



Queensland

Fair Work (Commonwealth Powers) and Other Provisions Act 2009

Act No. 49 of 2009



Queensland

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Queensland

Fair Work (Commonwealth Powers) and Other Provisions Act 2009

Act No. 49 of 2009

An Act to refer particular matters relating to workplace relations to the Parliament of the Commonwealth for the purposes of section 51(xxxvii) of the Commonwealth Constitution, to amend other legislation to provide for particular matters as a consequence of the referral and for associated matters, and to amend the Trustee Companies Act 1968 to facilitate the regulation of trustee companies by the Commonwealth, to repeal the Trustee Companies Regulation 1996 and to make particular consequential amendments to other Acts relating to trustee companies, and to amend the Adoption Act 2009 to provide for a particular matter, and to authorise the Governor to make a gazette notice endorsing a particular Commonwealth regulation for the Trans-Tasman Mutual Recognition (Queensland) Act 2003 and to amend the Mutual Recognition (Queensland) Act 1992 for a particular purpose

[Assented to 19 November 2009]

The Parliament of Queensland enacts—

Part 1 Preliminary

1 Short title

This Act may be cited as the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009*.

2 Commencement

- (1) This Act, other than parts 6 and 7, commences on a day to be fixed by proclamation.
- (2) The *Acts Interpretation Act 1954*, section 15DA does not apply to a provision of this Act other than parts 4 and 5.

3 Definitions

- (1) In this Act—

amendment reference means the reference under section 5(1)(b).

Commonwealth Fair Work Act means the *Fair Work Act 2009* (Cwlth) (as amended from time to time).

department see the *Public Service Act 2008*, section 7.

employing office means an entity designated as an employing office, and empowered to employ persons on behalf of the State, under an Act.

excluded subject matter means any of the following matters—

- (a) a matter dealt with in the *Anti-Discrimination Act 1991*;
- (b) superannuation;
- (c) workers' compensation;

- (d) occupational health and safety;
- (e) matters relating to outworkers (within the ordinary meaning of the term);
- (f) child labour;
- (g) training arrangements;
- (h) long service leave;
- (i) leave for victims of crime;
- (j) attendance for service on a jury, or for emergency service duties;
- (k) declaration, prescription or substitution of public holidays;
- (l) the following matters relating to provision of essential services or to situations of emergency—
 - (i) directions to perform work, including to perform work at a particular time or place, or in a particular way;
 - (ii) directions not to perform work, including not to perform work at a particular time or place, or in a particular way;
- (m) regulation of any of the following—
 - (i) employee associations;
 - (ii) employer associations;
 - (iii) members of employee associations or of employer associations;
- (n) workplace surveillance;
- (o) business trading hours;
- (p) claims for enforcement of contracts of employment, except so far as a law of the State provides for the variation or setting aside of rights and obligations arising under a contract of employment, or another arrangement for employment, that a court or tribunal finds is unfair;

[s 3]

- (q) rights or remedies incidental to a matter referred to in a preceding paragraph of this definition;

except to the extent that the *Fair Work Act 2009* (Cwlth), as originally enacted, deals with the matter (directly or indirectly), or requires or permits instruments made or given effect under the Commonwealth Fair Work Act so to deal with the matter.

express amendment of the Commonwealth Fair Work Act means the direct amendment of the text of that Act (whether by the insertion, omission, repeal, substitution or relocation of words or matter) but does not include the enactment by a Commonwealth Act of a provision that has, or will have, substantive effect otherwise than as part of the text of the Commonwealth Fair Work Act.

fundamental workplace relations principles see section 4.

initial reference means the reference under section 5(1)(a).

initial referred provisions means the scheduled text, to the extent to which that text deals with matters that are included in the legislative powers of the Parliament of the State.

law enforcement officer means—

- (a) a member of the Queensland Police Service as defined under the *Police Service Administration Act 1990*, section 2.2; or
- (b) a special constable appointed under the *Police Service Administration Act 1990*, section 5.16.

local government sector employee means an employee of a local government sector employer.

local government sector employer means an employer that is—

- (a) a local government; or
- (b) any entity established under the *Local Government Act 1993* or the *City of Brisbane Act 1924*; or
- (c) a local government entity under the *Local Government Act 2009*; or

-
- (d) the Local Government Association of Queensland (Incorporated) established under the *Local Government Act 1993*; or
 - (e) any other entity controlled by a body or bodies mentioned in a preceding paragraph.

public sector employee means—

- (a) a person employed or appointed in or by a public sector employer; or
- (b) the chief executive of a public sector employer.

public sector employer means any of the following—

- (a) a Minister;
- (b) a department or public service office;
- (c) an employing office;
- (d) a registry or other administrative office of a court or tribunal of the State of any jurisdiction;
- (e) an agency, authority, commission, corporation, instrumentality, office, or other entity, not otherwise mentioned in a preceding paragraph, established under an Act or under State authorisation for a public or State purpose;
- (f) a chief executive of, or part of, an entity mentioned in a preceding paragraph;

but does not include the following—

- (g) a GOC;
- (h) an entity mentioned in schedule 1;
- (i) a chief executive of an entity mentioned in paragraphs (g) and (h).

reference means—

- (a) the initial reference; or
- (b) the amendment reference; or
- (c) the transition reference.

[s 3]

referred subject matters means any of the following—

- (a) terms and conditions of employment, including any of the following—
 - (i) minimum terms and conditions of employment (including employment standards and minimum wages);
 - (ii) terms and conditions of employment contained in instruments (including instruments such as awards, determinations and enterprise-level agreements);
 - (iii) bargaining in relation to terms and conditions of employment;
 - (iv) the effect of a transfer of business on terms and conditions of employment;
- (b) terms and conditions under which an outworker entity may arrange for work to be performed for the entity (directly or indirectly), if the work is of a kind that is often performed by outworkers;
- (c) rights and responsibilities of persons, including employees, employers, independent contractors, outworkers, outworker entities, associations of employees or associations of employers, being rights and responsibilities relating to any of the following—
 - (i) freedom of association in the context of workplace relations, and related protections;
 - (ii) protection from discrimination relating to employment;
 - (iii) termination of employment;
 - (iv) industrial action;
 - (v) protection from payment of fees for services related to bargaining;
 - (vi) sham independent contractor arrangements;
 - (vii) standing down employees without pay;

(viii) union rights of entry and rights of access to records;

- (d) compliance with, and enforcement of, the Commonwealth Fair Work Act;
- (e) the administration of the Commonwealth Fair Work Act;
- (f) the application of the Commonwealth Fair Work Act;
- (g) matters incidental or ancillary to the operation of the Commonwealth Fair Work Act or of instruments made or given effect under the Commonwealth Fair Work Act;

but does not include any excluded subject matter.

referred transition matters means the matters of the making of laws with respect to the transition from the regime provided for by—

- (a) the *Workplace Relations Act 1996* (Cwlth) (as it continues to apply because of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cwlth)); or
- (b) a law of this State relating to workplace relations or industrial relations;

to the regime provided for by the Commonwealth Fair Work Act.

scheduled text means the text set out in Schedule 2.

transition reference means the reference under section 5(1)(c).

- (2) Words or phrases in the definition of ***excluded subject matter*** or the definition of ***referred subject matters*** that are defined in the Commonwealth Fair Work Act have, in that definition, the meanings set out in that Act as in force on 1 July 2009.
- (3) For the purposes of the Commonwealth Fair Work Act, the Commissioner of the Police Service is to be taken to be an employer of law enforcement officers of the State.

[s 4]

Part 2 **Reference of matters**

4 **Fundamental workplace relations principles**

The following are the fundamental workplace relations principles under this Act—

- (a) that the Commonwealth Fair Work Act should provide for, and continue to provide for, the following—
 - (i) a strong, simple and enforceable safety net of minimum employment standards;
 - (ii) genuine rights and responsibilities to ensure fairness, choice and representation at work, including the freedom to choose whether or not to join and be represented by a union or participate in collective activities;
 - (iii) collective bargaining at the enterprise level with no provision for individual statutory agreements;
 - (iv) fair and effective remedies available through an independent umpire;
 - (v) protection from unfair dismissal;
- (b) that there should be, and continue to be, in connection with the operation of the Commonwealth Fair Work Act, the following—
 - (i) an independent tribunal system;
 - (ii) an independent authority able to assist employers and employees within a national workplace relations system.

5 **Reference of matters**

- (1) Subject to the other provisions of this Act, the following matters are referred to the Parliament of the Commonwealth—
 - (a) the matters to which the initial referred provisions relate, but only to the extent of the making of laws with

- respect to those matters by including the initial referred provisions in the Commonwealth Fair Work Act, as originally enacted, and as subsequently amended by amendments enacted at any time before this Act commences, in the terms, or substantially in the terms, set out in the scheduled text;
- (b) the referred subject matters, but only to the extent of making laws with respect to any such matter by making express amendments of the Commonwealth Fair Work Act;
 - (c) the referred transition matters.
- (2) The reference of a matter under subsection (1) has effect only—
- (a) if and to the extent that the matter is not included in the legislative powers of the Parliament of the Commonwealth (otherwise than by a reference for the purposes of section 51(xxxvii) of the Commonwealth Constitution); and
 - (b) if and to the extent that the matter is included in the legislative powers of the Parliament of the State.
- (3) The operation of each paragraph of subsection (1) is not affected by any other paragraph.
- (4) To remove doubt, it is declared that it is the intention of the Parliament of the State that the Commonwealth Fair Work Act may be expressly amended, or have its operation otherwise affected, at any time after the commencement of this Act by provisions of Commonwealth Acts whose operation is based on legislative powers that the Parliament of the Commonwealth has apart from under the references under subsection (1).
- (5) Despite any other provision of this section, a reference under subsection (1) has effect for a period—
- (a) beginning when this section commences; and

[s 6]

- (b) ending at the end of the day fixed under section 7 as the day on which the reference is to terminate;
but no longer.

