

2015 - 2016 enforceable undertakings

Surmin Pty Ltd

Date of undertaking: 15 June 2016

Surmin Pty Ltd, operating a Pizza Hut outlet on Elizabeth Street, Surry Hills, entered into an enforceable undertaking with us after we determined it incorrectly classified three delivery drivers as independent contractors. Record-keeping and pay-slip laws were also contravened.

Copy of undertaking:

- [Surmin Pty Ltd Enforceable Undertaking \(DOCX 139.7KB\)](https://www.fairwork.gov.au/ArticleDocuments/971/surmin-eu.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/971/enforceable-undertaking-surmin-pty-ltd-redacted.pdf.aspx>) (PDF 1.7MB) (<https://www.fairwork.gov.au/ArticleDocuments/971/enforceable-undertaking-surmin-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Enforceable Undertakings resulting from the Fair Work Ombudsman's Activity Report on Pizza Hut outlets](http://www.fairwork.gov.au/about-us/news-and-media-releases/2017-media-releases/pizza-hut-eus) (www.fairwork.gov.au/about-us/news-and-media-releases/2017-media-releases/pizza-hut-eus)

Ventia Utility Services Pty Ltd

Date of undertaking: 10 June 2016

Ventia Utility Services Pty Ltd entered into an enforceable undertaking with us after we determined they breached the adverse action provisions of the Fair Work Act.

Copy of undertaking:

- [Ventia Utility Services Pty Ltd EU \(DOCX 159.3KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/ventia-utility-services-eu.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/ventia-utility-services-eu.pdf.aspx>) (PDF 540KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/ventia-utility-services-eu.pdf.aspx>)

Media release:

- [Ventia Utility Services signs workplace pact, overhauls overseas recruitment practices](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/july-2016/20160720-ventia-mr) (www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/july-2016/20160720-ventia-mr)

Team Search Harvesting

Date of undertaking: 19 May 2016

Team Search Harvesting entered into an enforceable undertaking with us after we determined that employees were unpaid their minimum hourly rate and casual loading and unlawful deductions were made from their pay.

Copy of undertaking:

- [Team Search Harvesting Enforceable Undertaking \(DOCX 175.1KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-team-search-harvesting-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-team-search-harvesting-redacted.pdf.aspx>) (PDF 1.4MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-team-search-harvesting-redacted.pdf.aspx>)

<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-team-search-harvesting-redacted.pdf.aspx>) Media release:

- [Lettuce farm contractor signs workplace pact after short-changing almost 100 overseas workers](http://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/june-2016/20160628-tsh-eu-presser) ([https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/june-2016/20160628-tsh-eu-presser](http://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/june-2016/20160628-tsh-eu-presser))

Illawarra Communications Pty Ltd

Date of undertaking: 16 May 2016

Illawarra Communications Pty Ltd entered into an undertaking with us after we determined they had underpaid a call centre worker

casual loadings, overtime rates and penalty rates for weekend, public holiday and night work over a seven-month period last year.

Copy of undertaking:

- [Illawarra Communications Pty Ltd Enforceable Undertaking \(DOCX 147.7KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/illawarra-communications-eu.docx.aspx) ([https://www.fairwork.gov.au/ArticleDocuments/884/illawarra-communications-eu.docx.aspx](https://www.fairwork.gov.au/ArticleDocuments/884/illawarra-communications-eu.pdf.aspx)) (PDF 1019.9KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/illawarra-communications-eu.pdf.aspx>)

Media release:

- [Worker wage review follows underpayments](https://www.fairwork.gov.au/about-us/news-media-releases/2016-media-releases/july-2016/20160726-illawarra-comms-mr) (<https://www.fairwork.gov.au/about-us/news-media-releases/2016-media-releases/july-2016/20160726-illawarra-comms-mr>)

Oaks Hotels & Resorts Limited

Date of undertaking: 9 May 2016

Oaks Hotel & Resorts Limited entered into an enforceable undertaking with us after we determined that employees were being underpaid, and that they were being wrongly classified as independent contractors.

Copy of undertaking:

- [Oaks Hotels & Resorts Limited Enforceable Undertaking \(DOCX 140KB\)](https://www.fairwork.gov.au/ArticleDocuments/545/oaks-enforceable-undertaking-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/545/oaks-enforceable-undertaking-redacted.docx.aspx>) (PDF 1.9MB) (<https://www.fairwork.gov.au/ArticleDocuments/545/oaks-signed-enforceable-undertaking-redacted.pdf.aspx>)

Media release:

- [Statement on outcome of Inquiry into the housekeeping services of 4 and 5-star hotels](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/may-2016/20160520-hotel-housekeepers-inquiry) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/may-2016/20160520-hotel-housekeepers-inquiry>) .

