

Company fined \$25,000 for breaching Australian Workplace Agreement process

31 January 2011

No. 1 Riverside Quay Pty Ltd has been fined for breaching workplace law when it lodged Australian Workplace Agreements for approximately 400 workers in 2006.

The company was penalised in the Federal Magistrates Court in Adelaide following a prosecution by the Fair Work Ombudsman.

The \$25,000 fine was agreed to between the parties and submitted to the court as an appropriate penalty for procedural and technical contraventions.

Federal Magistrate Denys Simpson imposed the fine over the company's failure to follow correct procedures when lodging approximately 400 Australian Workplace Agreements in 2006.

The breaches included a failure to lodge AWAs within 14 days of them being approved by employees and the lodgement of AWAs that had not been approved in accordance with law.

The employees worked at retail outlets at various locations in South Australia, Queensland, NSW, Victoria and Western Australia.

The Fair Work Ombudsman did not allege that any employees were financially disadvantaged as a result of the company's breaches.

Fair Work Ombudsman Executive Director Michael Campbell says the company co-operated with inspectors after the problem was identified and was quick to rectify its procedures. It also acknowledged the importance of compliance with workplace law.

Mr Campbell says the penalty sends a message that correct procedures must be adhered to when lodging workplace agreements.

Employers or employees seeking assistance on workplace issues should contact the Fair Work Infoline on 13 13 94 or visit www.fairwork.gov.au For translations call 13 14 50.

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Fair Work Online: www.fairwork.gov.au

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