6 Matters excluded from the reference

A matter referred by section 5 does not include—

- (a) matters relating to Ministers or Members of Parliament;
or
- (b) matters relating to the Governor, the Office of the Governor, the Governor's official residence (known as 'Government House') and its associated administrative unit; or
- (c) matters relating to judicial officers, or members of tribunals established by or under a law of the State, or their associates; or
- (d) matters relating to public sector employees and employers; or
- (e) matters relating to persons appointed or engaged by the Governor, Governor in Council or a Minister under any other Act, law or authority; or
- (f) matters relating to officers or employees of the parliamentary service as defined under the *Parliamentary Service Act 1988*, section 23; or
- (g) matters relating to law enforcement officers; or
- (h) matters relating to local government sector employees and employers.

7 Termination of references

- (1) The Governor may, at any time, by proclamation published in the Gazette, fix a day as the day on which—
 - (a) the references are to terminate; or
 - (b) the amendment reference is to terminate; or

-
- (c) the transition reference is to terminate.
 - (2) The Governor may, by proclamation published in the Gazette, revoke a proclamation published under subsection (1), in which case the revoked proclamation is taken (for the purposes of section 5) never to have been published.
 - (3) A revoking proclamation has effect only if published before the day fixed under subsection (1).
 - (4) The revocation of a proclamation published under subsection (1) does not prevent publication of a further proclamation under that subsection.
 - (5) If the amendment reference and the transition reference have been terminated, the expression *the references* in subsection (1) refers only to the initial reference.

8 Effect of termination of amendment reference or transition reference before initial reference

- (1) If the amendment reference or the transition reference terminates before the initial reference, the termination of the amendment reference or transition reference does not affect—
 - (a) laws that were made under that reference before that termination (whether or not they have come into operation before that termination); or
 - (b) the continued operation in the State of the Commonwealth Fair Work Act as in operation immediately before the termination or as subsequently amended or affected by—
 - (i) laws referred to in paragraph (a) that come into operation after that termination; or
 - (ii) provisions referred to in section 5(4).
- (2) Accordingly, the amendment reference or transition reference continues to have effect for the purposes of subsection (1) unless the initial reference is terminated.

[s 9]

9 Period for termination of references

- (1) Subject to subsection (2), a day fixed by a proclamation under section 7(1) must be no earlier than the first day after the end of the period of 6 months beginning on the day on which the proclamation is published.
- (2) If—
 - (a) a proclamation under section 7(1) only provides for the termination of the amendment reference; and
 - (b) the Governor, as part of the proclamation by which the termination is to be effected, declares that, in the opinion of the Governor, the Commonwealth Fair Work Act—
 - (i) is proposed to be amended (by an amendment introduced into the Parliament of the Commonwealth by a Commonwealth Minister); or
 - (ii) has been amended;in a manner that is inconsistent with 1 or more of the fundamental workplace relations principles;the day fixed by the proclamation under section 7(1)(b) may be earlier than the day that applies under subsection (1) but must be no earlier than the first day after the end of the period of 3 months beginning on the day on which the proclamation is published.
- (3) If the Governor fixes a day under subsection (2), the Minister must, as soon as practicable after the publication of the relevant proclamation, prepare a report on the matter and cause a copy of the report to be laid before the Legislative Assembly.

10 Proclamations

A proclamation made under this Act is subordinate legislation.

11 Amendment of long title

- (1) Long title, from ‘, to amend other legislation’—
omit.
- (2) This section is repealed the day after subsection (1) is commenced.

12 Transitional provision

A reference in any Act or instrument to an industrial instrument as defined under the *Industrial Relations Act 1999* includes, if the context permits and it is necessary to do so to take account of the reference of matters under this Act, a reference to a federal industrial instrument.

Part 3 Amendments of other legislation relating to the reference of matters

Division 1 Amendment of Acts Interpretation Act 1954

13 Act amended

This division amends the *Acts Interpretation Act 1954*.

14 Amendment of s 36 (Meaning of commonly used words and expressions)

Section 36—

insert—

‘*federal industrial instrument* see the *Industrial Relations Act 1999*, schedule 5.’.

[s 15]

Division 2 Amendment of Building and Construction Industry (Portable Long Service Leave) Act 1991

15 Act amended

This division amends the *Building and Construction Industry (Portable Long Service Leave) Act 1991*.

16 Amendment of s 59 (Amount of long service leave payment)

Section 59(8), (10) and (11), after ‘relevant award’—
insert—
‘or agreement’.

17 Amendment of schedule (Dictionary)

- (1) Schedule, definitions *award, building and construction industry award or agreement* and *industrial agreement*—
omit.
- (2) Schedule—
insert—
‘building and construction industry award or agreement
means either of the following applying to the building and construction industry—
 - (a) an industrial instrument under the *Industrial Relations Act 1999*; or
 - (b) a federal industrial instrument.’.

Division 3 **Amendment of Contract Cleaning
Industry (Portable Long Service
Leave) Act 2005**

18 **Act amended**

This division amends the *Contract Cleaning Industry (Portable Long Service Leave) Act 2005*.

19 **Amendment of s 71 (Application for long service leave entitlement)**

Section 71(2)(a), ‘award or relevant industrial agreement’—
omit, insert—
‘industrial instrument’.

20 **Amendment of s 73 (Amount of long service leave payment)**

Section 73(4), definition *classification level*, ‘award or relevant industrial agreement’—
omit, insert—
‘industrial instrument’.

21 **Amendment of s 75 (Payments to employers)**

Section 75(8), definition *classification level*, ‘award or relevant industrial agreement’—
omit, insert—
‘industrial instrument’.

22 **Amendment of s 151 (Relationship with other Acts, awards etc)**

Section 151, ‘award or relevant industrial agreement’—

[s 23]

omit, insert—

‘industrial instrument’.

23 Amendment of sch 2 (Dictionary)

(1) Schedule 2, definitions *award* and *relevant industrial agreement—*

omit.

(2) Schedule 2—

insert—

‘***industrial instrument*** means an industrial instrument under the *Industrial Relations Act 1999* or a federal industrial instrument.’.

Division 4 Amendment of Electoral Act 1992

24 Act amended

This division amends the *Electoral Act 1992*.

25 Amendment of schedule (Election Funding and financial disclosure based on part XX of the Commonwealth Electoral Act)

Schedule, section 287, definition *registered industrial organisation—*

omit, insert—

‘**registered industrial organisation** means—

- (a) a body registered as an industrial organisation, or a body whose registration was continued or preserved, under the *Industrial Relations Act 1999*; or
- (b) an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (Cwlth) or the law

of another State or territory about the registration of industrial organisations or unions.’.

Division 5 Amendment of Electricity Act 1994

26 Act amended

This division amends the *Electricity Act 1994*.

27 Amendment of s 131 (Effect of regulator taking over operation of relevant operations)

Section 131(7), after ‘1999’—

insert—

‘or the *Fair Work Act 2009* (Cwlth)’.

Division 6 Amendment of Health Services Act 1991

28 Act amended

This division amends the *Health Services Act 1991*.

29 Amendment of s 2 (Definitions)

Section 2, definition *award*, after ‘(Cwlth)’—

insert—

‘or a modern award under the *Fair Work Act 2009* (Cwlth)’.

[s 30]

Division 7 Amendment of Industrial Relations Act 1999

30 Act amended

This division amends the *Industrial Relations Act 1999*.

31 Amendment of s 5 (Who is an employee)

Section 5(1), at the end—

insert—

Note—

For the application of the Commonwealth Act, see the note to section 6(1).'

32 Amendment of s 6 (Who is an employer)

Section 6(1), at the end—

insert—

Note—

The Commonwealth Act applies generally speaking to private sector employers and their employees.'

33 Amendment of s 9 (Working time for an employee under an industrial instrument made on or before 1 September 2005 etc.)

(1) Section 9(8)—

renumber as section 9(9).

(2) Section 9—

insert—

'(8) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.'

34 Amendment of s 9A (Working time for an employee under an industrial instrument made after 1 September 2005 etc.)

- (1) Section 9A(12)—
renumber as section 9A(13).
 - (2) Section 9A—
insert—
- ‘(12) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’

35 Amendment of s 10 (Entitlement)

- (1) Section 10(8)—
renumber as section 10(9).
 - (2) Section 10—
insert—
- ‘(8) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’

36 Amendment of s 11 (Entitlement)

- (1) Section 11(8)—
renumber as section 11(9).
 - (2) Section 11—
insert—
- ‘(8) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’

[s 37]

37 Amendment of s 13 (Payment for annual leave)

(1) Section 13(5)—

renumber as section 13(6).

(2) Section 13—

insert—

‘(5) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’.

38 Amendment of s 13A (Annual leave loading)

Section 13A—

insert—

‘(4) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’.

39 Amendment of s 14 (Payment for annual leave on termination of employment)

Section 14—

insert—

‘(6) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’.

40 Amendment of s 14A (Jury service leave)

(1) Section 14A(7)—

renumber as section 14A(8).

(2) Section 14A—

insert—

‘(7) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’.

41 Amendment of s 15 (Public holidays)

(1) Section 15(10)—
renumber as section 15(11).

