



Fair Work
OMBUDSMAN

ENFORCEABLE UNDERTAKING

This undertaking is **given** by Uniting Communities Incorporated (ABN 33 174 490 373) and **accepted** by the Fair Work Ombudsman pursuant to section 715 of the *Fair Work Act 2009* (Cth) in relation to the contraventions identified at clause 17.

ENFORCEABLE UNDERTAKING

PARTIES

1. This enforceable undertaking (**Undertaking**) is given to the Fair Work Ombudsman (**FWO**) pursuant to section 715 of the *Fair Work Act 2009* (Cth) (**FW Act**) by Uniting Communities Incorporated (ABN 33 174 490 373) (**Uniting**) of 43 Franklin Street, Adelaide, SA, 5000.

COMMENCEMENT OF ENFORCEABLE UNDERTAKING

2. This Undertaking comes into effect when:
 - a. the Undertaking is executed by Uniting; and
 - b. the FWO accepts the Undertaking so executed (**Commencement Date**).

BACKGROUND

3. Uniting is a registered charity under the *Australian Charities and Not-for profits Commission Act 2012* (Cth). It provides services to the community in the areas of counselling, disability, homelessness, legal, financial wellbeing, community support, older people, and families & young people. Uniting engages approximately 1,200 employees across 65 sites in South Australia and reported total revenue of approximately \$125 million in the 2024/2025 financial year.
4. The role of the FWO is established by the FW Act. The FWO's legislative functions include promoting, monitoring and enforcing compliance with the FW Act and fair work instruments (as defined at section 12 of the FW Act). Pursuant to section 715 of the FW Act, the FWO may accept a written undertaking in relation to a contravention(s) of a civil remedy provision of the FW Act.

Self-Report to the FWO

5. In February 2023, Uniting became aware of its potential non-compliance with workplace laws after managers raised issues about their entitlements under the *UnitingCare Wesley Adelaide Inc Team Managers Enterprise Agreement 2011* (**Team Managers EA 2011**).
6. Uniting conducted an initial review of its payroll system which confirmed its non-compliance with the Team Managers EA 2011 and subsequently commenced a broader review to assess its compliance with the FW Act, and the quantum of underpayments (**Remediation Program**).

7. On 29 May 2023, Uniting self-reported to the FWO its non-compliance with the FW Act and multiple enterprise agreements.

Remediation Program

8. In addition to internal resources, Uniting engaged legal advisers and other external consultants to assist with the Remediation Program. Uniting reviewed the period of 9 November 2015 - 12 December 2025 (**Relevant Period**) and identified that during the Relevant Period, it contravened the FW Act and the following industrial instruments:
 - a. the Team Managers EA 2011;
 - b. *Uniting Communities Incorporated General Staff Agreement 2015 (General Staff EA 2015)*;
 - c. *Uniting Communities Incorporated General Staff Agreement 2023 (General Staff EA 2023)*;
 - d. *Uniting Communities Aged Care Sector Employees Enterprise Agreement 2014 (Aged Care EA 2014)*;
 - e. *UnitingCare Wesley Adelaide Inc Solicitors Enterprise Agreement 2012 (Solicitors EA 2012)*;
 - f. *Uniting Communities Nursing Employees & ANMF-SA Enterprise Agreement 2015 (Nurses EA 2015)*; and
 - g. *Uniting Communities Nursing Employees & ANMF-SA Enterprise Agreement 2017 (Nurses EA 2017)*,(collectively, the **Earlier Industrial Instruments**).
9. As at 12 December 2025, Uniting has calculated underpayments for 1,483 former and current employees (**Affected Employees**) in respect of the Relevant Period totalling:
 - a. \$2,038,224.71 in wages (**Wage Underpayment**);
 - b. \$361,327.51 in interest on the Wage Underpayment (**Interest Amount**); and
 - c. \$216,761.75 in superannuation (**Superannuation Amount**),(collectively, **Total Underpayments**).
10. The remediation payments for the Total Underpayments (for those employees who could be contacted) were made between June 2023 and February 2026. Detailed breakdowns of the payments, contraventions and Affected Employees are set out at **Attachment A**.
11. The Affected Employees have been contacted directly with updates detailing the progress of the Remediation Program, as well as personalised communications setting out their

repayment amounts, available resources and contact details for enquiries. As at 17 February 2026, Uniting has been unable to contact and make payments to 73 Affected Employees amounts totalling \$13,058.23 (as set out at **Attachment A**).

