

2019 - 2020 enforceable undertakings

Thales Australia Limited

Date of undertaking: October 2019

Thales Australia Limited entered into an Court-Enforceable Undertaking with the Fair Work Ombudsman after they self-disclosed that they had paid annual salaries below what employees were entitled to under the applicable enterprise agreements. This led to underpayments of minimum wages, overtime, annual leave entitlements and superannuation. The employer has back-paid \$7.44 million to 407 current and former employees that were underpaid.

Copy of undertaking:

- [Thales Australia Limited Enforceable Undertaking \(DOCX 183.1KB\)](https://www.fairwork.gov.au/ArticleDocuments/1505/thales-australia-limited-enforceable-undertaking.docx.aspx) ([https://www.fairwork.gov.au/ArticleDocuments/1505/thales-australia-limited-enforceable-undertaking.docx.aspx](https://www.fairwork.gov.au/ArticleDocuments/1505/thales-australia-limited-enforceable-undertaking.pdf.aspx)) (PDF 620.3KB) (<https://www.fairwork.gov.au/ArticleDocuments/1505/thales-australia-limited-enforceable-undertaking.pdf.aspx>)

Copy of media release:

- [Thales signs court-enforceable undertaking](http://www.fairwork.gov.au/about-us/news-and-media-releases/2019-media-releases/august-2019/20190830-thales-eu-media-release) (www.fairwork.gov.au/about-us/news-and-media-releases/2019-media-releases/august-2019/20190830-thales-eu-media-release)

T J D Sayoco Pty Ltd

Date of undertaking: August 2019

T J D Sayoco Pty Ltd, trading as Han's Cafe Mandurah, entered into an EU with us after Fair Work inspectors found staff were being paid below the minimum award pay rates, and not receiving penalties and overtime rates. The employer has paid back their employees a total of \$27,086 and will improve their payroll process and undertake external audits to ensure that all staff are paid correctly in the future.

Copy of undertaking:

- [T J D Sayoco Pty Ltd Enforceable Undertaking \(DOCX 166.1KB\)](http://www.fairwork.gov.au/ArticleDocuments/1505/tjd-sayoco-pty-ltd-enforceable-undertaking.docx.aspx) (www.fairwork.gov.au/ArticleDocuments/1505/tjd-sayoco-pty-ltd-enforceable-undertaking.docx.aspx) (PDF 3.2MB) (www.fairwork.gov.au/ArticleDocuments/1505/tjd-sayoco-pty-ltd-enforceable-undertaking.pdf.aspx)

Copy of media release:

- [Han's Cafe Mandurah to back-pay 16 workers](http://www.fairwork.gov.au/about-us/news-and-media-releases/2019-media-releases/august-2019/20190815-hans-cafe-mandurah-eu-media-release) (www.fairwork.gov.au/about-us/news-and-media-releases/2019-media-releases/august-2019/20190815-hans-cafe-mandurah-eu-media-release)

MADE Establishment Pty Ltd

Date of undertaking: July 2019

MADE Establishment Pty Ltd entered into an EU with the Fair Work Ombudsman when representatives of MADE Establishment at their own initiative notified the FWO that they had identified non-compliance. This led to underpayment contraventions under the Restaurant Industry Award 2010.

Copy of undertaking:

- [MADE Establishment Enforceable Undertaking \(DOCX 73.5KB\)](http://www.fairwork.gov.au/ArticleDocuments/545/made-establishment-enforceable-undertaking.docx.aspx) (www.fairwork.gov.au/ArticleDocuments/545/made-establishment-enforceable-undertaking.docx.aspx) (PDF 2.9MB) (www.fairwork.gov.au/ArticleDocuments/545/made-establishment-enforceable-undertaking.pdf.aspx)

Copy of media release:

- [MADE Establishment signs undertaking](http://www.fairwork.gov.au/about-us/news-and-media-releases/2019-media-releases/july-2019/20190718-made-establishment-eu-media-release) (www.fairwork.gov.au/about-us/news-and-media-releases/2019-media-releases/july-2019/20190718-made-establishment-eu-media-release)

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Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

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