

Tasmanian employers focus of new campaign

7 December 2010

The Fair Work Ombudsman will audit another 100 businesses throughout Tasmania as part of a new education and compliance campaign.

The latest audits are a follow-up to a campaign earlier this year which found almost 40 per cent of employers had record-keeping and payslip breaches.

Fair Work inspectors scrutinised the books of 166 employers and discovered 63 (38 per cent) with contraventions. The audits were conducted in various industries and regions, including Devonport, Launceston, Burnie, Smithton, the North West, the Midlands, the East Coast, the West Coast, Swansea, Hobart, Sorell and Huon.

Fair Work Ombudsman Executive Director Michael Campbell says the findings pointed to a need for further education and compliance monitoring.

“We found a number of employers who were failing to keep sufficient records of matters such as time worked, amounts paid and leave taken and who were not issuing their employees with sufficiently detailed pay slips within one day of payment,” he said.

“Over the next couple of months, inspectors will ask 100 additional employers throughout Tasmania to supply copies of time-and-wages records and pay slips for audit.”

Mr Campbell says employers found to be non-compliant earlier this year will be audited again and about 20 hairdressing businesses and 20 firms employing law clerks will be randomly selected for audit.

“As was the case earlier this year, inspectors will be able to assist employers to correct any non-compliance issues they identify,” he said. “However, if we find cases of serious and ongoing breaches, inspectors may issue penalty infringement notices of \$330 for individuals or \$1650 for companies.

“We treat record-keeping breaches very seriously because they can hamper the ability of inspectors to determine whether workers have been paid correctly.”

The managers of a hospitality business in Hobart and a retail business in Launceston were issued \$330 infringement notices earlier this year.

Mr Campbell says non-compliance is often due to employers not being aware of their obligations, so inspectors will alert employers to the information available on the Fair Work Ombudsman’s website.

Resources for employers at www.fairwork.gov.au include pay slip and record-keeping templates, a self-audit checklist, template letters and fact sheets on dozens of topics including leave, industrial action, public holidays, enterprise bargaining, gender pay equality and family-friendly workplaces.

The ‘Industries’ section on the Fair Work Ombudsman’s website provides information specifically tailored for employers and workers in the hair and beauty, clerical, retail, cleaning, security and horticulture industries.

People can also call the Fair Work Infoline on 13 13 94 from 8am-6pm weekdays.

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Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

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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

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