

thorough understanding of how the regime will operate in practice. ↓

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#### Footnotes

1. Workplace Relations Act 1996 (Cth) s 643 (10)
2. The Explanatory Memorandum to the Fair Work Bill 2009 estimates the number of employees employed in businesses containing 100 or fewer employees to be about 3 million.
3. For constitutional reasons all employees of ACT employers, and employees employed by companies outside of the ACT are 'national system employees'. This leaves employees of sole traders, unit trusts and partnerships outside of the ACT not covered by this Part of the Act.
4. Six months' continuous service or one year's service for those working for a Small Business Employer: s 383.
5. Employees earning over \$108,300 and who are not covered by an industrial instrument: Reg 3.05
6. S 384
7. S 389
8. S 386
9. Eg. whether reasons were given, whether the dismissal was for a valid reason/s, whether the person was notified of that reason and given an opportunity to respond, whether performance warnings were given (etc).
10. S 381(2)
11. Less than 15 employees on a head count basis after 1 Jan 2011 (s 23), and on a full time equivalent basis until then: Fair Work (Transitional Provision and Consequential Amendments) Act 2009 Sch 12 A.
12. See the [www.deewr.gov.au](http://www.deewr.gov.au) for copies of the Code, declared under s 388 of the Act.
13. Extensions available in 'exceptional circumstances'.
14. See Chapter 3 Part 3-2 Division 5 of the Act.
15. Section 596
16. S 392
17. S 611
18. See the June 2009 Ethos column.

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