

\$35,000 back-paid to workers in Sydney's South and South-West

27 August 2013

Underpaid workers in Sydney's South and South-West have been back-paid \$35,100 following recent intervention by the Fair Work Ombudsman.

Fair Work Ombudsman, Natalie James, said the underpayments were the result of employers not paying workers their correct entitlements on termination.

The biggest recovery was \$12,800 for a manager at a Taren Point panel beating business not paid his redundancy pay entitlements earlier this year.

Ms James said that under workplace laws, it is the responsibility of employers to ensure employees receive their full lawful entitlements.

"Getting it right when it comes to a worker's final pay is just as important as ensuring they receive the correct entitlements throughout their employment," Ms James said.

Other recent recoveries include:

- \$10,700 for a Roselands manufacturing worker not paid long service leave, redundancy pay entitlements and wages in lieu of notice upon termination of employment earlier this year,
- \$6,200 for a Riverwood tradesman not paid his accrued rostered days off and annual leave entitlements upon termination of employment in 2012, and
- \$5,400 for a labourer at an Eagle Vale business not paid wages in lieu of notice and annual leave entitlements upon termination of employment earlier this year.

Ms James said in all cases the employers voluntarily back-paid the workers after Fair Work Inspectors contacted the businesses and explained their responsibilities.

"When we find mistakes, our focus is on educating employers about their obligations and helping them to put processes in place to ensure they comply in the future," she said.

The Fair Work Ombudsman's website - www.fairwork.gov.au - contains a range of tools and resources to help employers understand and comply with their workplace obligations.

The 'Termination' section on the website outlines the entitlements payable in an employee's final pay and includes information on topics such as notice periods and redundancy pay.

Other online tools include templates for time-and-wages records, an Award Finder and the PayCheck Plus tool to help employers determine the minimum pay rates for their employees.

Employees and employers seeking further information and advice can also contact the Fair Work Infoline on 13 13 94. A free interpreter service is available on 13 14 50.

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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.