(2) Section 15—
insert—

‘(10) If this section applies to an employee, without limiting the section, its provisions are taken to be terms of an industrial instrument applicable to the employee.’.

42 Amendment of ch 2, pt 2, div 5, hdg (Past overrides less favourable conditions)

Chapter 2, part 2, division 5, heading—
omit, insert—

‘Division 5 General’.

43 Amendment of s 41 (This part overrides less favourable conditions)

(1) Section 41, heading—
omit, insert—

‘41 Relationship to other rights and industrial instruments’.

(2) Section 41—
insert—

‘(2) To the extent a provision of this part, other than section 38C, applies to an employee, without limiting the provision, the provision is taken to be a term of an industrial instrument applicable to the employee.’.

[s 44]

44 Insertion of new section 57A

Chapter 2, part 3—

insert—

‘57A Provisions taken to be terms of industrial instrument

‘A provision of this part that applies to an employee, without limiting the provision, is taken to be a term of an industrial instrument applicable to the employee.’.

45 Amendment of s 136 (Apprentice’s and trainee’s employment conditions)

Section 136(6), definition *industrial instrument*—

omit, insert—

‘*industrial instrument* includes a federal industrial instrument.’.

46 Amendment of s 275 (Power to declare persons to be employees or employers)

Section 275(4), definition *industrial instrument*—

omit, insert—

‘*industrial instrument* includes a federal industrial instrument.’.

47 Amendment of s 276 (Power to amend or void contracts)

(1) Section 276, heading, before ‘void’—

insert—

‘**declare**’.

(2) Section 276(7), definition *industrial instrument*—

omit, insert—

‘*industrial instrument* includes a federal industrial instrument.’.

48 Amendment of s 314 (Functions and powers vested in commission by other jurisdictions)

Section 314(1)(a), ‘*Workplace Relations Act 1996* (Cwlth)’—
omit, insert—
‘Commonwealth Act’.

49 Amendment of s 315 (Arrangements with Commonwealth public service)

Section 315(3), definition *Commonwealth public servant*, paragraphs (b) and (c)—
omit, insert—
‘(b) a person performing functions and exercising powers under the Commonwealth Act.’.

50 Amendment of s 408D (When fees are or are not payable to private employment agent)

Section 408D(4), definition *industrial instrument*—
omit, insert—
‘*industrial instrument* includes a federal industrial instrument.’.

51 Amendment of s 411 (Meaning of *counterpart federal body* for ch 12)

Section 411(1)(b), ‘Commonwealth Act, schedule 1, section 151’—
omit, insert—
‘Commonwealth (Registered Organisations) Act, section 151’.

[s 52]

52 Amendment of s 580 (Exemption if federal election held)

Section 580(2)(b), ‘Commonwealth Act’—

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

53 Amendment of s 581 (Obligation to notify change in federal election result)

Section 581(1)(b), ‘Commonwealth Act’—

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

54 Amendment of s 582 (Exemption)

Section 582(2), ‘Commonwealth Act’—

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

55 Amendment of s 584 (Obligation to file copy of federal officers register)

(1) Section 584(2), ‘Commonwealth Act’—

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

(2) Section 584(3), definition *officer’s records*, ‘Commonwealth Act’—

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

56 Amendment of s 585 (Obligation to give notice of change or contravention)

Section 585(1), ‘Commonwealth Act’—

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

57 Amendment of s 586 (Who may apply)

(1) Section 586(b), ‘Commonwealth Act’—

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

(2) Section 586(c), ‘Commonwealth Act, schedule 1, section 270’—

omit, insert—

‘Commonwealth (Registered Organisations) Act, section 270’.

58 Amendment of s 587 (Grant of exemption)

Section 587(4), definition *relevant Commonwealth provision*, ‘Commonwealth Act, schedule 1, chapter 8, part 3’—

omit, insert—

‘Commonwealth (Registered Organisations) Act, chapter 8, part 3’.

59 Amendment of s 588 (Obligation to file copies of federal audit documents)

Section 588(2), ‘filing under the Commonwealth Act, schedule 1, section 268’—

omit, insert—

‘lodging under the Commonwealth (Registered Organisations) Act, section 268’.

60 Amendment of s 589 (Obligation to give notice of change or contravention)

(1) Section 589(1)(b), ‘Commonwealth Act’—

[s 61]

omit, insert—

‘Commonwealth (Registered Organisations) Act’.

- (2) Section 589(1)(c), ‘Commonwealth Act, schedule 1, section 270’—

omit, insert—

‘Commonwealth (Registered Organisations) Act, section 270’.

61 Insertion of new chapter 16

After section 691—

insert—

‘Chapter 16 Employers declared not to be national system employers

‘Part 1 Declarations

‘692 Declaration that particular employers are not to be national system employers

- ‘(1) This section applies for the purpose of the Commonwealth Act, section 14(2).
- ‘(2) Brisbane City Council established under the *City of Brisbane Act 1924* is declared not to be a national system employer for the purposes of the Commonwealth Act.
- ‘(3) A regulation may declare an FWA section 14(2) employer not to be a national system employer for the purposes of the Commonwealth Act.
- ‘(4) A regulation may revoke a declaration made under a regulation.

- ‘(5) The Minister by gazette notice may fix a relevant day for the purposes of the declaration made by subsection (2) or a declaration made by a regulation mentioned in subsection (3).

Note—

Under the Commonwealth Act, section 14(2), an endorsement under the section by the Minister under the Commonwealth Act must be in force before a particular employer is not a national system employer as specified by the declaration. The prescription of a relevant day allows the timing of this endorsement to be taken into account for the purpose of applying the provisions of part 2.

- ‘(6) In this section—

FWA section 14(2) employer means an employer that, under section 14(2) of the Commonwealth Act, may be declared by or under a law of the State not to be a national system employer.

‘Part 2 **Change from federal to State system**

‘692A Definitions for this part

‘In this part—

declared employee means a person employed by a declared employer.

declared employer means an entity declared not to be a national system employer by a regulation mentioned in section 692(3).

federal industrial authority means—

- (a) Australian Industrial Relations Commission under the *Workplace Relations Act 1996* (Cwlth); or
- (b) FWA.

federal industrial authority manager means—

[s 61]

- (a) the registrar or deputy registrar of the Australian Industrial Relations Commission under the *Workplace Relations Act 1996*; or
- (b) the General Manager of FWA.

national fair work legislation means—

- (a) the Commonwealth Act; or
- (b) the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cwlth).

new State instrument, for a particular employer, means the industrial instrument taken to exist on the relevant day under section 692D in relation to the employees of the employer.

old federal instrument, for a particular employer, means the federal industrial instrument mentioned in section 692D as applying to or purporting to apply to the employees of the employer immediately before the relevant day.

relevant day means—

- (a) for the Brisbane City Council and employees of the Brisbane City Council—the day fixed under section 692(5) for the declaration under section 692(2); or
- (b) for another particular employer or employee of the particular employer—the day fixed under section 692(5) for the declaration under section 692(3) that the employer is not to be a national system employer.

terms includes conditions, restrictions and other provisions.

‘692B Brisbane City Council

- ‘(1) This section applies to employees of Brisbane City Council to whom the BCC federal agreement relates immediately before the relevant day.
- ‘(2) From the relevant day, the *Brisbane City Council Transitional Enterprise Bargaining Certified Agreement 2009* is taken to bind Brisbane City Council, its employees and any employee organisation that is a party to the agreement.

‘(3) In this section—

BCC federal agreement means the *Brisbane City Council Transitional Enterprise Bargaining Certified Agreement 6 Extension 11* under the Commonwealth Act.

‘692C Operation of existing industrial instrument in relation to declared employers

‘(1) This section applies if a regulation provides in relation to a particular declared employer that from the relevant day an existing industrial instrument binds employees of the employer.

‘(2) From the relevant day, the industrial instrument binds the declared employer, the declared employees and any organisation that is a party to the agreement.

‘(3) A regulation—

(a) may be made for the purposes of subsection (1); and

(b) may declare the industrial instrument or any matter relating to the industrial instrument to be valid for the purposes of the operation of this section.

‘692D New State instrument taken to exist for declared employers in other circumstances

‘(1) This section applies to the extent sections 692B and 692C do not provide for declared employees.

‘(2) If a federal industrial instrument, immediately before the relevant day, applies to or purports to apply to the declared employees of a particular declared employer, on the relevant day, an industrial instrument binding the declared employer and declared employees is taken to exist under this Act.

‘(3) If a new State instrument is taken to exist because of subsection (2)—

(a) the instrument is taken to be—

[s 61]

- (i) if the old federal instrument is an individual statutory agreement—a QWA; and
 - (ii) otherwise—a certified agreement; and
 - (b) the instrument will be taken to be on the relevant day —
 - (i) for a QWA mentioned in paragraph (a)(i)—approved under this Act; or
 - (ii) for a certified agreement mentioned in paragraph (a)(ii)— certified under this Act; and
 - (c) subject to this section, the instrument is taken to have the same terms as the old federal instrument including those terms as added to or modified by—
 - (i) terms of a federal award incorporated into the old federal instrument; or
 - (ii) orders of a federal industrial authority; or
 - (iii) another instrument under the national fair work legislation or the *Workplace Relations Act 1996* (Cwlth); and
 - (d) this Act will apply in relation to the instrument subject to any modifications or exclusions that may be prescribed under a regulation made for this subsection; and
 - (e) the commission may—
 - (i) on application by the Minister; or
 - (ii) on application by a declared employer, a declared employee or an organisation;

amend or revoke any term of the instrument if the commission is satisfied that it is fair and reasonable to do so in the circumstances.
- ‘(4) The commission may, in amending a new State instrument under subsection (3)(e), and to achieve the final effect of an amendment, provide for the amendment to take effect—
- (a) immediately; or

-
- (b) progressively, in specified stages.
 - ‘(5) Despite a preceding subsection, a new State instrument applies subject to chapter 2.
 - ‘(6) A new State instrument is taken to have a specified nominal expiry date that is the earlier of the following—
 - (a) a day that is 2 years from the relevant day;
 - (b) the day that, immediately before the relevant day, was the expiry day of the old federal instrument.
 - ‘(7) In this section—

individual statutory agreement includes the following under the *Workplace Relations Act 1996* (Cwlth) given continued existence under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cwlth)—

 - (a) an Australian workplace agreement;
 - (b) a pre-reform AWA;
 - (c) an Individual Transitional Employment Agreement.

