



Australian Government

# WorkChoices

## About multiple business agreements

Multiple business agreements can be used where a number of businesses carrying on the same type of business wish to offer their employees the same wages and conditions of employment. Multiple business agreements have been used in the health and education sectors and by some franchise operations.

Multiple business agreements made prior to the commencement of WorkChoices will continue to operate until terminated or replaced by a new workplace agreement under WorkChoices.

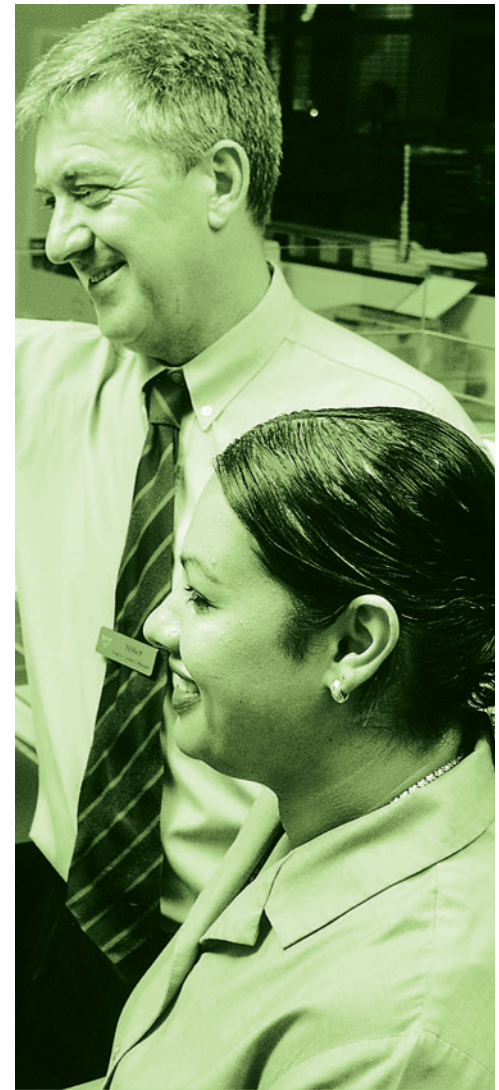
## Authorisation to lodge

An employer must seek authorisation in advance from the Office of the Employment Advocate (OEA) to lodge a multiple business agreement.

An employer can apply in writing for the OEA's authorisation by submitting:

- a copy of the proposed agreement;
- a statement identifying each employer that will be bound by the proposed agreement;
- a statement of the business, or part of the business of the employers that will be covered by the agreement; and
- reasons the application should be approved.

The OEA must not authorise a multiple business agreement if it would not be in the public interest to do so. For example, the OEA may find that it is more appropriate for the individual workplaces to have their own workplace agreements, rather than a multiple business agreement.



## WorkChoices and multiple business agreements

All other procedural requirements are the same as for other workplace agreements.

For more information about agreements see the 'WorkChoices and federal awards and agreements' and the 'WorkChoices and state awards and agreements' fact sheets.

## Variation and termination

An employer must also seek approval from the OEA to vary a multiple-business agreement. In addition to the factors outlined over page, the written application to the OEA must identify the proposed variations to the agreement, including the proposed new employers and the business, or part of the business, of those employers.

Termination of a multiple business agreement is the same as termination of other workplace agreements.

For more information about agreements see the 'WorkChoices and federal awards and agreements' and the 'WorkChoices and state awards and agreements' fact sheets.

## Relationship to other agreements

Australian Workplace Agreements (AWAs) and collective agreements can be made in workplaces covered by multiple business agreements. The multiple business agreement will then cease to apply to those employees.

WorkChoices is a new system of workplace relations legislation that covers up to 85 per cent of Australian employees. This series of fact sheets is available to assist workers and employers to understand their rights and obligations under the legislation.

For more information call the **WorkChoices Infoline** on **1300 363 264** or visit the **WorkChoices** website **[www.workchoices.gov.au](http://www.workchoices.gov.au)**

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