

More compliance checks for 200 businesses

22 August 2014

The Fair Work Ombudsman is conducting further checks of 200 Victorian employers previously found to be in breach of federal workplace laws.

The second round of auditing of employment records is to ensure that businesses are now meeting their workplace obligations.

Fair Work inspectors have selected employers from Melbourne and regional locations including Ballarat, Bendigo, Cobram, Echuca, Geelong, Mildura, Rutherglen, Seymour, Wangaratta, Warrnambool and Yarrawonga.

All of those included in the latest campaign have previously underpaid their employees or made record-keeping and pay-slip mistakes over the past 12 months.

Each business operator subsequently received assistance from Fair Work inspectors to understand their obligations and put processes in place to ensure future compliance.

Fair Work Ombudsman Natalie James says the follow-up checks aim to ensure the businesses are achieving ongoing compliance.

“It’s important for us to check that employers now understand their responsibilities and are providing employees with their full lawful entitlements,” she said.

“We also want to understand if any non-compliance issues might be continuing, because that will help us better direct our education and campaign activities in future.”

Where inspectors find businesses which are still non-compliant, they will require employers to correct the issues and back-pay any underpaid wages and entitlements.

Fair Work inspectors will consider enforcement measures in cases of continued non-compliance, such as issuing Infringement Notices (on-the-spot fines) of up to \$2550. In the event of a matter being so serious it warrants legal action, penalties of up to \$51,000 per breach are applicable to companies and \$10,200 to individuals.

Any employer or employee seeking information or advice about workplace laws is encouraged to use the free tools and resources available at www.fairwork.gov.au, or contact the Fair Work Infoline on 13 13 94.

Online tools include PayCheck Plus and an Award Finder to assist business owners and employees determine the correct award and minimum wages for their industry, templates for pay slips and time-and-wages records and a range of fact sheets on workplace entitlements.

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Media inquiries:

Tom McPherson, Media Adviser

Mobile: 0439 835 855

tom.mcpherson@fwo.gov.au (<mailto:tom.mcpherson@fwo.gov.au>)

Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

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Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

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