

# DISMISSAL UNDER THE FAIR WORK ACT

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# REPRESENTATION

- “Lawyers”
- “Paid agent”
- Implications for consultants and Industrial Organisations?
- On-Q Group Training & Hunter Valley Earthmoving

# PROCEDURAL MATTERS

- 14 day time limit
- Telephone Conciliation conferences
- Then what?

# GENERAL PROTECTIONS

- Discrimination, Temporary absence
- Expanded scope
- 60 day time limit
- Compulsory conference

# OTHER NEW FEATURES

- Minimum employment periods
- Transferring employees
- Small Business Fair Dismissal Code
- Valid reason + Procedural fairness still reign