

## Two Orange employees back-paid \$22,000

25 July 2011

Two workers at Orange in central NSW have been back-paid a total of \$22,400 following intervention by the Fair Work Ombudsman.

The largest recovery was \$14,200 for a warehouse manager not paid full redundancy entitlements.

Once a Fair Work inspector contacted the employer and explained its obligations, the employee was paid all money owed.

In a separate case, a clerk was reimbursed \$8200 after an inspector found the employee was not paid annual leave entitlements.

Fair Work Ombudsman Nicholas Wilson says the businesses have now put processes in place to ensure the mistakes are not repeated.

"It's a fact that some businesses accidentally break workplace laws. When we find mistakes, we're here to help and give practical advice to employers on how to voluntarily fix them," Mr Wilson said.

The Fair Work Ombudsman provides a single point of contact for people working or running a business in Australia to get accurate information about their workplace rights and obligations.

Business-owners who want support understanding their workplace obligations should get in touch with the Fair Work Ombudsman at [www.fairwork.gov.au](http://www.fairwork.gov.au) or by calling the Fair Work Infoline on 13 13 94.

A free interpreter service is available on 13 14 50 and information on the website is translated into 27 languages.

The Fair Work Ombudsman has developed a number of tools and resources, including PayCheck, Payroll Check, a Pay Rates Calculator and an Award Finder to help business-owners calculate the correct wages for their employees.

Free documentation is also available Online for employers to use when hiring, managing and dismissing staff including letters of engagement and probation, timesheet and pay slip templates, leave application forms, a self-audit check list and workplace complaint form.

Follow the Fair Work Ombudsman on [Twitter @fairwork\\_gov\\_au](https://twitter.com/fairwork_gov_au) [Ⓜ](http://twitter.com/fairwork_gov_au) ([http://twitter.com/fairwork\\_gov\\_au](http://twitter.com/fairwork_gov_au)).

Note: We are unable to provide additional information about the cases listed.

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### Contact us

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

