

## \$10,000 back-pay for Rutherglen worker

19 September 2011

A horticultural worker at Rutherglen in North-East Victoria has been back-paid \$10,000 following intervention by the Fair Work Ombudsman.

The 45-year-old male employee was reimbursed after Fair Work inspectors investigated his complaint that he had been underpaid.

It was found that the employee had been short-changed his minimum hourly rate over four years from March, 2006 to September, 2010.

When inspectors contacted the business and explained its obligations, the employee was back-paid all outstanding entitlements without the need for further action.

“It’s a fact that some businesses inadvertently breach workplace laws,” Fair Work Ombudsman Nicholas Wilson says.

“When we find mistakes, we’re here to help and give practical advice to employers on how to voluntarily fix them.”

“The business has now corrected the errors that led to this underpayment and put processes in place to ensure it will not happen again.”

Workers or employers seeking support should get in touch with the Fair Work Ombudsman via the website - [www.fairwork.gov.au](http://www.fairwork.gov.au) - or call the Fair Work Infoline on 13 13 94. A free interpreter service is available on 13 14 50.

The website has a number of tools and resources, including PayCheck Plus and an Award Finder, to assist business-owners calculate the correct pay for their employees.

Free documentation is 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.

A series of Best Practice Guides have also been created by the Fair Work Ombudsman to assist with individual flexibility arrangements, work and family, consultation and co-operation, employing young workers, gender pay equity, small business, workplace privacy, managing underperformance, effective dispute resolution, parental leave and improving workplace productivity in bargaining.

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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

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