‘692E Ability to carry over matters

‘The commission may, in connection with the operation of this part, or any matter arising, directly or indirectly, out of the operation of this part—

- (a) accept, recognise, adopt or rely on any step taken under, or for the purposes of, the national fair work legislation; and
- (b) accept or rely on any matter or thing (including in the nature of evidence presented for the purposes of any proceedings) that has been presented, filed or provided under, or for the purposes of, the national fair work legislation; and
- (c) give effect in any other way to any other thing done under, or for the purposes of, the national fair work legislation.

[s 61]

‘692F Reference in a new State instrument to a federal industrial authority or authority manager

- ‘(1) If a term of a new State instrument is expressed to confer a power or function on a federal industrial authority, the term has effect from the relevant day as if it conferred the power or function instead on the commission.
- ‘(2) If a term of a new State instrument is expressed to confer a power or function on a federal industrial authority manager, the term has effect from the relevant day as if it conferred the power or function instead on the registrar.
- ‘(3) This section has effect subject to—
 - (a) a contrary intention in this Act; and
 - (b) a regulation.

‘692G Reference in a new State instrument to a provision of Commonwealth law

- ‘(1) If a term of a new State instrument is expressed to refer to a provision of the Commonwealth Act or the *Workplace Relations Act 1996* (Cwlth), from the relevant day it is taken to refer instead to the corresponding provision of this Act.
- ‘(2) This section has effect subject to—
 - (a) a contrary intention in this Act; and
 - (b) a regulation.
- ‘(3) In this section—

corresponding provision of this Act, to a provision of the Commonwealth Act or the *Workplace Relations Act 1996* (Cwlth), means—

 - (a) if paragraph (b) does not apply, a provision of this Act that is of similar effect to the provision of the Commonwealth Act or the *Workplace Relations Act 1996* (Cwlth); or
 - (b) a provision of this Act declared under a regulation to be a corresponding provision.

‘692H Reference in a new State instrument to a federal organisation

- ‘(1) If a term of a new State instrument is expressed to refer to a federal organisation, from the relevant day it is taken to refer instead to an organisation under this Act of which the federal organisation is a counterpart federal body as defined under section 411.
- ‘(2) If the federal organisation is not a counterpart federal body of an organisation under this Act, the federal organisation is taken to be an organisation under this Act for the representation in the State system of the employees of the relevant declared employer.
- ‘(3) Subsection (2) stops applying to the federal organisation when the new State instrument stops binding the relevant declared employer.
- ‘(4) This section has effect subject to—
 - (a) a contrary intention in this Act; and
 - (b) a regulation.

‘692I Counting service under the old federal instrument

- ‘(1) Subsection (2) applies for the purpose of deciding the entitlements of a declared employee under a new State instrument.
- ‘(2) Service of the declared employee with a declared employer before the relevant day that counted under the old federal instrument also counts as service of the declared employee with the declared employer under the new State instrument.
- ‘(3) If, before the relevant day, the declared employee has already had the benefit of an entitlement, the amount of which was calculated by reference to a period of service, subsection (2) does not result in that period of service being counted again when calculating the declared employee’s entitlements of that type under the new State instrument.

[s 61]

‘692J Accruing entitlements—leave accrued immediately before the relevant day

- ‘(1) This section applies to leave of the following types, however described, accruing to an employee (the *leave*)—
- (a) annual leave;
 - (b) sick leave, personal leave or carer’s leave;
 - (c) long service leave.
- ‘(2) If a declared employee to whom a new State instrument applies had, immediately before the relevant day, an accrued entitlement to an amount of the leave, the accrued leave is taken to have accrued under the new State instrument.
- ‘(3) It does not matter whether the leave accrued under the old federal instrument, under the national fair work legislation or this Act.

Note—

The reference to the accrual of leave under this Act arises if the old federal instrument refers to leave accruing in accordance with this Act.

- ‘(4) A regulation may deal with other matters relating to how a new State instrument applies to any other accrued entitlement that, immediately before the relevant day, a declared employee had under the old federal instrument or the Commonwealth Act.

‘692K Leave that is being, or is to be, taken under the old federal instrument

- ‘(1) If a declared employee was, immediately before the relevant day, taking a period of leave under the old federal instrument or under the Commonwealth Act, the employee is entitled to continue on that leave under the new State instrument or this Act for the remainder of the period.
- ‘(2) If a declared employee has, before the relevant day, taken a step under the old federal instrument or the Commonwealth Act that the employee is required to take so that the employee can, from the relevant day, take a period of leave under the old federal instrument or the Commonwealth Act, the employee is

taken to have taken the step under the new State instrument or this Act.

- ‘(3) A regulation may deal with other matters relating to how a new State instrument applies to leave that, immediately before the relevant day, is being, or is to be, taken by a declared employee under the old federal instrument or the Commonwealth Act.’.

62 Amendment of s 745 (Definitions for pt 7)

Section 745—

insert—

‘*Commonwealth Act* means the *Workplace Relations Act 1996* (Cwlth).’.

63 Insertion of new ch 20, pt 10

Chapter 20—

insert—

‘Part 10 Transitional provisions for Fair Work (Commonwealth Powers) and Other Provisions Act 2009

‘760 Referral of matters to Commonwealth Parliament

- ‘(1) In this section—

designated day means the day on which a Commonwealth law in the terms, or substantially in the terms, set out in scheduled text under the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009* comes into operation.

- ‘(2) This Act will operate in relation to—

- (a) any matter arising under this Act before the designated day (including a matter that is not in the nature of a right or that is procedural in nature); and

[s 64]

(b) any matter arising, directly or indirectly, out of such a matter;

insofar as the matter is not dealt with under the Commonwealth Act on or after the designated day.

‘(3) Nothing in this section is intended to limit or affect the operation of this Act—

(a) in relation to industrial or other matters that are not affected by a law of the Commonwealth relating to matters referred to the Parliament of the Commonwealth under the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009*; or

(b) in any other way (other than to the extent that this Act can not apply because of a law of the Commonwealth).’.

‘761 Declaration about BCC Certified Agreement

‘(1) This section applies to the *Brisbane City Council Transitional Enterprise Bargaining Certified Agreement 2009*.

‘(2) The agreement is to be taken to be validly made and certified for the purposes of the law of the State.

‘762 Amendment of regulation

‘The amendment of the *Industrial Relations Regulation 2000* by the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009* does not affect the power of the Governor in Council to further amend the regulation or to repeal it.’.

64 Amendment of sch 5 (Dictionary)

(1) Schedule 5, definitions *Australian commission*, *Commonwealth Act*, *federal agreement*, *federal award* and *federal organisation*—

omit.

(2) Schedule 5—

insert—

‘Australian commission means FWA.

Commonwealth Act means the *Fair Work Act 2009* (Cwlth).

Commonwealth (Registered Organisations) Act means *Fair Work (Registered Organisations) Act 2009* (Cwlth).

federal agreement means—

- (a) an Australian workplace agreement, or a certified agreement, under the *Workplace Relations Act 1996* (Cwlth) continued in existence under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cwlth); or
- (b) an enterprise agreement or an individual flexibility arrangement under the Commonwealth Act.

federal award means—

- (a) an award under the *Workplace Relations Act 1996* (Cwlth) continued in existence under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cwlth); or
- (b) a modern award under the Commonwealth Act.

federal industrial instrument means the following—

- (a) a fair work instrument under the Commonwealth Act;
- (b) an instrument given continuing effect under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cwlth), schedule 3, part 2;
- (c) a Division 2B State instrument under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cwlth).

federal organisation means an organisation under the Commonwealth (Registered Organisations) Act.

FWA means Fair Work Australia under the Commonwealth Act.’.

[s 65]

- (3) Schedule 5, definition *award*, paragraph (b), from ‘includes’—
omit, insert—
‘includes a federal award.’.
- (4) Schedule 5, definition *industrial authority*, after ‘conciliation’—
insert—
‘, determination’.

Division 8 Amendment of Industrial Relations Regulation 2000

65 Regulation amended

This division amends the *Industrial Relations Regulation 2000*.

66 Renumbering of pt 14

- (1) Part 14—
renumber as part 15.
- (2) Sections 148 and 149—
renumber as sections 149 and 150.

67 Insertion of new pt 14

After section 147—
insert—

‘Part 14 Declarations for Commonwealth Act, section 14(2)

‘148 Declarations

- ‘(1) This section applies for the purpose of the Commonwealth Act, section 14(2).
- ‘(2) Each of the employers mentioned in schedule 7A are declared not to be a national system employer for the purposes of the Commonwealth Act, section 14(2).

