

## 2012 - 2013 enforceable undertakings

### Empire Memorabilia Pty Ltd

Date of undertaking: 22 May 2013

We determined that an employee was underpaid the minimum wage for ordinary hours of work and failed to receive notice of termination or payment in lieu of notice. We found that there was an underpayment of \$1726.

Copy of undertaking:

- [Enforceable Undertaking - Empire Memorabilia \(PDF 3.5MB\) \(www.fairwork.gov.au/ArticleDocuments/721/Empire-Memorabilia-EU.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Empire-Memorabilia-EU.pdf.aspx)

Media release:

- [Perth retail outlet underpaid vulnerable, young employee and sacked him for complaining \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2013-media-releases/june-2013/20130610-empire-memorabilia-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2013-media-releases/june-2013/20130610-empire-memorabilia-eu)

### Shawna Pty Ltd

Date of undertaking: 29 January 2013

We determined Shawn Pty Ltd committed adverse action. \$2000 was paid in compensation.

Copy of undertaking:

- [Enforceable Undertaking Shawna Pty Ltd - English version \(PDF 2.4MB\) \(www.fairwork.gov.au/ArticleDocuments/721/Redacted-Shawna-EU-English.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Redacted-Shawna-EU-English.pdf.aspx)
- [Enforceable Undertaking Shawna Pty Ltd - Mandarin version \(PDF 553.3KB\) \(www.fairwork.gov.au/ArticleDocuments/721/Redacted-Shawna-EU-Mandarin.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Redacted-Shawna-EU-Mandarin.pdf.aspx)

Media release:

- [Retail outlet discriminated against pregnant employee \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2013-media-releases/february-2013/20130212-shawna-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2013-media-releases/february-2013/20130212-shawna-eu)

### McDonald Real Estate Dandenong Pty Ltd

Date of undertaking: 5 December 2012

We determined that employees were underpaid their minimum wages and entitlements, amounting to a total of \$10 346.29 in underpayments.

Copy of undertaking:

- [Enforceable Undertaking McDonald Real Estate Dandenong Pty Ltd \(PDF 594KB\) \(www.fairwork.gov.au/ArticleDocuments/721/EU-McDonald-Real-Estate-Dandenong-Pty-Ltd.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/EU-McDonald-Real-Estate-Dandenong-Pty-Ltd.pdf.aspx)

Media release:

- [Real estate company back-pays Dandenong salesman \\$10,000 \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2013-media-releases/january-2013/20130114-mcdonald-real-estate-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2013-media-releases/january-2013/20130114-mcdonald-real-estate-eu)

### Buslines Group Pty Ltd

Date of undertaking: 29 November 2012

We determined the employer committed adverse action against its employee. An amount of \$2662.33 compensation was paid to a former employee who was engaged as a casual school bus driver in NSW.

Copy of undertaking:

- [Enforceable Undertaking Buslines Group Pty Ltd \(PDF 762.3KB\) \(www.fairwork.gov.au/ArticleDocuments/721/Redacted-EU-Buslines-Group-Pty-Ltd.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Redacted-EU-Buslines-Group-Pty-Ltd.pdf.aspx)

Media release:

- [School bus driver's pay cut for complaining about lack of basic amenities \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/december-2012/20121221-buslines-group-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/december-2012/20121221-buslines-group-eu)

## **Giacomo Ferretti**

Date of undertaking: 20 November 2012

An employee wasn't paid their accrued annual leave on termination. We found there was an underpayment of \$17 457.50.

Copy of undertaking:

- [Enforceable Undertaking Giacomo Ferretti \(PDF 2.1MB\) \(www.fairwork.gov.au/ArticleDocuments/721/Giacomo-Ferretti-EU.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Giacomo-Ferretti-EU.pdf.aspx)

Media release:

- [Company director back-pays employee outstanding leave entitlements \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/november-2012/20121122-ferretti-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/november-2012/20121122-ferretti-eu)

## **Bush and Campbell Pty Ltd**

Date of undertaking: 7 November 2012

We determined the employer committed adverse action against a former employee. The employer agreed to pay \$17 805 compensation.

Copy of undertaking:

- [Enforceable Undertaking Bush & Campbell \(PDF 843.6KB\) \(www.fairwork.gov.au/ArticleDocuments/721/Bush-Campbell-EU.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Bush-Campbell-EU.pdf.aspx)

Media release:

- [Wagga accountancy firm discriminated against employee over mental disability \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/november-2012/20121109-bush-campbell-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/november-2012/20121109-bush-campbell-eu)

## **Hennesy Lane Hair Design Pty Ltd**

Date of undertaking: 2 October 2012

We determined that the employer failed to keep the required records for a full time apprentice hairdresser, and that they underpaid wages and entitlements amounting to \$9210.90.

