

Not-for-profit group back-pays manager \$47,000

8 April 2011

A Western Australian not-for-profit organisation working with young people has reimbursed one of its Perth-based managers \$47,800 following intervention by the Fair Work Ombudsman.

The employee complained to Fair Work inspectors of being underpaid annual leave, long service leave and redundancy entitlements.

Fair Work Ombudsman Executive Director Michael Campbell says the employer had been withholding the employee's entitlements because of a workplace dispute which has now been resolved.

"Because the organisation back-paid all the employee's entitlements and has put processes in place to ensure the mistake is not repeated, there will be no further action," he said.

"We acknowledge that accidental breaches of workplace laws do occur, so our preference is always to work with employers to educate them and help them voluntarily rectify any non-compliance issues we identify."

The Fair Work Ombudsman has a number of tools and resources on its website at www.fairwork.gov.au to assist employees and employers.

Small to medium-sized businesses without human resources staff can ensure they are better equipped when hiring, managing and dismissing employees by using free template employment documentation available on the website.

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

A series of Best Practice Guides have also been developed by the Fair Work Ombudsman to assist employers to make better use of the provisions of the Fair Work Act and better understand other aspects of workplace laws.

The guides cover work and family, consultation and co-operation, individual flexibility arrangements, employing young workers, gender pay equity, small business, workplace privacy, managing underperformance, effective dispute resolution, parental leave and improving workplace productivity in bargaining.

Employers or employees seeking assistance or further information can also contact the Fair Work Infoline on 13 13 94 from 8am-6pm weekdays. A free interpreter service is available on 13 14 50.

Note: We are unable to provide additional information about this case.

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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