

2020-2021 enforceable undertakings

Idameneo (No 123)

Date of undertaking: November 2020

A major national medical centre operator, Idameneo (No 123) Pty Ltd, has back-paid employees \$15.3 million and entered into an Enforceable Undertaking (EU) with the Fair Work Ombudsman (FWO).

Copy of undertaking:

- [Healius \(Idameneo \(No 123\) Pty Ltd\) Enforceable Undertaking \(DOCX 157.3KB\)](https://www.fairwork.gov.au/ArticleDocuments/1545/healius-enforceable-undertaking.docx.aspx) ([https://www.fairwork.gov.au/ArticleDocuments/1545/healius-enforceable-undertaking.docx.aspx](https://www.fairwork.gov.au/ArticleDocuments/1545/healius-enforceable-undertaking.pdf.aspx)) (PDF 8.3MB) (<https://www.fairwork.gov.au/ArticleDocuments/1545/healius-enforceable-undertaking.pdf.aspx>)
- [Healius \(Idameneo \(No 123\) Pty Ltd\) Enforceable Undertaking Schedule A \(PDF 7.1MB\)](https://www.fairwork.gov.au/ArticleDocuments/1545/healius-enforceable-undertaking-schedule-a.pdf.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/1545/healius-enforceable-undertaking-schedule-a.pdf.aspx>)

Copy of media release:

- [Idameneo back-pays workers over \\$15 million](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/november-2020/20201110-idameneo-eu-media-release) (www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/november-2020/20201110-idameneo-eu-media-release)

WHSmith

Date of undertaking: November 2020

National food and retail company WHSmith Australia Pty Ltd has back-paid employees more than \$2.2 million and entered into an Enforceable Undertaking (EU) with the Fair Work Ombudsman.

Copy of undertaking:

- [WH Smith Pty Ltd Enforceable Undertaking \(DOCX 321KB\)](https://www.fairwork.gov.au/ArticleDocuments/1545/wh-smith-eu-final-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/1545/wh-smith-eu-final-redacted.docx.aspx>) (PDF 5.5MB) (<https://www.fairwork.gov.au/ArticleDocuments/1545/wh-smith-eu-final-redacted.pdf.aspx>)

Copy of media release:

- [WHSmith signs Enforceable Undertaking](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/november-2020/20201105-whsmith-eu-media-release) (www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/november-2020/20201105-whsmith-eu-media-release)

National Library of Australia

Date of undertaking: October 2020

The National Library of Australia has entered into an Enforceable Undertaking (EU) with the Fair Work Ombudsman after underpaying employees almost \$250,000 in wages and superannuation.

Copy of undertaking:

- [National Library of Australia Enforceable Undertaking \(DOCX 153.2KB\)](https://www.fairwork.gov.au/ArticleDocuments/1545/eu-national-library-of-australia-final-redacted.docx.aspx) (<https://www.fairwork.gov.au/ArticleDocuments/1545/eu-national-library-of-australia-final-redacted.docx.aspx>) (PDF 14.4MB) (<https://www.fairwork.gov.au/ArticleDocuments/1545/national-library-of-australia-enforceable-undertaking.pdf.aspx>)

Copy of media release:

- [National Library signs Enforceable Undertaking](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/november-2020/20201030-national-library-eu-media-release) (www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/november-2020/20201030-national-library-eu-media-release)

IBM

Date of undertaking: September 2020

Multinational technology company IBM has back-paid Australian employees more than \$12 million after entering into an Enforceable

Undertaking with the Fair Work Ombudsman.

Copy of undertaking:

- [IBM Enforceable Undertaking \(DOCX 53.8KB\) \(www.fairwork.gov.au/ArticleDocuments/545/IBM-Enforceable-Undertaking%20-%20Final%20-%20REDACTED%20\(002\).docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/IBM-Enforceable-Undertaking%20-%20Final%20-%20REDACTED%20(002).docx.aspx) (PDF 12.3MB) (www.fairwork.gov.au/ArticleDocuments/1545/IBM-EU-Final.pdf.aspx) and [Schedules \(XLSX 352.9KB\) \(www.fairwork.gov.au/ArticleDocuments/545/IBM-EU-%20Schedules-REDACTED.xlsx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/IBM-EU-%20Schedules-REDACTED.xlsx.aspx)

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- [IBM signs Enforceable Undertaking \(www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/september-2020/20200911-imb-eu-media-release\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/september-2020/20200911-imb-eu-media-release)

Western Power

Date of undertaking: September 2020

Western Australian electricity network provider Western Power has back-paid employees more than \$8 million, and is reporting to the Fair Work Ombudsman to ensure it correctly calculates and finalises further significant back-payments, under an enforceable undertaking entered into with the FWO.