Housekeepers Pty Ltd

Date of undertaking: 9 May 2016

Housekeepers Pty Ltd entered into an enforceable undertaking with us after we determined that they were engaging 16 cleaning staff as independent contractors when they should have been classified as employees, resulting in underpayments.

Copy of undertaking:

- [Housekeepers Pty Ltd Enforceable Undertaking \(DOCX 146.5KB\)](https://www.fairwork.gov.au/ArticleDocuments/545/housekeepers-pty-ltd-enforceable-undertaking-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/545/housekeepers-pty-ltd-enforceable-undertaking-redacted.docx.aspx>) (PDF 2.9MB) (<https://www.fairwork.gov.au/ArticleDocuments/545/housekeepers-pty-ltd-signed-enforceable-undertaking-redacted.pdf.aspx>)

Media release:

- [Statement on outcome of Inquiry into the housekeeping services of 4 and 5-star hotels](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/may-2016/20160520-hotel-housekeepers-inquiry) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/may-2016/20160520-hotel-housekeepers-inquiry>) .

Deepcore Australia Pty Ltd

Date of undertaking: 21 April 2016

Deepcore Australia Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their night shift penalty rate, Saturday penalty rate and industry allowance.

Copy of undertakings:

- [Deepcore Australia Pty Ltd Enforceable Undertaking \(DOCX 202.9KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-deepcore-australia-pty-ltd-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-deepcore-australia-pty-ltd-redacted.docx.aspx>) (PDF 2.9MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-deepcore-australia-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Mining services company short-changes 205 employees more than \\$2 million.](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/june-2016/20160607-deepcore-media-release) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/june-2016/20160607-deepcore-media-release>)

Hiyi Pty Ltd

Date of undertaking: 20 April 2016

Hiyi Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate, casual loading and penalty rates.

Copy of undertaking:

- [Hiyi Pty Ltd Enforceable Undertaking \(DOCX 141.2KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-hiyi-pty-ltd-redacted.docx.aspx) ([https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-hiyi-pty-ltd-redacted.docx.aspx](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-hiyi-pty-ltd-redacted.pdf.aspx)) (PDF 372.8KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-hiyi-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Court penalises 7-Eleven operators \\$150,000 for underpayment of overseas workers](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/july-2016/20160705-hiyi-penalty-and-eu) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/july-2016/20160705-hiyi-penalty-and-eu>)

Naked Japan Australia Pty Ltd

Date of undertaking: 23 March 2016

Naked Japan Australian Pty Ltd entered into an enforceable undertaking with us after we determined that employees were being underpaid their minimum hourly rate, penalty rates and casual loading.

Copy of undertaking:

- [Naked Japan Australia Pty Ltd Enforceable Undertaking \(DOCX 154.2KB\)](http://www.fairwork.gov.au/ArticleDocuments/884/naked-japan-australia-pty-ltd-redacted.docx.aspx) (www.fairwork.gov.au/ArticleDocuments/884/naked-japan-australia-pty-ltd-redacted.docx.aspx) (PDF 406.6KB) (www.fairwork.gov.au/ArticleDocuments/884/naked-japan-australia-pty-ltd-redacted.pdf.aspx)

Media release:

- [Cook short-changed more than \\$10,000](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/may-2016/20160524-naked-japan-presser) (www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/may-2016/20160524-naked-japan-presser)

Comprehensive Cleaning Pty Ltd

Date of undertaking: 21 March 2016

Comprehensive Cleaning Pty Ltd entered into an enforceable undertaking with us after we determined that employees were being underpaid their minimum wages, overtime and penalty rates.

Copy of undertaking:

- [Comprehensive Cleaning EU \(DOCX 142.4KB\)](http://www.fairwork.gov.au/ArticleDocuments/884/comprehensive-cleaning-eu.docx.aspx) (www.fairwork.gov.au/ArticleDocuments/884/comprehensive-cleaning-eu.docx.aspx) (PDF 605KB) (www.fairwork.gov.au/ArticleDocuments/884/comprehensive-cleaning-eu.pdf.aspx)

Media release:

- [Backpackers working at abattoir short-changed more than \\$35,000](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/may-2016/20160531-comprehensive-cleaning-eu-mr) (www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/may-2016/20160531-comprehensive-cleaning-eu-mr)

Apple Holdings Pty Ltd

Date of undertaking: 21 March 2016

Apple Holdings Pty Ltd entered into an enforceable undertaking with us after we determined that employees were being underpaid their minimum hourly rate, overtime, shift allowance, weekend and public holiday penalty rates.

