

Workers share more than \$43,000 back-pay

8 January 2016

Ten workers at Dubbo, Orange and Parkes in regional NSW have been back-paid more than \$43,000 following recent intervention by the Fair Work Ombudsman.

In Dubbo, the operator of a retail business has reimbursed \$20,000 to a family member employed for more than 10 years.

The business failed to pay the employee's accrued annual and long service entitlements when the family member's employment ended.

After the employee lodged a request for assistance with the Fair Work Ombudsman, inspectors apprised the business of its obligations under workplace laws and the outstanding entitlements were promptly reimbursed.

In a separate matter, a mechanic who had worked at a business in Orange for 12 years was back-paid \$12,100 after his accrued annual leave entitlements were not paid following the sale of the business.

And in Parkes, eight employees at a local business were back-paid a total of \$11,300 after their minimum hourly rate was inadvertently underpaid between July, 2013 and June, 2014.

Fair Work Ombudsman Natalie James says the cases highlight the need for regional NSW employers to ensure they understand the minimum wage rates applicable to their workplaces.

"It's particularly important employers pay all outstanding entitlements at the end of the employment relationship, because termination entitlements can play a crucial role in supporting workers if they need to look for a new job," she said.

Ms James says it is also important to note that employees in family businesses have the same right to lawful minimum entitlements as other employees.

Employers who have any uncertainty about whether their workplace practices are appropriate can visit www.fairwork.gov.au or phone the Fair Work Infoline on 13 13 94 for advice.

An interpreter service is available on 13 14 50.

Small businesses can opt to be put through to a small business helpline, which has assisted more than 250,000 callers since it was established two years ago.

Tools and resources available on the website include templates for time-and-wages records, an online learning centre and a Pay and Conditions Tool (PACT) that provides advice about pay, shift, leave and redundancy entitlements.

Follow Fair Work Ombudsman Natalie James on Twitter [@NatJamesFWO](https://twitter.com/NatJamesFWO) (<http://twitter.com/NatJamesFWO>), the Fair Work Ombudsman [@fairwork_gov_au](https://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>).

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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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