12. The following issues in the Remediation Program remain in progress and are currently under review:
 - a. incremental progression of employees under:
 - i. clause 5.1.3 of the Team Managers EA 2011;
 - ii. clause 5.1.3 of the *Uniting Communities Incorporated Team Managers Enterprise Agreement 2025 (Team Managers EA 2025)*;
 - iii. clause 5.1.3 of the General Staff EA 2015;
 - iv. clause 5.1.3 of the General Staff EA 2023;
 - v. clause 5.1.2 of the Aged Care EA 2014;
 - vi. schedule 1 of the Solicitors EA 2012;
 - vii. clause 5.2 of the Nurses EA 2015; and
 - viii. clause 5.2 of the Nurses EA 2017;
 - b. application of overtime after working maximum hours in a day for employees under:
 - i. clause 6.4.1 of General Staff EA 2015;
 - ii. clause 6.4.1 of the General Staff EA 2023;
 - iii. clause 6.6 of the Aged Care EA 2014;
 - iv. clause 6.3 of the Nurses EA 2015 and
 - v. clause 6.3 of the Nurses EA 2017;
 - c. guaranteed hours for part-time employees under clause 4.4.4 of the General Staff EA 2015;
 - d. broken shift penalties on travel time for part-time employees under clause 6.1.8 of the General Staff EA 2015;
 - e. overtime meal allowances for employees under:
 - i. clause 5.2.2 of the General Staff EA 2015;
 - ii. clause 5.2.2 of the General Staff EA 2023;
 - iii. clause 5.2.3 of the Aged Care EA 2014;
 - iv. clause 5.3.1 of the Nurses EA 2015;
 - v. clause 5.3.1 of the Nurses EA 2017; and
 - vi. clause 26.4 of the *Hospitality Industry (General) Award 2020 (Hospitality Award*

2020);

- f. annual leave loading paid on termination for shift and weekend full-time and part-time employees under:
 - i. clause 7.1.10 of the General Staff EA 2015;
 - ii. clause 7.1.10 of the General Staff EA 2023;
 - iii. clause 7.1.5 of the Aged Care EA 2014;
 - iv. clause 7.1.5 of the Nurses EA 2015;
 - v. clause 7.1.5 of the Nurses EA 2017; and
 - vi. clause 28.3 of the *General Retail Industry Award 2020 (Retail Award 2020)*;
- g. annual leave loading paid on annual leave cashouts for shift and weekend full-time and part-time employees under:
 - i. clause 7.1.11 of the General Staff EA 2015;
 - ii. clause 7.1.11 of the General Staff EA 2023;
 - iii. clause 7.1.6 of the Aged Care EA 2014;
 - iv. clause 7.1.10 of the Nurses EA 2015; and
 - v. clause 7.1.10 of the Nurses EA 2017;
- h. payment for part-day public holidays for employees under:
 - i. clause 7.13.2 of the General Staff EA 2015;
 - ii. clause 7.14.2 of the General Staff EA 2023;
 - iii. clause 7.2.2 of the Aged Care EA 2014;
 - iv. clause 7.2.2 of the Nurses EA 2015;
 - v. clause 7.2.2 of the Nurses EA 2017; and
 - vi. clause 29 of the Hospitality Award 2020;
- i. payment for work on public holidays where two consecutive public holidays occurred for casual employees under:
 - i. clause 7.13.2 of the General Staff EA 2015;
 - ii. clause 7.14.2 of the General Staff EA 2023;
 - iii. clause 7.2.2 of the Aged Care EA;
 - iv. clause 7.2.2 of the Nurses EA 2015; and
 - v. clause 7.2.2 of the Nurses EA 2017; and
- j. application of overtime on public holidays where the public holiday occurred after 76

hours in a fortnight for employees under:

- i. clause 6.4.1 of General Staff EA 2015;
- ii. clause 6.4.1 of the General Staff EA 2023;
- iii. clause 6.6 of the Aged Care EA 2014;
- iv. clause 6.3 of the Nurses EA 2015; and
- v. clause 6.3 of the Nurses EA 2017,

(collectively, the **In Progress Remediation Areas**, or IPRA).

Resolution of the Contraventions

13. Uniting has requested that the FWO accept an enforceable undertaking in relation to its contraventions of civil remedy provisions of the FW Act.
14. The FWO acknowledges Uniting's general cooperation and early and open disclosures made to the FWO.
15. The FWO also acknowledges Uniting's commitment to establish and implement comprehensive systems and processes across the organisation to avoid any future similar contraventions occurring as detailed in, but not limited to, the Undertakings in clauses 32 to 37 below and Uniting's ongoing commitment to comply with:
 - a. the Team Managers EA 2025;
 - b. the General Staff EA 2023;
 - c. the Aged Care EA 2014;
 - d. *Uniting Communities Incorporated Solicitors Enterprise Agreement 2025*;
 - e. the Nurses EA 2017;
 - f. the Retail Award 2020;
 - g. the Hospitality Award 2020; and
 - h. any future replacement instruments,

(collectively, the **Current Industrial Instruments**).

16. In consideration of these matters, the FWO accepts this Undertaking, the terms of which are set out below.

ADMISSIONS

17. The FWO has a reasonable belief, and Uniting admits, that during the Relevant Period, Uniting contravened:
 - a. sections 44 and 50 of the FW Act by failing to pay Affected Employees the amounts

- which they were entitled to receive under the provisions set out in **Attachment A**;
- b. section 323 of the FW Act by failing to pay employees amounts payable in relation to the performance of work in full and at least monthly; and
 - c. section 535(1) of the FW Act by failing to make, and keep for 7 years, employee records of the kind prescribed by regulation 3.36(1)(b) of the *Fair Work Regulations 2009* (Cth) (**FW Regulations**), which required Uniting to make and keep a record that sets out the balance (if any) of an employee's entitlement to leave from time to time.
18. The contraventions referred to in clause 17 do not include:
- a. any contraventions which relate to or arise as a consequence of Uniting failing to correctly apply the provisions referred to in clause 17 to any employee who is not one of the Affected Employees, or arising from Uniting failing to correctly apply any provisions of the industrial instruments not set out in clause 17 to an Affected Employee;
 - b. any contraventions which have not yet occurred at the date that this Undertaking is offered by Uniting;
 - c. any contraventions which relate to or arise from the IPRA; or
 - d. any contraventions referred to in clause 17 which occurred outside of the Relevant Period.

UNDERTAKINGS

19. Uniting will take the actions set out at clauses 20 to 74 (inclusive) below. Where a due date falls on a weekend or public holiday, the due date for the undertaking will be taken to be the following business day.

In Progress Remediation Areas

20. By 30 June 2026, Uniting will complete the IPRA review (including any calculations) and provide the FWO with the associated methodology documents that underpin the review and remediation of the IPRA (**IPRA Completion Date**).
21. Uniting must, at its own cost, engage an appropriately qualified, experienced, external and independent employment law specialist or consultant to review the IPRA methodology documents referred to at clause 20.
22. Within 28 days of the IPRA Completion Date, the FWO may provide feedback to Uniting regarding the IPRA review and associated methodology documents. Uniting will implement *any adjustments to the methodology and rectification amounts as proposed by the FWO*.