Copy of undertaking:

- [Apple Holdings Pty Ltd Enforceable Undertaking \(DOCX 137.8KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-apple-holdings-pty-ltd-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-apple-holdings-pty-ltd-redacted.docx.aspx>) (PDF 357.6KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-apple-holdings-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Perth restaurant signs workplace pact after short-changing overseas workers \\$14,000](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/june-2016/20160610-apple-holdings-release) (www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/june-2016/20160610-apple-holdings-release)

Viplus Dairy Pty Ltd

Date of undertaking: 19 February 2016

Viplus Dairy Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate, penalty rates, overtime and casual loading.

Copy of undertaking:

- [Enforceable Undertaking - Viplus Dairy Pty Ltd - Redacted \(DOCX 149.7KB\)](http://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-viplus-dairy-pty-dtd-redacted.docx.aspx) ([www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-viplus-dairy-pty-dtd-redacted.docx.aspx](http://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-viplus-dairy-pty-dtd-redacted.pdf.aspx)) (PDF 356.9KB) (www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-viplus-dairy-pty-dtd-redacted.pdf.aspx)

Media release:

- [Taiwanese backpackers short-changed packing infant formula for lucrative Chinese market](http://www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/march-2016/20160321-viplus-dairy-eu-presser) (www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/march-2016/20160321-viplus-dairy-eu-presser)

Zhou Yang Emporium Pty Ltd and Zhou Yang Northland Pty Ltd

Date of undertaking: 27 January 2016

Zhou Yang Emporium Pty Ltd and Zhou Yang Northland Pty Ltd entered into an enforceable undertaking with us after we determined that two employees were wrongly employed as trainees and were underpaid their minimum hourly rate, weekend and public holiday penalty rates.

Copy of undertakings:

- [Zhou Yang Emporium Enforceable Undertaking \(DOCX 147.6KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/zhou-yang-emporium-eu-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/zhou-yang-emporium-eu-redacted.docx.aspx>) (PDF 580.6KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/zhou-yang-emporium-eu.pdf.aspx>)
- [Zhou Yang Northland Enforceable Undertaking \(DOCX 147.7KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/zhou-yang-northland-eu-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/zhou-yang-northland-eu-redacted.docx.aspx>) (PDF 753.6KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/zhou-yang-northland-eu.pdf.aspx>)

Media release:

- [Bing Boy franchisees sign workplace pact following underpayment of staff wages.](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/march-2016/20160311-bing-boy-eus) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/march-2016/20160311-bing-boy-eus>)

Reddot Brewhouse (AUST) Pty Ltd

Date of undertaking: 20 January 2016

Reddot Brewhouse (AUST) Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate, overtime, weekend and public holiday penalty rates, annual leave and leave loading.

Copy of undertaking:

- [Reddot Brewhouse \(AUST\) Pty Ltd enforceable undertaking \(DOCX 155.5KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-reddot-brewhouse-aust-pty-ltd-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-reddot-brewhouse-aust-pty-ltd-redacted.docx.aspx>) (PDF 538.4KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-reddot-brewhouse-aust-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Filipino worker short-changed more than \\$20, 000 in just three months](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/february-2016/20160213-reddot-eu) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/february-2016/20160213-reddot-eu>)

TDS International Investment Group Pty Ltd

Date of undertaking: 21 December 2015

TDS International Investment Group Pty Ltd entered into an enforceable undertaking with us after we determined that employees weren't paid a casual loading, penalty rates and superannuation.

Copy of undertaking:

- [TDS International Investment Group Pty Ltd Enforceable Undertaking \(DOCX 159.2KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-tds-international-investment-group-pty-ltd-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-tds-international-investment-group-pty-ltd-redacted.docx.aspx>) (PDF 1.8MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-tds-international-investment-group-pty-ltd-redacted.pdf.aspx>)

Media release:

- Overseas workers short-changed \$92,000 (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/march-2016/20160302-gromer-tds-eu-presser>)

C & JT Pty Ltd

Date of undertaking: 4 December 2015

C & JT Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate and weekend penalty rates.