Copy of undertaking:

- [Western Power Enforceable Undertaking \(DOCX 52.3KB\) \(www.fairwork.gov.au/ArticleDocuments/545/Western-Power-Enforceable-Undertaking-REDACTED.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/Western-Power-Enforceable-Undertaking-REDACTED.docx.aspx) (PDF 11.8MB) (www.fairwork.gov.au/ArticleDocuments/545/Western-Power-Enforceable-Undertaking.pdf.aspx) and [Schedule A \(XLSX 53.5KB\) \(www.fairwork.gov.au/ArticleDocuments/545/Western-Power-EU-Schedule%20A-REDACTED.xlsx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/Western-Power-EU-Schedule%20A-REDACTED.xlsx.aspx) and [Schedule B \(XLSX 116.5KB\) \(www.fairwork.gov.au/ArticleDocuments/545/Western-Power-EU-Schedule-B-REDACTED.xlsx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/Western-Power-EU-Schedule-B-REDACTED.xlsx.aspx)

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- [Western Power signs Enforceable Undertaking \(www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/september-2020/20200910-western-power-eu-media-release\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/september-2020/20200910-western-power-eu-media-release)

Sunwater

Date of undertaking: August 2020

Queensland water service provider Sunwater is back-paying employees more than \$2 million and has entered into an enforceable undertaking with the Fair Work Ombudsman.

Copy of undertaking:

- [Sunwater of Enforceable Undertaking \(DOCX 94.3KB\) \(www.fairwork.gov.au/ArticleDocuments/545/Sunwater-Enforceable-Undertaking-FINAL-REDACTED.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/Sunwater-Enforceable-Undertaking-FINAL-REDACTED.docx.aspx) (PDF 37.4MB) (www.fairwork.gov.au/ArticleDocuments/545/Sunwater-Enforceable-Undertaking-Final-Redacted.pdf.aspx)

Copy of media release:

- [Sunwater signs Enforceable Undertaking \(www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/august-2020/20200828-sunwater-eu-media-release\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/august-2020/20200828-sunwater-eu-media-release)

BaptistCare

Date of undertaking: August 2020

BaptistCare NSW & ACT is back-paying employees more than \$1 million and has entered into an Enforceable Undertaking with the Fair Work Ombudsman in order to address its non-compliance.

Copy of undertaking:

- [BaptistCare Enforceable Undertaking \(DOCX 110.8KB\) \(www.fairwork.gov.au/ArticleDocuments/545/Baptist-Care-Enforcable-Undertaking-%20Final%20-%20REDACTED.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/Baptist-Care-Enforcable-Undertaking-%20Final%20-%20REDACTED.docx.aspx) (PDF 1.2MB) (www.fairwork.gov.au/ArticleDocuments/545/BaptistCare%20EU%20-%20Final%20-%20REDACTED-checked.pdf.aspx)

Copy of media release:

- [BaptistCare Enforceable Undertaking \(www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/august-2020/20200818-baptistcare-eu-media-release\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/august-2020/20200818-baptistcare-eu-media-release)

Uniting Church in Australia Property Trust (NSW)

Date of undertaking: August 2020

The operator of the Uniting aged care homes in NSW and the ACT is back-paying employees more than \$3.3 million and has entered into an Enforceable Undertaking with the Fair Work Ombudsman.

Copy of undertaking:

- [Uniting Enforceable Undertaking \(DOCX 1.4MB\) \(www.fairwork.gov.au/ArticleDocuments/545/Uniting-EU.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/Uniting-EU.docx.aspx) (PDF 7.9MB) (www.fairwork.gov.au/ArticleDocuments/545/Uniting-EU.pdf.aspx)

Copy of media release:

- [Uniting signs Enforceable Undertaking \(www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/august-2020/20200812-uniting-media-release\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/august-2020/20200812-uniting-media-release)

Walter and Eliza Hall Institute of Medical Research

Date of undertaking: July 2020

The Walter and Eliza Hall Institute of Medical Research is back-paying employees more than \$350,000 after entering into an Enforceable Undertaking with the Fair Work Ombudsman. Copy of undertaking

- [Walter and Eliza Hall Institute of Medical Research \(www.fairwork.gov.au/ArticleDocuments/545/Walter-and-Eliza-Hall-Institute-of-Medical-Research-Enforcable-Undertaking.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/545/Walter-and-Eliza-Hall-Institute-of-Medical-Research-Enforcable-Undertaking.docx.aspx) Enforceable Undertaking (EU) (DOCX 135.9KB) (www.fairwork.gov.au/ArticleDocuments/545/Walter-and-Eliza-Hall-Institute-of-Medical-Research-Enforcable-Undertaking.docx.aspx) (PDF 8.6MB) (www.fairwork.gov.au/ArticleDocuments/545/Walter-and-Eliza-Hall-Institute-of-Medical-Research-Enforcable-Undertaking.pdf.aspx)

Copy of media release

- [Medical institute signs Enforceable Undertaking \(www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/july-2020/20200731-wehimr-eu\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/2020-media-releases/july-2020/20200731-wehimr-eu)

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

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