



Fair dismissals for small business

The Rudd Government is committed to providing a system which is simple and fair for both small business owners and employees.

Employers benefit from:

- no claims in the first 12 months;
- a simple code to ensure dismissals are fair; and
- a specialist service for small businesses from the Fair Work Ombudsman.

Call the Small Business Support Line on **1800 777 275** for more information.

Small business fair dismissal code

The code is a new feature of the national workplace relations system. It applies to employees who have been employed in a small business for more than 12 months.

The code requires the employer to give the employee:

- a valid reason why the employee is at risk of being dismissed based on the employee's conduct, or capacity to do the job; and
- a reasonable chance to rectify the problem.

It is desirable, but not necessary, for a warning to be in writing. Multiple warnings are not required. No three strikes and you're out. No go away money.

The code sets out when you can dismiss someone without notice or warning. This includes cases of theft, fraud and violence.

A simple checklist to aid employers

Visit www.fairwork.gov.au for a simple checklist to help your small business comply with the code.

Further assistance

Call the Fair Work Ombudsman on **13 13 94** for advice.

To find out more go to www.alp.org.au or contact my office
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