Copy of undertaking:

- C JT Pty Ltd Enforceable Undertaking (DOCX 146.8KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-c-jt-pty-ltd-redacted.docx.aspx>) (PDF 856KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-c-jt-pty-ltd-redacted.pdf.aspx>)

Media release:

Nando's restaurant signs workplace pact after short-changing workers more than \$27 000 (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/february-2016/20160224-nandos-canberra-city-eu-presser>)

Gromor Enterprises Pty Ltd

Date of undertaking: 16 November 2015

Gromor Enterprises Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate for all hours worked.

Copy of undertaking:

- Gromor Enterprises Pty Ltd Enforceable Undertaking (DOCX 166.3KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-gromor-enterprises-pty-ltd-redacted.docx.aspx>) (PDF 715.7KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-gromor-enterprises-pty-ltd-redacted.pdf.aspx>)

Media release:

- Overseas workers short-changed \$92,000 (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/march-2016/20160302-gromer-tds-eu-presser>)

Uchouten Pty Ltd

Date of undertaking: 9 November 2015

Uchouten Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate, weekend and public holiday penalty rates, and casual loading.

Copy of undertaking:

- Uchouten Pty Ltd - Enforceable Undertaking (DOCX 168.9KB) (www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-uchouten-pty-ltd-redacted.docx.aspx) (PDF 1.1MB) (www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-uchouten-pty-ltd-redacted.pdf.aspx)

Media release:

- Japanese restaurant admits deliberately underpaying 417 visa-holders and hoping to get away with it (www.fairwork.gov.au/about-us/news-and-media-releases/archived-media-releases/2016-media-releases/january-2016/20160121-uchouten-eu-presser)

Tenkomori Ramen Pty Ltd

Date of undertaking: 3 November 2015

Tenkomori Ramen Pty Ltd entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate, weekend and public holiday penalty rates, shift loading for work performed on evenings and casual loading.

Copy of undertaking:

- Tenkomori Ramen Pty Ltd Enforceable Undertaking (DOCX 119KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/tenkomori-ramen-pty-ltd-eu.docx.aspx>) (PDF 771KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/tenkomori-ramen-pty-ltd-eu.pdf.aspx>)

Media release:

- Japanese restaurant short-changed Korean visa-holder \$6000 in just five months (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/december-2015/20151207-kaby-holdings-eu-presser>)

Go-Karts-Go Australia Pty Ltd

Date of undertaking: 2 November 2015

Go-Karts-Go Australia entered into an enforceable undertaking with us after we determined that employees weren't paid annual leave, weekend penalty rates, and casual loading. We also found that pay slip and record-keeping requirements weren't met.

Copy of undertaking:

- [Go-Karts-Go Australia Enforceable Undertaking \(DOCX 113.4KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/go-karts-EU.docx.aspx) ([https://www.fairwork.gov.au/ArticleDocuments/884/go-karts-EU.docx.aspx](https://www.fairwork.gov.au/ArticleDocuments/884/go-karts-go-australia-pty-ltd-redacted-eu.pdf.aspx)) (PDF 630KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/go-karts-go-australia-pty-ltd-redacted-eu.pdf.aspx>)

Media release:

- [30k back-pay for staff at go-kart tracks](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151126-go-kart-eu-presser) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151126-go-kart-eu-presser>)

K S Benning and Sons

Date of undertaking: 23 October 2015

K S Benning and Sons entered into an enforceable undertaking after we determined that 137 employees were underpaid their minimum hourly rate and public holiday penalty rates. We also found that for casual employees, record-keeping requirements were not met.

Copy of undertaking:

- [K S Benning and Sons Enforceable Undertaking \(DOCX 108.3KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-ks-benning-and-sons-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-ks-benning-and-sons-redacted.docx.aspx>) (PDF 525.5KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-ks-benning-and-sons-redacted.pdf.aspx>)

Media release:

- [Blueberry farm workers get \\$46k back-pay](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151130-benning-eu-presser) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151130-benning-eu-presser>)

Norman Harris Bright

Date of undertaking: 20 October 2015

Norman Harris Bright entered into an enforceable undertaking with us after we determined that employees were underpaid their minimum hourly rate, minimum engagement periods and superannuation.

