Source <https://www.commerce.wa.gov.au/labour-relations/guide-who-wa-state-system>

**State employment laws that apply to federal system employers and employees**

The Western Australia *Long Service Leave Act (1958)* applies to most employers and employees under the federal Fair Work system.

Western Australia’s *Children and Community Services Act (2004)* provisions on paid and unpaid work by children under 15 years of age and *Work Health and Safety Act (2020)* apply to all employers in the State.

**National Employment laws that apply to state system employers and employees**

*Fair Work Act (2009)* provisions on notice of termination and parental leave apply to employers and employees operating under State employment laws.