

## What are the 10 NES entitlements?

The NES are set out in the *Fair Work Act 2009* and comprise 10 minimum standards. The NES involve the following minimum entitlements:

1. **Maximum weekly hours of work** - 38 hours per week, plus reasonable additional hours.
2. **Requests for flexible working arrangements** - allows parents or carers of a child under 18 with a disability, to request a change in working arrangements to assist with their caring responsibilities.
3. **Parental leave and related entitlements** - up to 12 months unpaid leave for every child, and an additional 12 months unpaid leave, and other forms of maternity, paternity and parental leave.
4. **Annual leave** - 4 weeks paid leave per year, plus an additional week for certain employees.
5. **Personal / carer's leave and compassionate leave** - 10 days paid personal / carer's leave as required, and two days compassionate leave (unpaid for casuals) as required.
6. **Community service leave** - unpaid leave for voluntary emergency activities and entitlement to be paid for up to 10 days for jury service.
7. **Long service leave** - a transitional entitlement for employees who had certain Long Service Leave pending the development of a uniform national long service leave standard.
8. **Public holidays** - a paid day off on a public holiday, except where reasonably required.
9. **Notice of termination and redundancy pay** - up to 4 weeks notice of termination (for permanent employees with at least 2 years of continuous service) and up to 16 weeks redundancy pay (for permanent employees with at least 2 years of continuous service).
10. **Provision of a Fair Work Information Statement** - employers must provide this statement which contains information about the NES, modern awards, agreement-making, the right to request flexible working arrangements, right of entry, right of entry, transitional provisions, roles of Fair Work Australia and the Fair Work Ombudsman.

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*The Fair Work Ombudsman is committed to providing useful, reliable information to help you understand workplace laws.*

*It is your responsibility to comply with workplace laws that apply to you.*

*The information contained on this website is:*

*\* general in nature and may not deal with all aspects of the law that are relevant to your specific situation*

*\* not legal advice.*

*Therefore, you may wish to seek independent professional advice to ensure all the factors relevant to your situation are considered.*

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