Copy of undertaking:

- [Norman Harris Bright Enforceable Undertaking \(DOCX 153.9KB\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-norman-bright-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-norman-bright-redacted.docx.aspx>) (PDF 1.2MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-norman-bright-redacted.pdf.aspx>)

Media release:

- [A good turn, but a costly error](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/january-2016/20160112-norman-bright-eu-presser) (<https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/january-2016/20160112-norman-bright-eu-presser>)

JHH International Pty Ltd

Date of undertaking: 9 October 2015

JHH International Pty Ltd entered into an enforceable undertaking after we determined that employees were underpaid their minimum hourly rate, casual and shift loadings, weekend and public holiday rates and broken shift allowances.

Copy of undertaking:

- [JHH international Pty Ltd Enforceable Undertaking \(DOCX 143.8KB\)](http://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-jhh-international-pty-ltd.docx.aspx) (www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-jhh-international-pty-ltd.docx.aspx) (PDF 445.7KB) (www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-jhh-international-pty-ltd.pdf.aspx)

Media release:

- [Business unaware of minimum pay rates short-changed Korean backpackers \\$16k \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/december-2015/20151202-jhh-international-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/december-2015/20151202-jhh-international-eu-presser)

Ni Hao Chinese Restaurant Toowoomba Pty Ltd

Date of undertaking: 2 October 2015

Ni Hao Chinese Restaurant Toowoomba Pty Ltd entered into an enforceable undertaking after we determined that employees were underpaid their minimum hourly rate, overtime, split shift allowances, weekend, public holiday and evening penalties and annual leave loading. We also found that pay slip and record-keeping requirements were not met.

Copy of undertaking:

- [Ni Hao Chinese Restaurant Toowoomba Pty Ltd Enforceable Undertaking \(DOCX 162.6KB\) \(www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-ni-hao-chinese-restaurant-toowoomba-pty-ltd.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-ni-hao-chinese-restaurant-toowoomba-pty-ltd.docx.aspx) (PDF 2.6MB) (www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-ni-hao-chinese-restaurant-toowoomba-pty-ltd.pdf.aspx)

Media release:

- [Overseas worker recruited as restaurant manager, but employed as chef and underpaid \\$45,000 \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/december-2015/20151203-ni-hao-chinese-restaurant-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/december-2015/20151203-ni-hao-chinese-restaurant-eu-presser)

Kaby Holdings Pty Ltd

Date of undertaking: 29 September 2015

Kaby Holdings Pty Ltd entered into an enforceable undertaking after we determined that employees were underpaid their minimum hourly rate, evening, weekend and public holiday penalty rates, annual leave and leave loading upon termination.

Copy of undertaking:

- [Kaby Holdings Pty Ltd \(DOCX 106.9KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/kaby-holdings-pty-ltd-eu.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/kaby-holdings-pty-ltd-eu.docx.aspx) (PDF 2.9MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/kaby-holdings-pty-ltd-eu.pdf.aspx>)

Media release:

- [Japanese restaurant short-changed Korean visa-holder \\$6000 in just five months \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/december-2015/20151207-kaby-holdings-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/december-2015/20151207-kaby-holdings-eu-presser)

Jisu Design Pty Ltd

Date of undertaking: 28 September 2015

Jisu Design Pty Ltd entered into an enforceable undertaking after we determined that an employee was underpaid their minimum hourly rate and was not paid their annual leave entitlements.

Copy of undertaking:

- [Jisu Design Pty Ltd Enforceable Undertaking \(DOCX 138.8KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-jisu-design-pty-ltd-redacted.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-jisu-design-pty-ltd-redacted.docx.aspx) (PDF 467.6KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-jisu-design-pty-ltd-redacted.pdf.aspx>)

Media release:

- [\\$10 an hour doesn't cut it at beauty salon \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151125-jisu-design-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151125-jisu-design-eu-presser)

Rapid City Pty Ltd

Date of undertaking: 24 September 2015

Rapid City Pty Ltd entered into an enforceable undertaking after we determined that employees were underpaid their minimum hourly rate, weekend and public holiday penalty rates, annual leave loading, casual loading and allowances.

Copy of undertaking:

- [Rapid City Pty Ltd Enforceable Undertaking \(DOCX 156.3KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-rapid-city-pty-ltd-redacted.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-rapid-city-pty-ltd-redacted.docx.aspx) (PDF 4.3MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-rapid-city-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Nepalese student says she was underpaid \\$23,000 because she is "not an Aussie" \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/january-2016/20160125-rapid-city-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2016-media-releases/january-2016/20160125-rapid-city-eu-presser)

Doug Edwards

Date of undertaking: 15 September 2015

Doug Edwards entered into an enforceable undertaking with us after we determined employees were underpaid their minimum hourly rate, weekend and evening penalty rates and casual loading.

