

Spotless to audit employee pay packets

12 April 2012

Services company Spotless has agreed to audit employment records in every State and Territory in a move aimed at ensuring its 30,000 employees are being paid properly.

It has followed a lead set by McDonald's, Domino's and Red Rooster.

Spotless, in collaboration with the Fair Work Ombudsman, has agreed that two of its entities - Spotless Services Limited and Berkeley Challenge Pty Ltd - will self-audit the employment records of around 1500 workers to ensure employees are getting their full entitlements.

Spotless Services, primarily involved in catering, employs around 4200 people and Berkeley Challenge, primarily involved in cleaning, employs around 4000.

Fair Work Ombudsman Nicholas Wilson today welcomed the company's decision to sign a Pro-Active Compliance Deed. It is the fourth major Australian employer to do so.

"We congratulate Spotless for showing corporate responsibility to the thousands of young and casual workers on its payroll," he said.

When McDonald's signed the first Pro-Active Compliance Deed in mid-2011, Mr Wilson said then that the initiative was a terrific model for other companies, large and small, to follow.

Under the latest Deed, posted on the Fair Work Ombudsman's website, Spotless has agreed to audit a sample of employment records between June 13 and November 1, 2011.

The process is expected to take until the end of June, after which Spotless will provide a report to the Fair Work Ombudsman on its findings.

Spotless is undertaking the task voluntarily and has agreed to immediately correct any underpayments it might discover.

The Deed follows about 200 complaints to the Fair Work Ombudsman from employees of Spotless-owned companies over a six-year period resulting in back-payments of \$200,000.

It also follows a Fair work Ombudsman investigation which found that hundreds of casual employees employed at Paterson's Stadium in Perth on Anzac Day in 2009 and 2010 had been underpaid almost \$85,000.

Spotless rectified most of the underpayments in June and July last year, but the Fair Work Ombudsman still holds more than \$31,000 back-pay for underpaid employees who could not be located.

Under the Deed, Spotless acknowledges there are opportunities for continuous improvement in relation to its workplace practices and accepts responsibility for developing systems and processes to maintain ongoing compliance with Commonwealth workplace laws.

The Fair Work Ombudsman provides advice and assistance via its website - www.fairwork.gov.au - and its national Infoline 13 13 94.

Copy of the Pro-Active Compliance Deed can be found in the Self-audit agreements section.

Media inquiries:

Ryan Pedler, Assistant Director, Media & Stakeholder Relations,
0411 430 902
ryan.pedler@fwo.gov.au

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.