

Moorabbin training organisation back-pays workers \$270,000 after regulator intervenes

16 February 2011

A Moorabbin training organisation has reimbursed 10 staff more than \$270,000 after an investigation by the Fair Work Ombudsman found they were underpaid.

The employees - who worked as instructors - were underpaid their minimum hourly rate and allowances for up to four years.

The single biggest underpayment was \$36,400.

After Fair Work inspectors contacted the company and explained its obligations, the company voluntarily agreed to back-pay all outstanding entitlements.

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

"We acknowledge that accidental breaches of workplace laws do and will occur," he said. "Our preference is to work with employers to educate them and help them voluntarily rectify any non-compliance issues.

"However, this case highlights the need for all employers to regularly review their Award or agreement to ensure they are fully aware of their obligations to their workers."

The Fair Work Ombudsman recouped a total of \$6.9 million for 3164 Victorian workers who were underpaid last financial year.

The Agency has a number of tools on its website - www.fairwork.gov.au - to assist employees and employers to check minimum rates of pay.

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 and horticulture industries.

Small to medium-sized businesses without human resources staff can also ensure they are better equipped when hiring, managing and dismissing employees by using free template employment documentation with step-by-step instructions or by accessing a series of Best Practice Guides.

Employers and employees seeking advice or assistance should contact the Fair Work Infoline on 13 13 94. Translations are available by calling 13 14 50.

Note: We are unable to provide further information on the case listed.

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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

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.