

Compliance notices

A compliance notice is a notice issued by a Fair Work Inspector which requires an employer to fix a breach of an Australian workplace law.

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What is a compliance notice

Sometimes when an employer doesn't cooperate with a Fair Work Inspector to fix a breach, we can issue a compliance notice instead of starting legal proceedings.

A compliance notice must include information about:

- how the employer has breached a workplace law
- what the employer needs to do to fix the issue (eg. pay an amount to 1 or more employees and/or give evidence to show the issue has been fixed)
- the time the employer has to fix the issue (eg. that payment is made within 14 days)
- how the employer can apply to have the notice reviewed by a court
- what happens if an employer doesn't comply with the notice.

Failure to comply

If an employer doesn't comply with a compliance notice and we take them to court the employer can be fined.

We can't start legal proceedings for breaches set out in the notice if an employer complies with the notice.

Compliance notices can only be given for breaches that happened after 1 July 2009.

Compliance notices can't be given for breaches that are the subject of a current enforceable undertaking.

Source reference: [Fair Work Act 2009 s.716](https://www.legislation.gov.au/Series/C2009A00028) (https://www.legislation.gov.au/Series/C2009A00028)

Tools and resources

- [Compliance and enforcement policy \(DOCX 1.2MB\)](http://www.fairwork.gov.au/ArticleDocuments/725/compliance-and-enforcement-policy.docx.aspx) (www.fairwork.gov.au/ArticleDocuments/725/compliance-and-enforcement-policy.docx.aspx) (PDF 695.6KB) (www.fairwork.gov.au/ArticleDocuments/725/compliance-and-enforcement-policy.pdf.aspx)

Related information

- [Infringement notices](http://www.fairwork.gov.au/about-us/compliance-and-enforcement/infringement-notices) (www.fairwork.gov.au/about-us/compliance-and-enforcement/infringement-notices)
- [Powers of Fair Work Inspectors fact sheet](http://www.fairwork.gov.au/tools-and-resources/fact-sheets/about-us/powers-of-fair-work-inspectors) (www.fairwork.gov.au/tools-and-resources/fact-sheets/about-us/powers-of-fair-work-inspectors)

Help for small business

Find tools, resources and information you might need in our [Small business showcase](https://smallbusiness.fairwork.gov.au/) (https://smallbusiness.fairwork.gov.au/).

Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.