Note—

The local government listed in schedule 7A, part 2, opposite each declared employer is the body to which the Commonwealth Act, section 14(2)(a)(ii) applies of which the declared employer is a wholly owned subsidiary (within the meaning of the Corporations Act) or by which the declared employer is wholly controlled.

- ‘(3) In the schedule, parts 1 and 2, a reference to an Act under which an employer was established includes, if the Act continued the employer in existence, a reference to any law by or under which the employer was originally established.’

68 Insertion of new sch 7A

After schedule 7—

insert—

[s 68]

‘Schedule 7A Employers declared not to be national system employers

section 148

‘Part 1 Employers mentioned in the Commonwealth Act, section 14(2)(a)(i)

- 1 Australian Agricultural College Corporation
established under the *Agricultural College Act 2005*
- 2 Library Board of Queensland
established under the *Libraries Act 1988*
- 3 Queensland Art Gallery Board of Trustees
established under the *Queensland Art Gallery Act 1987*
- 4 Queensland Building Services Authority
established under the *Queensland Building Services Authority Act 1991*
- 5 Queensland Museum Board of Trustees
established under the *Queensland Museum Act 1970*
- 6 Residential Tenancies Authority
established under the *Residential Tenancies and Rooming Accommodation Act 2008*
- 7 South Bank Corporation
established under the *South Bank Corporation Act 1989*
- 8 Stadiums Queensland
established under the *Major Sports Facilities Act 2001*
- 9 Tourism Queensland

established under the *Tourism Queensland Act 1979*

10 WorkCover Queensland

established under the *Workers' Compensation and Rehabilitation Act 2003*

'Part 2 **Employers mentioned in the
Commonwealth Act, section
14(2)(a)(ii)**

1 Brisbane City Council Superannuation Plan (City Super)
ABN 32 864 248 795

established under the *City of Brisbane Act 1924* for a local
government purpose

2 Local Government Superannuation Scheme ABN 23 053 121
564

established under the *Local Government Act 1993* for a local
government purpose

3 Wide Bay Water Corporation ABN 98 380 729 010

established under the *Local Government Act 1993* for a local
government purpose

[s 68]

‘Part 3 Employers mentioned in the Commonwealth Act, section 14(2)(a)(iii)

Entity	Relevant Local Government
The trustee for Boonah and District Art Gallery and Library Trust Gift Fund (trading as Boonah and District Art Gallery and Library Trust Gift Fund) ABN 92 719 264 297	Scenic Rim Regional Council
The trustee for the Boonah District Performing Arts Centre (trading as Boonah and District Performing Arts Centre Trust) ABN 35 930 584 358	Scenic Rim Regional Council
Brisbane Arts Trust (trading as Brisbane Arts Trust) ABN 30 749 675 075	Brisbane City Council
Brisbane Marketing Pty Ltd ACN 094 633 262 and ABN 86 094 633 262	Brisbane City Council
Brisbane Powerhouse Pty Ltd (trading as Brisbane Powerhouse) ACN 091 551 290 and ABN 18 091 551 290	Brisbane City Council
Burdekin Cultural Complex Board Inc. (trading as Burdekin Cultural Complex Board Inc.) ABN 38 161 809 872	Burdekin Shire Council
Cairns Regional Gallery Limited ACN 062 537 259 and ABN 45 062 537 259	Cairns Regional Council
The trustee for the Cairns Regional Gallery Arts Trust (trading as Cairns Regional Gallery Foundation Ltd) ABN 42 114 461 772	Cairns Regional Council

Entity	Relevant Local Government
Caloundra City Enterprises Pty Ltd ACN 127 655 136 and ABN 39 127 655 136	Sunshine Coast Regional Council
Central Queensland Local Government Association Inc. ABN 34 593 816 745	Banana Shire Council, Central Highlands Regional Council, Gladstone Regional Council, Isaac Regional Council and Rockhampton Regional Council
Central Western Queensland Remote Area Planning and Development Board (trading as Central Western Queensland Remote Area Planning and Development Board) ACN 057 968 653 and ABN 76 057 968 653	Barcaldine Regional Council, Barcoo Shire Council, Blackall-Tambo Regional Council, Boulia Shire Council, Diamantina Shire Council, Longreach Regional Council and Winton Shire Council
CITIPAC International Pty Ltd ACN 011 028 649	Gold Coast City Council
City of Brisbane Arts and Environment Ltd (trading as City of Brisbane Arts and Environment Limited) ACN 084 763 253 and ABN 47 084 763 253	Brisbane City Council
City of Brisbane Investment Corporation Pty Ltd ACN 066 022 455 and ABN 95 066 022 455	Brisbane City Council
Council of Mayors (SEQ) (trading as Council of Mayors (SEQ), and other names) ABN 64 998 531 528	Brisbane City, Gold Coast City, Logan City, Lockyer Valley Regional, Redland City, Scenic Rim Regional, Somerset Regional, Sunshine Coast Regional and Toowoomba Regional Councils
Edward River Crocodile Farm Pty Limited (trading as Edward River Crocodile Farm) ACN 008 502 270 and ABN 90 008 502 270	Pormpuraaw Aboriginal Council

[s 68]

Entity	Relevant Local Government
The trustee for Empire Theatres Foundation (trading as Empire Theatres Foundation) ABN 69 130 487 365	Toowoomba Regional Council
Empire Theatres Pty Ltd ACN 086 482 288 and ABN 83 086 482 288	Toowoomba Regional Council
Far North Queensland Regional Organisation of Councils (trading as Far North Queensland Regional Organisation of Councils) ABN 52 034 736 962	Cairns Regional Council, Cassowary Coast Regional Council, Cooktown Shire Council, Hinchinbrook Shire Council, Tablelands Regional Council, Yarrabah Shire Council, Wujal Wujal Aboriginal Shire Council
Gold Coast Arts Centre Pty Ltd (trading as Gold Coast Arts Centre Pty Ltd) ACN 060 787 466 and ABN 85 060 787 466	Gold Coast City Council
Gulf Savannah Development Inc. (trading as Gulf Savannah Development, and as Gulf Savannah Tourism) ABN 69 956 728 660	Burke, Carpentaria, Croydon and Etheridge Shire Councils
Hervey Bay (Community Fund) Limited ACN 120 350 469	Fraser Coast Regional Council
Hervey Bay (Cultural Fund) Limited ACN 120 350 405	Fraser Coast Regional Council
The trustee for Ipswich Arts Foundation Trust ABN 75 833 582 216	Ipswich City Council
Ipswich City Council (trading as Ipswich Arts Foundation) ABN 61 461 981 077	Ipswich City Council

Entity	Relevant Local Government
Ipswich City Enterprises Investments Pty Ltd (trading as Ipswich City Enterprises Investments Pty Ltd) ACN 127 862 515 and ABN 42 127 862 515	Ipswich City Council
Ipswich City Enterprises Pty Ltd (trading as Ipswich City Enterprises Pty Ltd) ACN 095 487 086 and ABN 88 095 487 086	Ipswich City Council
Kronosaurus Korner Board Inc. (trading as Kronosaurus Korner) ABN 29 088 101 544	Richmond City Council
Lockhart River Aerodrome Company Pty Ltd (Lockhart River Aerodrome Company Pty Ltd) ACN 061 972 978 and ABN 95 061 972 978	Lockhart River Aboriginal Shire Council
Nuffield Pty Ltd ACN 068 043 318 and ABN 72 068 043 318	Brisbane City Council
Outback @ Isa Pty Ltd (trading as Outback@Isa) ACN 31 104 362 718 and ABN 104 362 718	Mount Isa City Council
Palm Island Community Company Ltd ACN 126 800 682 and ABN 64 126 800 682	Palm Island Aboriginal Shire Council
Poruma Island Pty Ltd ACN 098 641 162 and ABN 88 098 641 162	Poruma Island Community Council
Quad Park Corporation Pty Ltd ACN 127 704 947 and ABN 31 127 704 947	Caloundra City Council
Rodeo Capital Pty Ltd (trading as Buchanan Park Facilities Management) ACN 125 659 510 and ABN 89 125 659 510	Mount Isa City Council

[s 68]

Entity	Relevant Local Government
Sunshine Coast Events Centre Pty Ltd (trading as Caloundra Civic Cultural Centre) ACN 127 655 510 and ABN 38 127 655 510	Sunshine Coast Regional Council
Surfers Paradise Alliance Ltd ACN 097 068 285 and ABN 19 097 068 285	Gold Coast City Council
The Brolga Theatre Board Inc. (trading as The Brolga Theatre and Convention Centre) ABN 75 529 942 824	Fraser Coast Regional Council
The trustee for Townsville Cemetery Trust (trading as Townsville & Thuringowa Cemetery Trust) ABN 72 096 373 559	Townsville City Council
TradeCoast Land Pty Ltd ACN 111 428 212 and ABN 15 111 428 212	Brisbane City Council
Waltzing Matilda Centre Ltd (trading as Waltzing Matilda Centre) ACN 34 086 051 078 and ABN 34 086 051 078	Winton Shire Council
Warwick Tourism and Events Pty Ltd ACN 105 787 246 and ABN 52 105 787 246	Southern Downs Regional Council
Widelinx Pty Ltd ACN 113 136 824 and ABN 76 113 136 824	Fraser Coast Regional Council
Woorabinda Pastoral Company Pty Limited ACN 011 072 450 and ABN 17 011 072 450	Woorabinda Aboriginal Shire Council'

Division 9 Amendment of Magistrates Courts Act 1921

69 Act amended

This division amends the *Magistrates Courts Act 1921*.

70 Amendment of s 42B (Application of pt 5A)

Section 42B(3) and (4), after '(Cwlth)'—

insert—

'or the *Fair Work Act 2009* (Cwlth)'.

