

WHAT TO EXPECT

A Fair Work Claim Experience

This is a typical employer's experience when hit by a Fair Work claim, without legal assistance.



01 Ideally a call is received from the Fair Work Commission notifying employer that a claim has been made



02 Claim received by email/and or fax application (e.g. unfair dismissal or general application).



03 Employer required to prepare and file an 'Employer Response' within 7 days (some flexibility available).



04 The employer is usually required to participate in a telephone or face-to-face mediation / conciliation conference.



05 Unfair Dismissals: If the matter is not resolved – it is then scheduled for a hearing. The employer will need to prepare witness statements, written submissions and other relevant documents before attending the formal hearing.



06 General Protections Claims (such as discrimination): If the matter is not resolved – a certificate is issued and the employee must choose whether or not to commence proceedings in the Federal Circuit Court. Some General Protections Claims can be heard before the Commission but only by consent.



Want more information on how to keep your business safe?

Call **1300 575 394**
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