

2011 - 2012 enforceable undertakings

Sebastion Pty Ltd t/as Hair Liaison

Date of undertaking: 26 June 2012

We determined Sebastion Pty Ltd committed adverse action against an employee. Sebastion Pty Ltd agreed to former employee with \$2 000.

Copy of undertaking:

- [Enforceable Undertaking Sebastion Pty Ltd \(PDF 770.8KB\) \(www.fairwork.gov.au/ArticleDocuments/720/Sebastion-Pty-Ltd-Under-taking.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/720/Sebastion-Pty-Ltd-Under-taking.pdf.aspx)

Media release

- [Perth hair salon's treatment of female employee breached discrimination laws \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/20120715-sebastian-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/20120715-sebastian-eu)

James Hardie Australia Pty Ltd

Date of undertaking: 17 May 2012

We determined James Hardie Australia Pty Ltd discriminated against a prospective employee. The prospective employee was compensated \$30 000 as a result.

Copy of undertaking:

- [Enforceable Undertaking James Hardie Australia Pty Ltd \(PDF 3.7MB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-James-Hardie.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-James-Hardie.pdf.aspx)

Media release:

- [James Hardie signs Enforceable Undertaking after discrimination breach \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/june-2012/20120601-james-hardie-signs-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/june-2012/20120601-james-hardie-signs-eu)

Buxton (Sandringham) Pty Ltd

Date of undertaking: 13 March 2012

We determined Buxton (Sandringham) Pty Ltd committed adverse action. The total amount of \$1 200 compensation was paid to the prospective employee.

Copy of undertaking:

- [Buxton \(Sandringham\) Enforceable Undertaking \(PDF 404.6KB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-Buxton-Sandringham.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-Buxton-Sandringham.pdf.aspx)

Media release:

- [Melbourne real estate agent signs Enforceable Undertaking after age discrimination breach \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/april-2012/20120402-buxton-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/april-2012/20120402-buxton-eu)

BPL Adelaide Pty Limited

Date of undertaking: 15 December 2011

We determined BPL Adelaide failed to pay employees the correct pay rates and allowances. The total underpayment amounted to \$57 940.38.

Copy of undertaking:

- [Baiada Enforceable Undertaking \(PDF 352.8KB\) \(www.fairwork.gov.au/ArticleDocuments/720/Baiada-Enforceable-Undertak-](http://www.fairwork.gov.au/ArticleDocuments/720/Baiada-Enforceable-Undertak-)

[ing.pdf.aspx](#))

Media release:

- [Adelaide company signs Enforceable Undertaking after underpaying employees almost \\$60,000 \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/january-2012/20120131-bpl-adelaide-eu\)](#)

Super A-Mart Pty Ltd

Date of undertaking: 17 October 2011

We determined Super A-Mart Pty Ltd failed to pay employees for all time worked during a 7 year period. The total underpayment amounted to \$1 376 284.00

Copy of undertaking:

- [Enforceable Undertaking Super-A-Mart Pty Ltd \(PDF 5.5MB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-Super-A-Mart.pdf.aspx\)](#)

Media release:

- [1.3 million back-pay for almost 900 staff at Super A-Mart retail stores \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2011-media-releases/october-2011/20111019-super-a-mart-eu\)](#)

Mr Sadamatsu Katsuyoshi

Date of undertaking: 5 September 2011

We determined Masuya Enterprise Pty Ltd failed to pay compensation and failed to keep pay records of employees. As a result, 82 employees were entitled to compensation totalling \$301 943.82.

Copy of undertaking:

- [Enforceable Undertaking O'Connell Trading Pty Ltd \(PDF 2.7MB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-OConnell-Trading-Pty-Ltd.pdf.aspx\)](#)
- [Enforceable Undertaking Cnr Campbell Trading Pty Ltd \(PDF 2.7MB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-Cnr-Campbell-Trading-Pty-Ltd.pdf.aspx\)](#)
- [Enforceable Undertaking Victoria Ave Trading Pty Ltd \(PDF 2.6MB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-Victoria-Ave-Trading-Pty-Ltd.pdf.aspx\)](#)
- [Enforceable Undertaking Cnr Pitt Trading Pty Ltd \(PDF 2.5MB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-Cnr-Pitt-Trading-Pty-Ltd.pdf.aspx\)](#)

Media release:

- [\\$679,000 back-pay for 180 underpaid Japanese restaurant staff \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2011-media-releases/october-2011/20111005-sadamatsu-eu\)](#)

Ivanho and Kew Pty Ltd and Woon Lan Melissa Kew

Date of undertaking: 2 September 2011

We determined Ivanho and Kew Pty Ltd failed to pay the correct pay rate to 2 of its employees. The total underpayment was \$800 to one employee and \$900 to a former employee.

Copy of undertaking:

- [Enforceable Undertaking Ivanho Kew Pty Ltd \(PDF 429.7KB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Undertaking-Ivanho-Kew-Pty-Ltd.pdf.aspx\)](#)

Media release:

- [Country medical practice faces sanctions after paying staff as it liked \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2011-media-releases/september-2011/20110925-anglesea-medical-centre\)](#)

Joyson Orchards Pty Ltd and Mark William Joyce

Date of undertaking: 19 August 2011

We determined Joyson Orchards failed to pay the correct pay rate to its employees between 2006 and 2009. The total underpayment was \$138 019.80.

Copy of undertaking:

- [Enforceable Undertaking Joyson Orchards Pty Ltd \(PDF 1.5MB\) \(www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Under-taking-Joyson-Orchards-Pty-Ltd.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/720/Enforceable-Under-taking-Joyson-Orchards-Pty-Ltd.pdf.aspx)

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