Copy of undertaking:

- [Doug Edwards Enforceable Undertaking \(DOCX 96.1KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-doug-edwards-redacted.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-doug-edwards-redacted.docx.aspx) (PDF 845.4KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-doug-edwards-redacted.pdf.aspx>)

Media release:

- [Thredbo restaurant signs workplace pact after second audit finds ongoing wage issues \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/september-2015/20150924-alfresco-pizzeria-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/september-2015/20150924-alfresco-pizzeria-eu-presser)

Falls Creek Coach Service Pty Ltd

Date of undertaking: 7 September 2015

Falls Creek Coach Service Pty Ltd entered into an enforceable undertaking after we determined that 9 employees were underpaid their minimum hourly rate, weekend and overtime penalty rates.

Copy of undertaking:

- [Falls Creek Coach Service Pty Ltd Enforceable Undertaking \(DOCX 163.1KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-falls-creek-coach-service-pty-ltd.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-falls-creek-coach-service-pty-ltd.docx.aspx) (PDF 538.4KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-falls-creek-coach-service-pty-ltd.pdf.aspx>)

Media release:

- [Falls Creek bus service signs workplace pact after second audit finds ongoing wage issues \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151127-falls-creek-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151127-falls-creek-eu-presser)

MQ Property Group Pty Ltd

Date of undertaking: 7 September 2015

MQ Property Group Pty Ltd entered into an enforceable undertaking after we determined that employees were misclassified as contractors and were underpaid their minimum hourly rates, overtime, weekend and public holidays rates.

Copy of undertaking:

- [MQ Property Group Pty Ltd Enforceable Undertaking \(DOCX 103.1KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-mq-property-group-pty-ltd-redacted.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-mq-property-group-pty-ltd-redacted.docx.aspx) (PDF 582.1KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-mq-property-group-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Cleaners underpaid almost \\$12,000 in just 6 weeks \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151118-mq-property-group-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/november-2015/20151118-mq-property-group-eu-presser)

Mountain Bread Pty Ltd

Date of undertaking: 21 August 2015

Mountain Bread Pty Ltd entered into an enforceable undertaking after we determined that an employee was underpaid their minimum hourly rate, overtime, weekend and public holidays rates.

Copy of undertaking:

- [Mountain Bread Pty Ltd Enforceable Undertaking \(DOCX 141KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-mountain-bread-pty-ltd-redacted.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-mountain-bread-pty-ltd-redacted.docx.aspx) (PDF 515.2KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-mountain-bread-pty-ltd-redacted.pdf.aspx>)

Media release:

- [\\$22,000 'cheque in mail' for Taiwanese backpacker \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/september-2015/20150915-mountain-bread-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/september-2015/20150915-mountain-bread-eu-presser)

Marsil Pty Ltd

Date of undertaking: 19 August 2015

Marsil Pty Ltd entered into an enforceable undertaking after we determined that employees were underpaid their minimum hourly rate, weekend and public holiday penalty rates, casual loading and overtime.

Copy of undertaking:

- [Marsil Pty Ltd Enforceable Undertaking \(DOCX 100.2KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-marsil-pty-ltd-redacted.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-marsil-pty-ltd-redacted.docx.aspx) (PDF 2.1MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-marsil-pty-ltd-redacted.pdf.aspx>)

Media release:

- [Back-payment bill for Sydney Cafe operators after Korean workers short-changed almost \\$40,000 \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/october-2015/20151001-marsil-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/october-2015/20151001-marsil-eu-presser)

Boon Seah trading as Royel Bakehouse

Date of undertaking: 20 July 2015

Boon Seah entered into an enforceable undertaking with us after we determined that 4 employees were underpaid their minimum hourly rate and casual loading. We also found that record-keeping and payslip requirements weren't being met.