23. Within 90 days of the FWO providing any feedback on the IPRA Review, Uniting will provide the FWO with:
 - a. a schedule with the names of all affected employees (**IPRA Employees**) and the respective individual underpayment for each IPRA Employee;
 - b. a final report outlining the findings and outcome of the rectification of the IPRA; and
 - c. a written report detailing any further systems improvements and/or training that Uniting will implement to avoid any repeat of similar underpayments to those identified in relation to the IPRA.
24. Uniting will provide the FWO with regular updates (at least every 6 months for the duration of the IPRA) on the progress of the rectification.

Rectify Underpayments

Total Underpayments

25. By 30 days after the Commencement Date, Uniting will:
 - a. pay to each Affected Employee any outstanding Wage Underpayment and associated Interest Amount to that Affected Employee; and
 - b. pay to the nominated superannuation fund for each Affected Employee any outstanding Superannuation Amount to that Affected Employee.
26. If it is yet to do so, Uniting will take Reasonable Steps to locate each Affected Employee owed an outstanding Wage Underpayment, Interest Amount or Superannuation Amount.
27. By 45 days after the Commencement Date, Uniting will provide to the FWO Reasonable Evidence of:
 - a. all payments made to Affected Employees to rectify the Wage Underpayment, Interest Amount and/or Superannuation Amount; and
 - b. Reasonable Steps taken to contact the Affected Employees who were unable to be contacted as referred to in clause 11.

In Progress Remediation Area

28. Within 90 days of the IPRA Completion Date, Uniting will make full payment of any rectification amounts identified in the IPRA review to IPRA Employees who can be contacted.
29. Uniting will take Reasonable Steps to contact each IPRA Employee referred to in clause 28.
30. Within 90 days of the IPRA Completion Date, Uniting will provide to the FWO Reasonable Evidence of:

- a. in respect of a payment made pursuant to clause 28, the payments having been made; and
- b. in respect of steps taken pursuant to clause 29, the Reasonable Steps taken for employees who could not be contacted.

Unclaimed Monies

31. By 90 days after the IPRA Completion Date, Uniting will:
- a. correspond with the FWO regarding the employees to whom rectification payments could not be made in respect of the Remediation Program or the IPRA; and
 - b. complete the required documents and make payments of the relevant amounts owing to the abovementioned employees in line with the instructions provided by the FWO, including to the Commonwealth of Australia (through the FWO) in accordance with section 559 of the FW Act.

Workplace relations systems, processes and training

Workplace relations systems and processes

32. By 90 days after the Commencement Date, Uniting will provide the FWO with detailed information about the systems and processes that it is implementing (whether planned, in progress and/or completed) to ensure future compliance with its obligations under the FW Act, the FW Regulations and the Current Industrial Instruments. In particular, Uniting will provide to the FWO Reasonable Evidence of such matters in respect of the following:
- a. internal audits;
 - b. bi-annual reviews of payroll controls;
 - c. quarterly payroll recalculations; and
 - d. assurance and monitoring processes in respect of time and wages records.
33. The FWO may, within 28 days of receiving the information under clause 32, seek reasonable further information regarding the systems and processes from Uniting by issuing a written notice to Uniting specifying the additional information required. Uniting must provide the information specified in such a notice within 21 days of receipt.

Mandatory training

34. By nine months after the Commencement Date, Uniting will ensure that all current employees of Uniting with responsibility for human resources, payroll and rostering have completed the mandatory training which satisfies clause 35 below.

35. The mandatory training must:
 - a. be provided by an external workplace relations, human resources or employment law expert, approved by the FWO before the training is provided; and
 - b. cover, at a minimum:
 - i. the application of the Current Industrial Instruments; and
 - ii. other applicable FW Act entitlements and obligations, including the National Employment Standards and recording keeping obligations.
36. The mandatory training must be provided to all new employees with responsibility for human resources, payroll and rostering until at least two years after the Commencement Date.
37. By 12 months after the Commencement Date, Uniting will provide to the FWO Reasonable Evidence of its compliance with clause 34, including:
 - a. a copy of the training materials used; and
 - b. a schedule or list of the employees who received the training and the date(s) on which they attended.