Division 10 Amendment of Statutory Instruments Act 1992

71 Act amended

This division amends the *Statutory Instruments Act 1992*.

72 Amendment of sch 2A (Subordinate legislation to which part 7 does not apply)

Schedule 2A, at the end—

insert—

'a proclamation under the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009*'.

Division 11 Amendment of Summary Offences Act 2005

73 Act amended

This division amends the *Summary Offences Act 2005*.

[s 74]

74 Amendment of sch 2 (Dictionary)

Schedule 2, definition *authorised industrial officer*, paragraph (b)—

omit, insert—

‘(b) a permit holder under the *Fair Work Act 2009* (Cwlth).’.

**Division 12 Amendment of Workers’
Compensation and Rehabilitation
Act 2003**

75 Act amended

This division amends the *Workers’ Compensation and Rehabilitation Act 2003*.

76 Amendment of s 107A (Definitions for pt 1A)

Section 107A, definition *Industrial Act*, paragraph (b)—

omit, insert—

‘(b) the *Fair Work Act 2009* (Cwlth).’.

77 Amendment of sch 6 (Dictionary)

Schedule 6, definition *industrial instrument*, paragraph (b)—

omit, insert—

‘(b) a federal industrial instrument.’.

Division 13 Amendment of Workplace Health and Safety Act 1995

78 Act amended

This division amends the *Workplace Health and Safety Act 1995*.

79 Amendment of s 90B (Definitions for part)

Section 90B, definition *employee organisation*, paragraph (b)—

omit, insert—

‘(b) an employee organisation under the *Fair Work Act 2009* (Cwlth).’.

Part 4 Amendments relating to trustee companies

Division 1 Amendment of Trustee Companies Act 1968

80 Act amended

This division amends the *Trustee Companies Act 1968*.

81 Amendment of s 4 (Definitions)

- (1) Section 4, definitions *corporation, director, financial institution, financial institution’s books, foreign company, insurance company, new trustee company, related corporation, trustee company* and *unincorporated association*—

[s 82]

omit.

(2) Section 4—

insert—

‘trustee company means a licensed trustee company under the Corporations Act, section 601RAA.’.

82 Amendment of s 4AA (Powers conferred on trustee companies are additional powers)

Section 4AA, ‘by any other Act’—

omit, insert—

‘under any other Act or the Corporations Act’.

83 Omission of s 4A (Subsidiaries, holding companies and related corporations)

Section 4A—

omit.

84 Omission of ss 36 and 36A

Sections 36 and 36A—

omit.

85 Relocation and renumbering of s 43 (When legatee to bear commission on legacy)

Section 43—

relocate and renumber, in part 8, as section 68A.

86 Omission of pt 4

Part 4, as amended—

omit.

87 Omission of ss 50–53

Sections 50 to 53—
omit.

88 Omission of pt 6

Part 6—
omit.

89 Relocation and renumbering of s 62 (Appointment of attorney by trustee company)

Section 62—
relocate and *renumber*, in part 8, as section 68B.

90 Omission of pt 7

Part 7—
omit.

91 Replacement of pt 8, hdg (General)

Part 8, heading—
omit, insert—

‘Part 8 Miscellaneous’.

92 Insertion of new s 68C

After section 68B—
insert—

‘68C Compulsory transfer determinations

‘(1) This section applies if—

- (a) ASIC cancels the licence of a trustee company (the *transferring company*) and makes a determination

[s 92]

under the Corporations Act, section 601WBA that there is to be a transfer of estate assets and liabilities from the transferring company to another licensed trustee company (the *receiving company*); and

- (b) ASIC issues a certificate of transfer under the Corporations Act, section 601WBG for the transfer; and
 - (c) either the transferring company or the receiving company is registered in Queensland.
- ‘(2) When the certificate of transfer comes into force, the receiving company becomes the successor in law of the transferring company in relation to estate assets and liabilities of the transferring company, to the extent of the transfer.

Note—

Under the Corporations Act, section 601WBG(2)(d), the certificate of transfer is required to state when the certificate comes into force.

- ‘(3) Without limiting subsection (2)—
- (a) if the transfer is a total transfer—all the estate assets and liabilities of the transferring company, wherever those assets and liabilities are located, become assets and liabilities of the receiving company (in the same capacity as they were assets and liabilities of the transferring company) without any transfer, conveyance or assignment; and
 - (b) if the transfer is a partial transfer—all the estate assets and liabilities included in the list mentioned in the Corporations Act, section 601WBG(2)(c), wherever those assets and liabilities are located, become assets and liabilities of the receiving company (in the same capacity as they were assets and liabilities of the transferring company) without any transfer, conveyance or assignment; and
 - (c) to the extent of the transfer, the duties, obligations, immunities, rights and privileges applying to the transferring company apply to the receiving company.
- ‘(4) If the certificate includes provisions of a kind mentioned in the Corporations Act, section 601WBG(3)—

- (a) if the provisions state that particular things are to happen or are taken to be the case—those things are, by force of this section, taken to happen, or to be the case, in accordance with those provisions; and
- (b) if the provisions state a mechanism for determining things that are to happen or are taken to be the case—things determined in accordance with the mechanism are, by force of this section, taken to happen, or to be the case, as determined in accordance with that mechanism.’.

93 Omission of s 69 (Other companies may apply for similar powers)

Section 69—
omit.

94 Omission of s 73 (Provisions relating to ex trustee companies)

Section 73—
omit.

95 Renumbering of pts 1–8

Parts 1 to 8—
renumber as parts 1 to 5.

96 Insertion of new pt 6

After part 5—
insert—

‘Part 6 **Transitional provisions for Fair Work (Commonwealth Powers) and Other Provisions Act 2009**

‘74 **Definitions for pt 6**

‘In this part—

amendment Act means the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009*.

commencement means the commencement of this section.

repealed, followed by a provision number, means that provision as it existed before its repeal by the amendment Act.

trustee company means a trustee company under section 4 as in force immediately before the commencement.

‘75 **Court may review rate of commission**

- ‘(1) This section applies if a person made an application to the Court or a Judge to review the rate of commission, as mentioned in repealed section 41(4), before the commencement.
- ‘(2) Repealed section 41 continues to apply, despite its repeal, in relation to the application.

‘76 **Court may review fee**

- ‘(1) This section applies if a person made an application to the Court or a Judge to review a fee, as mentioned in repealed section 45(1), before the commencement.
- ‘(2) Repealed section 45 continues to apply, despite its repeal, in relation to the application.

‘77 Filing and passing accounts

- ‘(1) This section applies to an account filed in the office of the Registrar of the Supreme Court, as mentioned in repealed section 50(3), before the commencement.
- ‘(2) Repealed section 50(3) continues to apply, despite its repeal, in relation to the account.

‘78 Court may order account

- ‘(1) This section applies if a person made an application to an officer of a trustee company for an account of the property and assets of an estate, as mentioned in repealed section 51(1), before the commencement.
- ‘(2) Repealed sections 51 and 52 continue to apply, despite their repeal, in relation to the application.

‘79 Investment of capital in name of Treasurer

- ‘(1) This section applies if a trustee company was required to invest part of its paid-up capital in the name of the Treasurer of the State of Queensland in trust for the trustee company, as mentioned in repealed section 56(1), before the commencement.
- ‘(2) The securities and investments mentioned in the section in existence at the time of the repeal are to be transferred by the Treasurer as soon as practicable after the repeal to the trustee company or another person nominated by the trustee company.

Note—

The timing of the transfer may be affected by the nature, and the terms and conditions, of the security or investment.

- ‘(3) Repealed section 56(3) continues to apply, despite its repeal, in relation to interest and income mentioned in the subsection, whether the interest and income is held by the Treasurer at the time of the repeal or received afterwards.

[s 96]

‘80 Offences

- ‘(1) This section applies if a person is alleged to have committed an offence against the *Trustee Companies Act 1968* before the commencement.
- ‘(2) Proceedings for the offence may be started or continued, and the court may hear and decide the proceedings, as if the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009* had not commenced.
- ‘(3) This section applies despite the Criminal Code, section 11.

‘81 Special transitional provisions

- ‘(1) The Governor in Council may, by regulation (a ***transitional regulation***), make additional provisions of a saving or transitional nature for the purposes of—
 - (a) the enactment of the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009*, part 4; or
 - (b) the transition from the regulation of trustee companies under this Act to the regulation of trustee companies under the Corporations Act; or
 - (c) applying, complementing or otherwise giving effect to the provisions of the Corporations Act regulating trustee companies.
- ‘(2) A provision of a transitional regulation may, if the regulation so provides, take effect from the commencement of this section or from a later day.
- ‘(3) To the extent to which a provision takes effect under subsection (2) from a day earlier than the day of the regulation’s publication in the gazette, the provision does not operate to the disadvantage of a person by—
 - (a) decreasing the person’s rights; or
 - (b) imposing liabilities on the person.
- ‘(4) A transitional regulation must declare it is a transitional regulation.

‘(5) This section and a transitional regulation expire at the end of 2 years after the commencement.’.

97 Omission of sch 2

Schedule 2—

omit.

Division 2 Repeal

98 Repeal of regulation

The Trustee Companies Regulation 1996, SL No. 94 is repealed.

Division 3 Amendment of Foreign Ownership of Land Register Act 1988

99 Act amended

This division amends the *Foreign Ownership of Land Register Act 1988*.

