Employment Contract (Australia)

# 1. Parties

This Employment Contract is made and entered into by and between:
Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# 2. Job Title and Description

The Employee is hired to perform the duties of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, under the direction of the Employer. The Employee agrees to perform their role with due diligence and in accordance with the Employer's policies.

# 3. Commencement and Duration

This contract shall commence on \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and will:
☐ Be a fixed-term contract ending on \_\_\_\_\_\_\_\_\_\_\_\_\_\_
☐ Be an ongoing contract with no fixed end date

# 4. Hours of Work

The Employee will work \_\_\_\_\_\_ hours per week, typically from \_\_\_\_\_\_ to \_\_\_\_\_\_, on \_\_\_\_\_\_ days.

# 5. Remuneration

The Employee will be paid a gross salary of AUD $\_\_\_\_\_\_\_\_ per \_\_\_\_\_\_ (week/month/year), inclusive of any entitlements under the National Employment Standards (NES).

# 6. Leave Entitlements

The Employee is entitled to annual leave, sick leave, and other applicable leave in accordance with the NES and the Fair Work Act 2009.

# 7. Termination

Either party may terminate this contract by providing \_\_\_\_\_\_ weeks' written notice, or payment in lieu of notice. Summary dismissal may apply in cases of serious misconduct.

# 8. Confidentiality and Intellectual Property

The Employee agrees to maintain confidentiality of all company information and acknowledges that all work-related IP belongs to the Employer.

# 9. Dispute Resolution

Any disputes arising under this contract shall be resolved through mediation or as per Fair Work Commission guidelines.

# 10. Governing Law

This contract is governed by the laws of the Commonwealth of Australia.

# 11. Signatures

Signed on this \_\_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_, 20\_\_.

Employer Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_