

Enforcing the legislation

We are responsible for promoting compliance with Australian workplace laws, and educating about rights and responsibilities at work.

We can also help to resolve workplace issues. We don't investigate every request for assistance made to us. If we decide that a request for assistance involves very serious issues or is in the public interest, we may choose to investigate. If we find that a workplace law has been broken, there are a number of things we can do.

Most of the time, breaches of the Fair Work Act 2009 (the FW Act) involve breaches of civil remedy provisions. This means that someone can be penalised or fined by a court if the court determines that they've broken a workplace law. We have a range of processes and enforcement options for these kinds of offences which include:

- [Workplace investigations \(www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/workplace-investigations\)](http://www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/workplace-investigations)
- [Compliance notices \(www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/compliance-notices\)](http://www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/compliance-notices)
- [Infringement notices \(www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/infringement-notices\)](http://www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/infringement-notices)
- [Compliance Partnerships \(www.fairwork.gov.au/about-us/our-role/enforcing-the-legislation/compliance-partnerships/default\)](http://www.fairwork.gov.au/about-us/our-role/enforcing-the-legislation/compliance-partnerships/default)
- [Enforceable undertakings \(www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/Enforceable-undertakings/default\)](http://www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/Enforceable-undertakings/default)
- [Litigation \(www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/Litigation/default\)](http://www.fairwork.gov.au/About-us/Our-role/enforcing-the-legislation/Litigation/default)

Some breaches of the FW Act are criminal offences. This means someone can be fined or even imprisoned if they break these laws. Examples of criminal offences in the FW Act include employer or employee organisations giving, receiving or soliciting bribes. For more information about these offences, visit the [Registered Organisation Commission's Corrupting Benefits page \(http://www.roc.gov.au/compliance/corrupting-benefits/corrupting-benefits-and-disclosures\)](http://www.roc.gov.au/compliance/corrupting-benefits/corrupting-benefits-and-disclosures).

We don't investigate issues that are potentially criminal in nature. However, if these issues are brought to our attention, we refer them to the Australian Federal Police. Read more about [who we work with \(www.fairwork.gov.au/about-us/our-policies\)](http://www.fairwork.gov.au/about-us/our-policies).

You might also be interested in

- [Help resolving workplace issues \(www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default\)](http://www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default)
- [Our role \(www.fairwork.gov.au/About-us/Our-role/default\)](http://www.fairwork.gov.au/About-us/Our-role/default)
- [Legislation \(www.fairwork.gov.au/about-us/legislation/legislation\)](http://www.fairwork.gov.au/about-us/legislation/legislation)

Page reference No: 2343

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.