Independent Audits

38. Uniting must, at its own cost, engage an appropriately qualified, experienced, external and independent accounting professional or an employment law specialist (**Independent Auditor**) to conduct two audits (the **Audits**) of Uniting's compliance with the FW Act, the FW Regulations and the Current Industrial Instruments.
39. Uniting will notify the FWO of its proposed Independent Auditor by no later than four months after the Commencement Date. The FWO may in its sole discretion approve the Independent Auditor in writing or otherwise require Uniting to propose other Independent Auditors until the FWO has approved in writing an Independent Auditor. The Independent Auditor must be approved by the FWO in writing before being engaged by Uniting.
40. Uniting must ensure that each of the Audits conducted by the Independent Auditor includes:
 - a. a review of the issues identified in:
 - i. Attachment A; and
 - ii. the IPRA;
 - b. an assessment of at least 5% of all employees to whom the Current Industrial Instruments apply, across a range of classifications, locations and employment types,

- during the Relevant Audit Period (**Sampled Employees**) in respect of their employment by Uniting;
- c. an assessment of whether the Sampled Employees have been correctly classified by Uniting;
 - d. an assessment of whether the pay and conditions of the Sampled Employees during the Relevant Audit Period is in compliance with the FW Act, the FW Regulations and/or the Current Industrial Instruments;
 - e. the production of a written report on each of the Audits setting out the Independent Auditor's findings, and the facts and circumstances surrounding them, to the FWO; and
 - f. that each of the written reports referred to in subclause 40.e above contains the following declarations from the Independent Auditor:
 - i. the Independent Auditor has no actual, potential or perceived conflict of interest in providing the report to the FWO;
 - ii. *notwithstanding that the Independent Auditor is retained by Uniting, the Independent Auditor undertakes that it has acted independently, impartially, objectively and without influence from Uniting in preparing the report;*
 - iii. the report is provided in accordance with applicable professional standards (which will be listed in the report); and
 - iv. the report is provided to the FWO for its benefit and the FWO can rely on the report.

The First Audit

41. Uniting must ensure the Independent Auditor commences the first of the Audits between nine and 12 months after the Commencement Date (**First Audit**).
42. The Relevant Audit Period for the First Audit must be at least two full pay periods falling within the preceding six months of the start of the First Audit.
43. By eight months after the Commencement Date, Uniting will provide for the FWO's approval the audit period and details of the methodology the Independent Auditor proposes to use to conduct the First Audit.
44. Uniting will use its best endeavours to ensure the Independent Auditor provides a draft written report of the First Audit directly to the FWO by 15 months after the Commencement Date setting out the draft First Audit findings, and the facts and circumstances supporting the First Audit findings. Uniting will ensure the Independent

Auditor does not provide the draft written report, or a copy of the same, to Uniting without the FWO's approval.

45. Uniting will use its best endeavours to ensure the Independent Auditor finalises the First Audit and provides a written report of the First Audit (**First Audit Report**) directly to the FWO within 28 days of the FWO providing any comments on the draft report to the Independent Auditor. Uniting will ensure the Independent Auditor does not provide the First Audit Report, or a copy of the same, to Uniting without the FWO's approval.