Copy of undertaking:

- [Hennesy Lane Enforceable Undertaking \(PDF 633.3KB\) \(www.fairwork.gov.au/ArticleDocuments/721/Hennesy-Lane-EU.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Hennesy-Lane-EU.pdf.aspx)

Media release:

- [Salons sign up to workplace audits and training after underpaying apprentice hairdressers \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121015-hennesy-lane-gas-hair-studio-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121015-hennesy-lane-gas-hair-studio-eu)
- [Salons face court for allegedly underpaying young apprentice hairdressers \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/20120713-hennesy-lane-prosecution\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/20120713-hennesy-lane-prosecution)

## **Gas Hair Studio Pty Ltd**

Date of undertaking: 2 October 2012

We determined that the employer failed to keep the required records for a full time apprentice hairdresser. We also determined an underpayment of wages and entitlements that amounted to \$3181.21.

Copy of undertaking:

- [Gas Hair Studio Enforceable Undertaking \(PDF 658.5KB\) \(www.fairwork.gov.au/ArticleDocuments/721/Gas-Hair-Studio-EU.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Gas-Hair-Studio-EU.pdf.aspx)

Media release:

- [Salons sign up to workplace audits and training after underpaying apprentice hairdressers \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121015-hennesy-lane-gas-hair-studio-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121015-hennesy-lane-gas-hair-studio-eu)
- [Court action over alleged \\$3000 underpayment of young apprentice \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/30072012-gas-hair-studio-prosecution\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/30072012-gas-hair-studio-prosecution)

## CleanDomain

Date of undertaking: 14 September 2012

After receiving complaints, we determined that CleanDomain were underpaying some of its staff. These complaints resulted in back-payments amounting to \$19 688.87.

Copy of undertaking:

- [Enforceable Undertaking CleanDomain \(PDF 2.3MB\) \(www.fairwork.gov.au/ArticleDocuments/721/Enforceable-Undertaking-Clean-Domain.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Enforceable-Undertaking-Clean-Domain.pdf.aspx)

Media release:

- [Sydney cleaners back-paid almost \\$71,000 \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121002-cleandomain-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121002-cleandomain-eu)

## Soderberg - Watch Work Australia Pty Ltd and Cobbler Plus Services Pty Ltd

Date of undertaking: 1 August 2012

We determined underpayments of wages and entitlements for retail employees who were incorrectly classified. We recovered \$180 361.74 (plus super \$23 993.65) from Watch Works and \$1596.40 (plus super \$660.87) from Cobbler.

Copy of undertaking:

- [Soderberg Enforceable Undertaking \(PDF 632.8KB\) \(www.fairwork.gov.au/ArticleDocuments/721/Soderberg-Enforceable-Undertaking.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Soderberg-Enforceable-Undertaking.pdf.aspx)

Media release:

- [\\$206,000 back-pay for 260 Cobbler Plus and Watch Works employees \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/august-2012/20120816-soderberg-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/august-2012/20120816-soderberg-eu)

## Rentokil Initial Pty Ltd

Date of undertaking: 27 July 2012

We determined that Rentokil Initial Pty Ltd failed to keep the required records for its transport, waste collection and recycling employees. We also determined underpayment of the minimum wages and entitlements that amounted to \$354 494.

Copy of undertaking:

- [Rentokil Initial Pty Ltd Enforceable Undertaking \(pdf\) \(PDF 529KB\) \(www.fairwork.gov.au/ArticleDocuments/721/Rentokil-Initial-Pty-Ltd-Enforceable-Undertaking.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/Rentokil-Initial-Pty-Ltd-Enforceable-Undertaking.pdf.aspx)

Media release:

- [Single complaint has now triggered \\$1m in back-pay for Rentokil workers \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121031-rentokil-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/october-2012/20121031-rentokil-eu)
- [One complaint triggers \\$350,000 back-pay for almost 400 workers \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/august-2012/20120806-rentokil-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/august-2012/20120806-rentokil-eu)

## Holtham Family Pty Ltd t/a The Soup Box

Date of undertaking: 12 July 2012

We determined The Soup Box committed adverse action against an employee by reducing their hours of work. The Soup Box agreed to pay the former employee \$2083.90 in compensation.

Copy of undertaking:

- [Holtham Family Pty Ltd t/a The Soup Box \(PDF 783.1KB\) \(www.fairwork.gov.au/ArticleDocuments/721/The-Soup-Box-Enforceable-Undertaking.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/721/The-Soup-Box-Enforceable-Undertaking.pdf.aspx)

Media release

- [Catering company's treatment of female employee breached discrimination laws \(www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/20120727-holtham-family-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2012-media-releases/july-2012/20120727-holtham-family-eu)

Page reference No: 2351

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