100 Amendment of s 10 (Trustee company common funds)

Section 10, from ‘(within’ to ‘State)’, second mention—

omit, insert—

‘(within the meaning of the *Trustee Companies Act 1968*) was acquired through the investment of moneys forming part of a common fund of the trustee company,’.

[s 101]

Division 4 Amendment of Guardianship and Administration Act 2000

101 Act amended

This division amends the *Guardianship and Administration Act 2000*.

102 Amendment of s 48 (Remuneration of professional administrators)

(1) Section 48(2)—

omit, insert—

‘(2) The remuneration may not be more than the amount the tribunal considers fair and reasonable, having regard to—

- (a) the nature and complexity of the service; and
- (b) the care, skill and specialised knowledge required to provide the service; and
- (c) the responsibility displayed in providing the service; and
- (d) the time within which the service was provided; and
- (e) the place where, and the circumstances in which, the service was provided.’.

(2) Section 48(3) after ‘Act’—

insert—

‘or the Corporations Act’.

103 Insertion of new ch 12, pt 10

Chapter 12, after part 9—

insert—

‘Part 10 Transitional provision for Fair Work (Commonwealth Powers) and Other Provisions Act 2009

‘268 Remuneration of professional administrators

‘(1) This section applies if the tribunal orders, before the commencement, that an administrator for an adult as mentioned in section 48(1) is entitled to remuneration from the adult.

‘(2) Repealed section 48(2) continues to apply, despite its repeal, in relation to the remuneration, until the tribunal makes a further order about the administrator’s remuneration.

‘(3) In this section—

commencement means the commencement of this section.

repealed section 48(2) means section 48(2) as it existed before its repeal by the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009*.’.

Division 5 Amendment of Trusts Act 1973

104 Act amended

This division amends the *Trusts Act 1973*.

105 Amendment of s 5 (Definitions)

Section 5, definition *trustee corporation*—

omit, insert—

‘*trustee corporation* means the public trustee or a trustee company under the *Trustee Companies Act 1968*.’.

[s 106]

Part 5

Amendment of Adoption Act 2009

106 Act amended

This part amends the *Adoption Act 2009*.

107 Insertion of new s 331A

After section 331—

insert—

‘331A Interim orders

‘An interim order in force under the repealed Act immediately before the commencement day continues to have effect—

- (a) in the case of an interim order for a child who is not a non-citizen child—as if it were an interim order made under part 9, division 2; or
- (b) in the case of an interim order for a non-citizen child—as if it were an interim order made under part 9, division 3.’.

Part 6

Amendment of Trans-Tasman Mutual Recognition (Queensland) Act 2003

108 Act amended

This part amends the *Trans-Tasman Mutual Recognition (Queensland) Act 2003*.

109 Insertion of new s 15 and schedule

After section 14—

insert—

‘15 Authorisation to make gazette notice

‘The Governor is authorised for section 7 to make, for the Commonwealth Act, section 43(1), a gazette notice in the form stated in the schedule.

‘Schedule Authorised gazette notice

section 15

**TRANS-TASMAN MUTUAL RECOGNITION
(QUEENSLAND) AUTHORISATION NOTICE
(No. 1) 2009**

1 Short title

This notice may be cited as the *Trans-Tasman Mutual Recognition (Queensland) Authorisation Notice (No. 1) 2009*.

2 Endorsement of proposed Commonwealth regulations amending the Commonwealth Act

The Governor endorses the proposed Commonwealth regulation, set out in the schedule, to amend the Commonwealth Act in relation to the *Summary Offences Act 1953* (SA).

[s 109]

Schedule

**Proposed Commonwealth
regulation**

section 2



**Trans-Tasman Mutual
Recognition Act 1997
Amendment Regulations 2009 (No.)¹**

Select Legislative Instrument 2009 No.

I, QUENTIN BRYCE, Governor-General of the Commonwealth of Australia, acting with the advice of the Federal Executive Council, make the following Regulations under the *Trans-Tasman Mutual Recognition Act 1997*.

Dated 2009

Governor-General

By Her Excellency's Command

[DRAFT ONLY – NOT FOR SIGNATURE]

Minister for Innovation, Industry, Science and Research

1 Name of Regulations

These Regulations are the *Trans-Tasman Mutual Recognition Act 1997 Amendment Regulations 2009 (No.)*.

2 Commencement

These Regulations commence on the day after they are registered.

3 Amendment of *Trans-Tasman Mutual Recognition Act 1997*

Schedule 1 amends the *Trans-Tasman Mutual Recognition Act 1997*.

Schedule 1 Amendment of Schedule 2 to the *Trans-Tasman Mutual Recognition Act 1997*

(regulation 3)

1 Schedule 2, clause 8, after subheading “Other”

substitute

Environment Protection Act 1993, Part 8, Division 2 (dealing with beverage containers)

Summary Offences Act 1953, Section 9B

Note

1. All legislative instruments and compilations are registered on the Federal Register of Legislative Instruments kept under the *Legislative Instruments Act 2003*. See <http://www.frli.gov.au>.

Schedule 1 Other entities that are not public sector employers

section 3, definition *public sector employer*

- 1 a board established under the *Grammar Schools Act 1975*
- 2 bodies corporate established under the *Hospitals Foundations Act 1982*
- 3 Island Industries Board established under the *Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984*
- 4 Queensland Performing Arts Trust established under the *Queensland Performing Arts Trust Act 1977*
- 5 Queensland Theatre Company established under the *Queensland Theatre Company Act 1970*
- 6 Queensland Treasury Corporation established under the *Queensland Treasury Corporation Act 1988*
- 7 The Council of The Queensland Institute of Medical Research and the Queensland Institute of Medical Research Trust established under the *Queensland Institute of Medical Research Act 1945*
- 8 Royal National Agricultural and Industrial Association of Queensland established under the *Royal National Agricultural and Industrial Association of Queensland Act 1971*
- 9 universities established under an Act

Schedule 2 **Text to be included in the provisions of the Commonwealth Fair Work Act**

section 3, definition *scheduled text*

Division 2B **Application of this Act in States that refer matters after 1 July 2009 but on or before 1 January 2010**

30K **Meaning of terms used in this Division**

(1) In this Division:

amendment reference of a State means the reference by the Parliament of the State to the Parliament of the Commonwealth of the matters covered by subsection 30L(4).

excluded subject matter means any of the following matters:

- (a) a matter dealt with in a law referred to in subsection 27(1A) of this Act;
- (b) superannuation;
- (c) workers compensation;
- (d) occupational health and safety;
- (e) matters relating to outworkers (within the ordinary meaning of the term);
- (f) child labour;
- (g) training arrangements;
- (h) long service leave;
- (i) leave for victims of crime;
- (j) attendance for service on a jury, or for emergency service duties;

-
- (k) declaration, prescription or substitution of public holidays;
 - (l) the following matters relating to provision of essential services or to situations of emergency:
 - (i) directions to perform work (including to perform work at a particular time or place, or in a particular way);
 - (ii) directions not to perform work (including not to perform work at a particular time or place, or in a particular way);
 - (m) regulation of any of the following:
 - (i) employee associations;
 - (ii) employer associations;
 - (iii) members of employee associations or of employer associations;
 - (n) workplace surveillance;
 - (o) business trading hours;
 - (p) claims for enforcement of contracts of employment, except so far as a law of a State provides for the variation or setting aside of rights and obligations arising under a contract of employment, or another arrangement for employment, that a court or tribunal finds is unfair;
 - (q) rights or remedies incidental to a matter referred to in a preceding paragraph of this definition;

except to the extent that this Act as originally enacted deals with the matter (directly or indirectly), or requires or permits instruments made or given effect under this Act so to deal with the matter.

express amendment means the direct amendment of the text of this Act (whether by the insertion, omission, repeal, substitution or relocation of words or matter), but does not include the enactment by a Commonwealth Act of a provision that has, or will have, substantive effect otherwise than as part of the text of this Act.

fundamental workplace relations principles: see subsection 30L(9).

initial reference of a State means the reference by the Parliament of the State to the Parliament of the Commonwealth of the matters covered by subsection 30L(3).

law enforcement officer means:

- (a) a member of a police force or police service; or
- (b) a person appointed to a position for the purpose of being trained as a member of a police force or police service; or
- (c) a person who has the powers and duties of a member of a police force or police service;

and, without limiting paragraphs (a), (b) and (c), includes a police reservist, a police recruit, a police cadet, a junior constable, a police medical officer, a special constable, an ancillary constable or a protective services officer.

local government employee, of a State, means:

- (a) an employee of a local government employer of the State; or
- (b) any other employee in the State of a kind specified in the regulations.

local government employer, of a State, means an employer that is:

- (a) a body corporate that is established for a local government purpose by or under a law of a State; or
- (b) a body corporate in which a body to which paragraph (a) applies has, or 2 or more such bodies together have, a controlling interest; or
- (c) a person who employs individuals for the purposes of an unincorporated body that is established for a local government purpose by or under a law of a State; or
- (d) any other body corporate that is a local government body in the State of a kind specified in the regulations; or

-
- (e) any other person who employs individuals for the purposes of an unincorporated body that is a local government body in the State of a kind specified in the regulations.

referral law, of a State, means the law of the State that refers matters, as mentioned in subsection 30L(1), to the Parliament of the Commonwealth.

referred provisions means the provisions of this Division to the extent to which they deal with matters that are included in the legislative powers of the Parliaments of the States.

referred subject matters means any of the following:

- (a) terms and conditions of employment, including any of the following:
- (i) minimum terms and conditions of employment, (including employment standards and minimum wages);
 - (ii) terms and conditions of employment contained in instruments (including instruments such as awards, determinations and enterprise-level agreements);
 - (iii) bargaining in relation to terms and conditions of employment;
 - (iv) the effect of a transfer of business on terms and conditions of employment;
- (b) terms and conditions under which an outworker entity may arrange for work to be performed for the entity (directly or indirectly), if the work is of a kind that is often performed by outworkers;
- (c) rights and responsibilities of persons, including employees, employers, independent contractors, outworkers, outworker entities, associations of employees or associations of employers, being rights and responsibilities relating to any of the following:
- (i) freedom of association in the context of workplace relations, and related protections;

- (ii) protection from discrimination relating to employment;
 - (iii) termination of employment;
 - (iv) industrial action;
 - (v) protection from payment of fees for services related to bargaining;
 - (vi) sham independent contractor arrangements;
 - (vii) standing down employees without pay;
 - (viii) union rights of entry and rights of access to records;
- (d) compliance with, and enforcement of, this Act;
 - (e) the administration of this Act;
 - (f) the application of this Act;
 - (g) matters incidental or ancillary to the operation of this Act or of instruments made or given effect under this Act;

but does not include any excluded subject matter.

referring State: see section 30L.