Copy of undertaking:

- [Royel Bakehouse Enforceable Undertaking \(DOCX 87.9KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-royel-bakehouse.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-royel-bakehouse.docx.aspx) (PDF 476.8KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-royel-bakehouse-redacted.pdf.aspx>)

Media release:

- [\\$20,000 back-pay for Hobart cafe employees \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/september-2015/20150922-royel-bakehouse-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/september-2015/20150922-royel-bakehouse-eu-presser)

Chryss Enterprises Pty Ltd

Date of undertaking: 9 July 2015

Chryss Enterprises Pty Ltd entered into an enforceable undertaking after we determined that the company misclassified drivers as sub-contractors instead of employees. This resulted in underpayment of their minimum hourly rate, weekend and public holiday penalty rates, annual leave and leave loading. We also found that record-keeping and payslip requirements weren't met.

Copy of undertaking:

- [Chryss Enterprises Pty Ltd Enforceable Undertaking \(DOCX 118.1KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/chryss-enterprises-pty-ltd-eu.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/chryss-enterprises-pty-ltd-eu.docx.aspx) (PDF 4MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/chryss-enterprises-pty-ltd-eu.pdf.aspx>)

Media release:

- [Transport company signs pact after ongoing workplace contraventions identified \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/august-2015/20150818-chryss-enterprises-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/august-2015/20150818-chryss-enterprises-eu-presser)

DM & G Pty Ltd

Date of undertaking: 2 July 2015

DM & G Pty Ltd entered into an enforceable undertaking after we determined that employees were underpaid their minimum hourly rate, overtime, special clothing allowance, weekend penalty rates and casual loading.

Copy of undertaking:

- [DM & G Pty Ltd Enforceable Undertaking \(DOCX 99.6KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/dmg-pty-ltd-eu.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/dmg-pty-ltd-eu.docx.aspx) (PDF 3.9MB) (<https://www.fairwork.gov.au/ArticleDocuments/884/dmg-pty-ltd-eu.pdf.aspx>)

Media release:

- [Business with "no idea" about minimum pay rates now faces \\$46,000 unpaid wages bill \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/august-2015/20150819-mr-kitchen-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/august-2015/20150819-mr-kitchen-presser)

Xin-Long Pty Ltd

Date of undertaking: 2 July 2015

Xin-Long Pty Ltd entered into an enforceable undertaking after we determined that employees were underpaid their minimum hourly rate, penalty rates and casual loading.

- [Xin Long enforceable undertaking \(DOCX 92.6KB\) \(www.fairwork.gov.au/ArticleDocuments/884/xin-long-pty-ltd-eu.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/884/xin-long-pty-ltd-eu.docx.aspx) (PDF 2.4MB) (www.fairwork.gov.au/ArticleDocuments/884/xin-long-pty-ltd-eu.pdf.aspx)

Media release:

- [Business with "no idea" about minimum pay rates now faces \\$46,000 unpaid wages bill \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/august-2015/20150819-mr-kitchen-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/august-2015/20150819-mr-kitchen-presser)

A&K Saana Services Pty Ltd

Date of undertaking: 1 July 2015

A&K Saana Services Pty Ltd entered into an enforceable undertaking after we determined that 9 employees were underpaid their minimum hourly rate, minimum four-hour engagement period, broken shift allowances, penalty rates for early and late shifts, overtime rates and penalties for weekend and public holiday work.

Copy of undertaking:

- [A&K Saana Services Pty Ltd Enforceable Undertaking \(DOCX 107.9KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/ak-saana-eu.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/ak-saana-eu.docx.aspx) (PDF 814.6KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/ak-saana-services-eu.pdf.aspx>)

Media release:

- [Cleaners to see more in pay packets \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/july-2015/20150730-ak-saana-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/july-2015/20150730-ak-saana-eu-presser)

CAB Catering Pty Ltd

Date of undertaking: 1 July 2015

CAB Catering Pty Ltd entered into an enforceable undertaking after we determined that 6 employees were underpaid their minimum hourly rate and overtime and unlawfully required to take paid accrued annual leave.

Copy of undertaking:

- [CAB Catering Pty Ltd Enforceable Undertaking \(DOCX 104.8KB\) \(https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-cab-catering-pty-ltd-redacted.docx.aspx\)](https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-cab-catering-pty-ltd-redacted.docx.aspx) (PDF 444.4KB) (<https://www.fairwork.gov.au/ArticleDocuments/884/enforceable-undertaking-cab-catering-pty-ltd-redacted.pdf.aspx>)

Media release:

- [School canteen mums short-changed \(https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/july-2015/20150715-cab-catering-eu-presser\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/2015-media-releases/july-2015/20150715-cab-catering-eu-presser)

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