

## Gold Coast business back-pays workers \$56,000

1 August 2016

A Gold Coast family business that withheld the entitlements of two employees is back-paying them \$56,000 following intervention by the Fair Work Ombudsman.

The two workers were terminated without being paid their annual leave entitlements for nine years of service, or wages in lieu of notice.

After educating the employer about its workplace obligations, the Fair Work Ombudsman worked with the business to come up with a repayment plan with monthly instalments.

Other recent recoveries for employees on the Gold Coast include:

- \$29,300 for two full-time employment consultants working for a Southport business who did not receive their termination entitlements and final wages,
- \$8600 for a male engineer at Ormeau who was underpaid his swing shift allowance, and
- \$6600 for a full-time automotive business manager in Southport who did not receive payment in lieu of notice of termination, annual leave and annual leave loading.

Fair Work Ombudsman Natalie James says employers must undertake their own checks of Award provisions and periodically ensure their compliance.

“Our online tools and resources can assist employers to determine their applicable Modern Award, as well as classification and pay rates, including base pay rates, allowances, overtime, penalty rates and entitlements.

“Our focus is on educating employers about their obligations and assisting them to put processes in place to ensure that any errors we find don't occur again.”

She urged businesses to visit the Fair Work Ombudsman's [How We Help You](http://www.fairwork.gov.au/how-we-will-help/how-we-help-you) (<http://www.fairwork.gov.au/how-we-will-help/how-we-help-you>) online section which provides templates, fact sheets, tools and guides on various topics such as best practice and ending employment.

Employers and employees seeking assistance can visit at [www.fairwork.gov.au](http://www.fairwork.gov.au) or phone the Fair Work Infoline on 13 13 94.

A free interpreter service is available by calling 13 14 50.

Small businesses calling the Infoline can opt to receive priority service to assist with their inquiries.

Follow Fair Work Ombudsman Natalie James on Twitter [@NatJamesFWO](http://twitter.com/NatJamesFWO) (<http://twitter.com/NatJamesFWO>), the Fair Work Ombudsman [@fairwork\\_gov\\_au](http://twitter.com/fairwork_gov_au) ([http://twitter.com/fairwork\\_gov\\_au](http://twitter.com/fairwork_gov_au)) or find us on Facebook [www.facebook.com/fairwork.gov.au](http://www.facebook.com/fairwork.gov.au) (<http://www.facebook.com/fairwork.gov.au>).

Sign up to receive the Fair Work Ombudsman's media releases direct to your email inbox at [www.fairwork.gov.au/mediareleases](http://www.fairwork.gov.au/mediareleases) ([www.fairwork.gov.au/mediareleases](http://www.fairwork.gov.au/mediareleases)).

Media inquiries:

Eithne Johnston, Media Adviser

Mobile: 0439 835 855

[eithne.johnston@fwo.gov.au](mailto:eithne.johnston@fwo.gov.au) (<mailto:eithne.johnston@fwo.gov.au>)

## 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

---

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.