State public sector employee, of a State, means:

- (a) an employee of a State public sector employer of the State; or
- (b) any other employee in the State of a kind specified in the regulations;

and includes a law enforcement officer of the State.

State public sector employer, of a State, means an employer that is:

- (a) the State, the Governor of the State or a Minister of the State; or
- (b) a body corporate that is established for a public purpose by or under a law of the State, by the Governor of the State or by a Minister of the State; or

- (c) a body corporate in which the State has a controlling interest; or
- (d) a person who employs individuals for the purposes of an unincorporated body that is established for a public purpose by or under a law of the State, by the Governor of the State or by a Minister of the State; or
- (e) any other employer in the State of a kind specified in the regulations;

and includes a holder of an office of the State whom the State's referral law provides is to be taken, for the purposes of this Act, to be an employer of law enforcement officers of the State.

transition reference of a State means the reference by the Parliament of the State to the Parliament of the Commonwealth of the matters covered by subsection 30L(5).

- (2) Words or phrases in the definition of *excluded subject matter* in subsection (1), or in the definition of *referred subject matters* in subsection (1), that are defined in this Act (other than in this Division) have, in that definition, the meanings set out in this Act as in force on 1 July 2009.

30L Meaning of *referring State*

Reference of matters by State Parliament to Commonwealth Parliament

- (1) A State is a *referring State* if the Parliament of the State has, after 1 July 2009 but on or before 1 January 2010, referred the matters covered by subsections (3), (4) and (5) in relation to the State to the Parliament of the Commonwealth for the purposes of paragraph 51(xxxvii) of the Constitution:
 - (a) if and to the extent that the matters are not otherwise included in the legislative powers of the Parliament of the Commonwealth (otherwise than by a reference under paragraph 51(xxxvii) of the Constitution); and
 - (b) if and to the extent that the matters are included in the legislative powers of the Parliament of the State.

This subsection has effect subject to subsection (6).

- (2) A State is a *referring State* even if:
- (a) the State's referral law provides that the reference to the Parliament of the Commonwealth of any or all of the matters covered by subsections (3), (4) and (5) is to terminate in particular circumstances; or
 - (b) the State's referral law provides that particular matters, or all matters, relating to State public sector employees, or State public sector employers, of the State are not included in any or all of the matters covered by subsections (3), (4) and (5); or
 - (c) the State's referral law provides that particular matters, or all matters, relating to local government employees, or local government employers, of the State are not included in any or all of the matters covered by subsections (3), (4) and (5).

Reference covering referred provisions

- (3) This subsection covers the matters to which the referred provisions relate to the extent of making laws with respect to those matters by amending this Act, as originally enacted, and as subsequently amended by amendments enacted at any time before the State's referral law commenced, to include the referred provisions.

Reference covering amendments

- (4) This subsection covers the referred subject matters to the extent of making laws with respect to those matters by making express amendments of this Act.

Reference covering transitional matters

- (5) This subsection covers making laws with respect to the transition from the regime provided for by:
- (a) the *Workplace Relations Act 1996* (as it continues to apply because of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009*); or
 - (b) a law of a State relating to workplace relations or industrial relations;

to the regime provided for by this Act.

Effect of termination of reference

- (6) Despite anything to the contrary in a referral law of a State, a State ceases to be a *referring State* if any or all of the following occurs:
- (a) the State's initial reference terminates;
 - (b) the State's amendment reference terminates, and neither of subsections (7) and (8) apply to the termination;
 - (c) the State's transition reference terminates.
- (7) A State does not cease to be a *referring State* because of the termination of its amendment reference if:
- (a) the termination is effected by the Governor of that State fixing a day by proclamation as the day on which the reference terminates; and
 - (b) the day fixed is no earlier than the first day after the end of the period of 6 months beginning on the day on which the proclamation is published; and
 - (c) that State's amendment reference, and the amendment reference of every other referring State (other than a referring State that has terminated its amendment reference in the circumstances referred to in subsection (8)), terminate on the same day.
- (8) A State does not cease to be a *referring State* because of the termination of its amendment reference if:
- (a) the termination is effected by the Governor of that State fixing a day by proclamation as the day on which the reference terminates; and
 - (b) the day fixed is no earlier than the first day after the end of the period of 3 months beginning on the day on which the proclamation is published; and
 - (c) the Governor of that State, as part of the proclamation by which the termination is to be effected, declares that, in the opinion of the Governor, this Act:

- (i) is proposed to be amended (by an amendment introduced into the Parliament by a Minister); or
 - (ii) has been amended;

in a manner that is inconsistent with one or more of the fundamental workplace relations principles.
- (9) The following are the *fundamental workplace relations principles*:
 - (a) that this Act should provide for, and continue to provide for, the following:
 - (i) a strong, simple and enforceable safety net of minimum employment standards;
 - (ii) genuine rights and responsibilities to ensure fairness, choice and representation at work, including the freedom to choose whether or not to join and be represented by a union or participate in collective activities;
 - (iii) collective bargaining at the enterprise level with no provision for individual statutory agreements;
 - (iv) fair and effective remedies available through an independent umpire;
 - (v) protection from unfair dismissal;
 - (b) that there should be, and continue to be, in connection with the operation of this Act, the following:
 - (i) an independent tribunal system;
 - (ii) an independent authority able to assist employers and employees within a national workplace relations system.

30M Extended meaning of *national system employee*

- (1) A *national system employee* includes:
 - (a) any individual in a State that is a referring State because of this Division so far as he or she is employed, or usually employed, as described in paragraph 30N(1)(a), except on a vocational placement; and

(b) a law enforcement officer of the State to whom subsection 30P(1) applies.

- (2) This section does not limit the operation of section 13 (which defines a national system employee).

Note: Section 30S may limit the extent to which this section extends the meaning of *national system employee*.

30N Extended meaning of *national system employer*

- (1) A *national system employer* includes:

(a) any person in a State that is a referring State because of this Division so far as the person employs, or usually employs, an individual; and

(b) a holder of an office to whom subsection 30P(2) applies.

- (2) This section does not limit the operation of section 14 (which defines a national system employer).

Note: Section 30S may limit the extent to which this section extends the meaning of *national system employer*.

30P Extended ordinary meanings of *employee* and *employer*

- (1) A reference in this Act to an employee with its ordinary meaning includes a reference to a law enforcement officer of a referring State if the State's referral law so provides for the purposes of that law.

- (2) A reference in this Act to an employer with its ordinary meaning includes a reference to a holder of an office of a State if the State's referral law provides, for the purposes of that law, that the holder of the office is taken to be the employer of a law enforcement officer of the State.

- (3) This section does not limit the operation of section 15 (which deals with references to employee and employer with their ordinary meanings).

Note: Section 30S may limit the extent to which this section extends the meanings of *employee* and *employer*.

30Q Extended meaning of *outworker entity*

- (1) An *outworker entity* includes a person, other than in the person's capacity as a national system employer, so far as:
 - (a) the person arranges for work to be performed for the person (either directly or indirectly); and
 - (b) the work is of a kind that is often performed by outworkers; and
 - (c) one or more of the following applies:
 - (i) at the time the arrangement is made, one or more parties to the arrangement is in a State that is a referring State because of this Division;
 - (ii) the work is to be performed in a State that is a referring State because of this Division;
 - (iii) the person referred to in paragraph (a) carries on an activity (whether of a commercial, governmental or other nature) in a State that is a referring State because of this Division, and the work is reasonably likely to be performed in that State;
 - (iv) the person referred to in paragraph (a) carries on an activity (whether of a commercial, governmental or other nature) in a State that is a referring State because of this Division, and the work is to be performed in connection with that activity.
- (2) This section does not limit the operation of the definition of *outworker entity* in section 12.

Note: Section 30S may limit the extent to which this section extends the meaning of *outworker entity*.

30R General protections

- (1) Part 3-1 (which deals with general protections) applies to action taken in a State that is a referring State because of this Division.
- (2) This section applies despite section 337 (which limits the application of Part 3-1), and does not limit the operation of

sections 338 and 339 (which set out the application of that Part).

Note: Section 30S may limit the extent to which this section extends the application of Part 3-1.

30S Division only has effect if supported by reference

A provision of this Division has effect in relation to a State that is a referring State because of this Division only to the extent that the State's referral law refers to the Parliament of the Commonwealth the matters mentioned in subsection 30L(1) that result in the Parliament of the Commonwealth having sufficient legislative power for the provision so to have effect.

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