја издаде Workplace Authority (Управата за работни односи) и таа содржи информации за работните договори. Ако не можете да читате текстот на англиски јазик и ако ви треба помош да ги разберете овие информации, ве

молиме телефонирајте во Workplace Authority преку Службата за писмено и усмено преведување (Translating and Interpreting Service) на 13 14 50. За ова преведување преку телефон ќе плати Workplace Authority.

**Malay**

Resit ini dikeluarkan oleh Workplace Authority (Lembaga Tempat Kerja) dan memberi maklumat mengenai perjanjian tempat kerja. Jika anda tidak membaca bahasa Inggeris dan memerlukan bantuan untuk memahami maklumat ini, sila telefon Workplace Authority melalui Perkhidmatan Penerjemahan dan Jurubahasa pada nombor 13 14 50. Perkhidmatan jurubahasa telefon ini akan dibayar oleh Workplace Authority.

**Polish**

Niniejszy dokument wydany został przez Workplace Authority (Urząd ds. Zatrudnienia) i zawiera informacje na temat umów o pracę. Jeśli nie czytasz po angielsku i potrzebujesz pomocy w zrozumieniu zawartych tu informacji, zatelefonuj do nas za pośrednictwem Biura Tłumaczy (Translating and Interpreting Service), tel. 13 14 50. Koszt pomocy tłumacza pokryty zostanie przez Workplace Authority.

**Portuguese**

Este recibo foi emitido pela Workplace Authority (Autoridade para as Condições de Trabalho) e oferece informação sobre acordos laborais. Se não puder ler inglês e necessita ajuda para compreender esta informação, por favor contacte a Workplace Authority usando o Serviço de Tradução e Intérpretes através do 13 14 50. Este serviço de interpretação telefónica será pago pela Workplace Authority.

**Russian**

Настоящее уведомление было подготовлено Workplace Authority (Управлением по производственным отношениям) и в нем приводится информация о трудовых соглашениях. Если вы не можете читать по-английски и нуждаетесь в помощи для понимания настоящей информации, звоните в Workplace Authority через посредство Переводческой службы TIS по тел. 13 14 50. Эта телефонная переводческая услуга будет оплачиваться Workplace Authority.

**Samoan**

Ole resiti lenei sa aumai i e Workplace Authority (Pulea Falefalealuga) ma e maua mai ai faamatalaga e uiga i feagaiga i falefalealuga. A le mafai ona e faitau ile gagana Peretania ma e te manatonia se fesoaosani ile faamatalamalaina o nei faamatalaga, faamolemole valaau ile Workplace Authority e auaua atu ile Auauaga o Faailiupu ma Faamatalaupu ile 13 14 50. O lenei auauaga ole faamatalaupu ile telefoni ole a tologiina ile Workplace Authority.

**Serbian**

Ovu potvrdu je izdala Workplace Authority (Ogranak za radne odnose) i u njoj se navode informacije o sporazumima o radu. Ako ne znate da čitate na engleskom i treba vam pomoć da biste razumeli ove informacije, molimo nas da nazovete Workplace Authority preko Službe prevodilaca i tumača na 13 14 50. Te usluge i tumačenja će platiti Workplace Authority.

**Spanish**

El presente recibo fue expedido por la Workplace Authority (Autoridad para las condiciones de trabajo) y proporciona información sobre los convenios empresariales. Si usted no sabe leer inglés y necesita ayuda para entender la información contenida en este documento, llame a la Workplace Authority por medio del Translating and Interpreting Service (Servicio de Traducción e Interpretación) al 13 14 50. La Workplace Authority abonará la tarifa de dicho servicio de interpretación telefónica.

**Swahili**

Risiti hii ilitolewa kutoka kwa afisi ya Workplace Authority (Afisi inayosimamia kazi) na inaonekana maelezo kuhusu masikiziano ya Workplace Authority. Ikiwa hauwezi kusema kingereza na unahitaji msaada kutewela hayo, tafadhali piga simu afisini ya Workplace Authority kupitia Translating and Interpreting Service (udomo unayopeana watafsiri kwa simu) nambari 13 14 50, (moja tatu moja tne sano sifuri). Udumu hii ya Translating and Interpreting Service italipwa na Workplace Authority.

**Thai**

เอกสารนี้จัดทำขึ้นโดย Workplace Authority (สำนักงานแรงงานสัมพันธ์) ให้แก่บริษัทจ้างงาน สัญญาว่าจ้าง ซึ่งได้ให้ข้อมูลเกี่ยวกับข้อตกลงจ้างงานในสถานทำงาน งานกำหนดวันงานวันหยุดไม่ได้อะไรก็ตาม ความช่วยเหลือที่ให้แก่ท่านจะฟรีโดยข้อมูลนี้ทุก ๆ สิ่งอย่างอื่นจาก Workplace Authority สามารถบริการผ่านคณะกรรมการ (Translating and Interpreting Service) ที่หมายเลข 13 14 50 ทาง Workplace Authority จะเป็นผู้ชำระค่าใช้จ้มนำเข้ารายการบริการทั้งหมดโดยไม่มีค่าใช้จ่าย

**Tongan**

Ko e tohi tali totongi ko 'eni 'oku 'uatu in 'e he Workplace Authority (Ma'i Mafai Ki he Ngaue'anga) pea 'uatu fiki ai ha fakamatala fakau'aki mo e ngahi'ulepau fakangaue'anga. Kapau 'oku 'ikai ke ke lava 'o lautohi faka-Pilitania pea 'oku ke toe fiema'u ha tokoni ke mahino 'a e fakamatala ko 'eni, pea ke kataki 'o ta ki he Workplace Authority 'a fakafou atu 'i he Translating and Interpreting Service (Va'a Ngaue ki he Fakatonulea mo Lifiu Lea) 'i he 13 14 50. 'E totongi 'e he Workplace Authority 'a e fakatonulea he telefoni ko 'eni.

**Turkish**

Bu makbuz, Workplace Authority (İşyeri Dairesi) tarafından verilmiş olup, işyeri anlaşmaları hakkında bilgi sağlanmaktadır. Eğer İngilizce okuyamıyorsanız ve bu bilgiyi anlamakta yardıma ihtiyaç duyuyorsanız, lütfen 13 14 50 nolu telefonun Yazılı ve Sözlü Tercümanlık Servisi (Translating and Interpreting Service) kanalıyla Workplace Authority'yi arayınız. Bu telefon tercüme servisinin ücreti Workplace Authority tarafından karşılanacaktır.

**Vietnamese**

Biên nhận này của Cơ quan Workplace Authority (Chuyên trách về Sở làm) cung cấp thông tin về hợp đồng nơi sở làm. Nếu quý vị không biết tiếng Anh và muốn được giúp đỡ hiểu những thông tin này, xin gọi tới Cơ quan Workplace Authority bằng cách gọi chủ Đường dây Thông dịch và Dịch thuật số 13 14 50. Cơ quan Workplace Authority sẽ trả lệ phí dùng đường dây thông dịch.