The Second Audit

46. Uniting must ensure the Independent Auditor commences the second of the Audits between 21 and 24 months after the Commencement Date (**Second Audit**).
47. The Relevant Audit Period for the Second Audit must be at least two full pay periods falling within the preceding six months of the start of the Second Audit.
48. By 20 months after the Commencement Date, Uniting will provide for the FWO's approval the audit period and details of the methodology the Independent Auditor proposes to use to conduct the Second Audit.
49. Uniting will use its best endeavours to ensure the Independent Auditor provides a draft written report of the Second Audit directly to the FWO by 27 months after the Commencement Date, setting out the draft Second Audit findings, and the facts and circumstances supporting the Second Audit findings. Uniting will ensure the Independent Auditor does not provide the draft written report, or a copy of the same, to Uniting without the FWO's approval.
50. Uniting will use its best endeavours to ensure the Independent Auditor finalises the Second Audit and provides a written report of the Second Audit (**Second Audit Report**) directly to the FWO within 28 days of the FWO providing any comments on the draft report to the Independent Auditor. Uniting will ensure the Independent Auditor does not provide the written report, or a copy of the same, to Uniting without the FWO's approval.

Outcome of Audits

51. If any of the Audits identify underpayments to any current or former employees, Uniting will:
 - a. rectify any underpayments identified in the Relevant Audit Period; and
 - b. conduct a reconciliation of the amounts paid and owed to those employees in the 12-month period immediately before the Relevant Audit Period, and rectify any underpayments that are identified.

52. Uniting will provide to the FWO Reasonable Evidence of such rectification required pursuant to clauses 51.a and 51.b within 60 days of any identified underpayments.
53. If any employees identified in the Audits as having underpayments owing to them cannot be located within 120 days of the conclusion of the relevant Audit, Uniting will pay those amounts to the Commonwealth of Australia (through the FWO) in accordance with section 559 of the FW Act. Uniting will complete the required documents supplied by the FWO for this purpose.
54. If any of the Audits identify an underpayment of minimum entitlements to one or more employees, and the FWO reasonably believes that employees not included in the Audits are also likely to have been underpaid, Uniting will engage the same approved Independent Auditor, as set out at clause 38, to conduct a further audit of all its employees to whom the FW Act and/or Current Industrial Instruments apply, as determined by the FWO (**Additional Audit**). Any Additional Audit must be paid for by Uniting. Any Additional Audit must adhere to the same requirements as the First and Second Audit, as set out at clauses 38 to 40 above, including approval of the auditor's proposed methodology and reporting.
55. If requested by the FWO, Uniting will provide the FWO with all records and documents used to conduct any or all the Audits (including any Additional Audit), within 28 days of such a request.

Corporate Governance

56. Uniting will implement and embed regular workplace relations compliance monitoring as a Financial Risk Management and Audit Committee (**Committee**) priority, and include monitoring compliance with the FW Act, the FW Regulations and the Current Industrial Instruments, and employee complaints and disputes (including those raised through the Mechanism as defined in clause 59 below).
57. Uniting will report to the FWO, every six months for the duration of the Undertaking, on:
 - a. the progress of the monitoring by the Committee;
 - b. Uniting's responses to the independent audit reports referred to in clauses 45, 50 and 54, subject to the reports being made available to Uniting following the FWO's approval; and
 - c. any complaints raised by employees regarding compliance with the Current Industrial Instruments or the National Employment Standards.
58. The FWO may, at any time during the life of the Undertaking, request copies of documents

(including, but not limited to, reports and meeting minutes) held by the Committee in relation to the monitoring of Uniting's compliance with the FW Act, the FW Regulations, the Current Industrial Instruments and/or any other industrial instruments which apply during the duration of the Undertaking.

