

## \$20,000 recovered for Bacchus Marsh worker

17 November 2010

A worker from Bacchus Marsh in regional Victoria has been back-paid \$20,000 after an investigation by the Fair Work Ombudsman found he was underpaid.

The employee, who worked as a labourer and driver, lodged a complaint with the Fair Work Ombudsman after he was underpaid his personal leave and public holiday entitlements.

After Fair Work inspectors contacted the company and explained its obligations, the worker was back-paid in full.

Fair Work Ombudsman Executive Director Michael Campbell says that given the employer co-operated and voluntarily rectified the matter, there will be no further action against the company.

"We have a flexible, fair approach and our preference is always to work with employers to educate them and help them voluntarily rectify any non-compliance issues we identify," he said.

Mr Campbell says that in most cases, the Fair Work Ombudsman does not prosecute employers for inadvertent breaches of workplace laws.

"We acknowledge that accidental breaches of workplace laws do and will occur," he said.

The Fair Work Ombudsman has a number of tools on its website - [www.fairwork.gov.au](http://www.fairwork.gov.au) - to assist employees and employers to check minimum rates of pay, including PayCheck, Payroll Check and a Pay Rate Calculator.

Small to medium-sized businesses without human resources staff can also ensure they are following best practice when hiring, managing and dismissing employees by using free template employment documentation available online.

Online resources also include a number of industry-specific web pages, payslip and record-keeping templates, a self-audit checklist and fact sheets, together with a series of Best Practice Guides on a range of topics.

Employers and employees seeking advice or assistance should contact the Fair Work Infoline on 13 13 94.

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### Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)

Fair Work Infoline: 13 13 94

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