

Workers in Melbourne's West back-paid \$47,000

7 May 2013

Workers in Melbourne's West have been back-paid a total of \$47,400 following recent intervention by the Fair Work Ombudsman.

The biggest recovery was \$39,700 for 47 employees at a transport industry business at Sunshine West who were underpaid wages, overtime rates, penalty rates and allowances over a 12-month period.

The underpayment was the result of the employer's lack of awareness of the entitlements payable to their employees under the applicable award.

In another recent case, inspectors recovered \$7,700 for an employee of a security industry business at Tarneit who was underpaid wages and annual leave entitlements after being misclassified as an independent contractor.

Acting Fair Work Ombudsman, Michael Campbell, said both businesses cooperated with Fair Work inspectors and the employees were reimbursed all money owed without the need for further action.

"We have a flexible, fair approach and our preference is to work with employers to educate them and help them to voluntarily resolve issues," Mr Campbell said.

"These businesses have now put processes in place to ensure the errors will not happen again."

The Fair Work Ombudsman's website - www.fairwork.gov.au - contains a number of tools and resources, including PayCheck Plus and an Award Finder, to help business-owners determine the pay rates and entitlements that apply to their staff.

An 'Industries' section on the website provides extra, specialised information for employers and employees in a range of industries, including transport and security.

Mr Campbell said that once employers get the basics right, everything else should start to fall into place.

"By the basics I mean knowing what modern award or agreement applies to employees, the correct classifications for employees, and the pay rates that apply to those positions," he said.

Employers or employees seeking assistance or further information should visit the website or contact the Fair Work Infoline on 13 13 94. An interpreter service is available by calling 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

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