Complaints and Review Mechanism

59. Within 28 days of the Commencement Date, Uniting will maintain a dedicated complaints and review mechanism for its Affected Employees and IPRA Employees who do not believe they have received their correct entitlements in relation to the amounts owing to them as part of the Total Underpayments and/or the IPRA (**Mechanism**). The Mechanism is to be maintained to operate for the duration of the Undertaking.
60. Uniting will issue written guidance to all decision makers under the terms of the Mechanism detailing Uniting's approach to assumptions and expectations when resolving complaints or disputes. Where there is a lack of records to determine an employee's entitlements, or ambiguity as to the interpretation of the Earlier or Current Industrial Instruments and a lack of clear Uniting policy as to the interpretation to be applied, Uniting will, where reasonably practicable, apply employee-favourable assumptions to resolve any ambiguity or uncertainty.
61. Uniting will report to the FWO all instances of complaints or disputes arising from the Mechanism on a quarterly basis, including the outcomes of these complaints or disputes.
62. Uniting will promote the Mechanism and maintain centralised oversight of any complaint arising from the Mechanism to ensure consistent management and outcomes.
63. Where the FWO considers it appropriate, the FWO will notify Uniting within 21 days of any request for assistance from Affected Employees and/or IPRA Employees being received by the FWO where the FWO identifies that the Mechanism has not first been applied.
64. Within 60 days of receipt of the notification referred to in clause 63, Uniting will report the outcome of the complaint or dispute to the FWO. Uniting will also provide to the FWO, within a reasonable period specified by the FWO, Reasonable Evidence relied upon to satisfy itself that Uniting met its obligations with respect to Affected Employees and/or IPRA Employees.
65. Uniting will cooperate fully in relation to any request for assistance received by the FWO in relation to an Affected Employee and/or IPRA Employees where the employee does not consider the complaint has been addressed through the application of the Mechanism.

Employee Hotline

66. From the Commencement Date, at its own expense, Uniting will maintain a dedicated telephone number for all current and former employees to whom the Current Industrial Instruments apply, or had applied, to make enquiries in relation to their entitlements, underpayments or related employment concerns (**Employee Hotline**). Employees will have the option of making enquiries on a confidential basis.
67. Uniting will:
 - a. ensure the Employee Hotline remains operational for a period of six months from the Commencement Date; and
 - b. communicate the existence and purpose of the Employee Hotline by way of notice on the intranet for current employees, as set out at clause 69.b below.
68. Uniting will:
 - a. take steps to respond to each telephone enquiry and seek to resolve any issues within 30 days and notify the FWO of any issues that are not resolved within 60 days; and
 - b. provide a de-identified list of enquiries received by the Employee Hotline to the FWO at the end of the 6-month period, which includes information about how the enquiries were resolved.

Workplace Notifications

69. Within 28 days of, but not before, the FWO publishing a media release on its website in respect of the Undertaking, Uniting will:
 - a. send a communication in the form of **Attachment B** to this Undertaking to:
 - i. all current employees by way of an all-staff email; and
 - ii. each of its former employees who is an Affected Employee to their last known postal address and/or email address; and
 - b. cause to be displayed on the home page of its intranet accessible by all employees, a notice in the form of **Attachment C** to this Undertaking (**Workplace Notice**).
70. Uniting must ensure the Workplace Notice is:
 - a. at least size 11 font;
 - b. clearly displayed in a location to which all employees have access; and
 - c. displayed for a period of 28 continuous days.
71. If requested by the FWO, Uniting will, within 14 days, provide Reasonable Evidence of its compliance with clauses 69 and 70.

Extensions of Time

72. Uniting may request of the FWO an extension on a time specified for completion of an obligation under this Undertaking. The FWO will not unreasonably withhold agreement on a request for an extension of time.
73. Where a time specified for undertaking an obligation under this Undertaking is contingent on or follows from the time specified for the completion of another obligation under this Undertaking, and that time for completion has been extended by the FWO, the time specified for completion of the later obligation is correspondingly extended by the same period.

No Inconsistent Statements

74. Uniting must not, and will use its best endeavours to ensure that its officers, employees or agents do not, make any statement or otherwise imply, either orally or in writing, anything that is inconsistent with admissions or acknowledgements contained in this Undertaking.

ACKNOWLEDGEMENTS

75. Uniting acknowledges that:
- a. the FWO may:
 - i. make this Undertaking available on the FWO internet site at www.fairwork.gov.au;
 - ii. release a copy of this Undertaking pursuant to any relevant request under the *Freedom of Information Act 1982 (Cth)*;
 - iii. issue a media release in relation to this Undertaking;
 - iv. from time to time, publicly refer to the Undertaking and its terms; and
 - v. rely upon the admissions made by Uniting set out in clause 17 above in respect of decisions taken regarding enforcement action in the event that Uniting is found to have failed to comply with its workplace relations obligations in the future, including but not limited to any failure by Uniting to comply with its obligations under this Undertaking.
 - b. consistent with the Note to section 715(4) of the FW Act, this Undertaking in no way derogates from the rights and remedies available to any other person arising from the conduct set out herein;
 - c. consistent with section 715(3) of the FW Act, Uniting may withdraw from or vary this Undertaking at any time, but only with the consent of the FWO; and

- d. if Uniting contravenes any of the terms of this Undertaking:
 - i. the FWO may apply to any of the Courts set out in section 715(6) of the FW Act, for orders under section 715(7) of the FW Act; and
 - ii. this Undertaking may be provided to the Court as evidence of the admissions made by Uniting in clause 17 above, and also in respect of the question of costs.

DICTIONARY

Unless the contrary intention appears, words in the singular include the plural, and other than terms defined, have their ordinary natural meaning.

The following defined terms are adopted in this Undertaking:

- **Interest Amount** in relation to the Wage Underpayment is calculated on a daily basis at the rate of 4.5% per annum.
- **Reasonable Evidence** means such evidence as the FWO may reasonably require, and which could reasonably be expected to satisfy a court of:
 - a) the truth of any fact asserted by Uniting or by any of its servants or agents; and/or
 - b) the accuracy and correctness of any information provided by Uniting, or by any of its servants or agents; and/or
 - c) compliance by Uniting with any term of this Undertaking.
- **Reasonable Steps** will include, but are not limited to, repeated and multi-channel attempts to contact an affected employee through:
 - last known details from employee files including email, mobile telephone for direct calls and SMS and last known address for post; and
 - utilisation of assistance by the Head of Department of the former employee as appropriate.
- **Relevant Audit Period** means the period of at least two full pay periods falling within the preceding six months of the start of the First Audit or Second Audit for which the Independent Auditor will conduct an assessment of whether the pay and entitlements of the Sampled Employees are in compliance with the FW Act, the FW Regulations and the Current Industrial Instruments.
- **Superannuation Amount** means the amount reported to the FWO as detailed at clause 9.c plus any additional outstanding amounts identified as an underpayment of superannuation as a result of contraventions set out at clause 17 above.

Executed as an undertaking

EXECUTED by an authorised person of Uniting Communities Incorporated

Amanda Takos
Chief People Officer

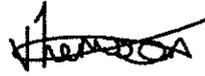


(Name and position of authorised signatory)

(Signature of authorised signatory)

in the presence of:

Vicki Thomson



(Name of witness)

(Signature of witness)

25 February 2026

(Date)

ACCEPTED by the Fair Work Ombudsman pursuant to section 715(2) of the *Fair Work Act 2009* (Cth) on:

Michael Campbell, Group Manager Operations



(Name and role of Delegate)

(Signature of Delegate)

26/2/2026

(Date)

Delegate for the Fair Work Ombudsman

in the presence of:

Louise Cato

Louise Cato

(Signature of witness)

(Name of witness)

Attachment A - Contraventions & Affected Employees

Contraventions

s50 - Contravening an Enterprise Agreement								
UnitingCare Wesley Adelaide Inc Team Managers Enterprise Agreement 2011 (Team Managers EA)								
Clause	Contravention	Employees Impacted	Underpayment	Interest	Superannuation	Period of Contravention		
4.4.1	Casual Loading					Nov-15	Feb-23	
4.5.1	Notice of termination by employer and Payment in lieu					Nov-15	Feb-23	
4.6.5	Redundancy					Nov-15	Feb-23	
5.3.2	Employer contributions of superannuation (by virtue of contravening sub-clauses 5.5 and 7.5.1).	74				Nov-15	Sep-25	
5.5	Annual wage increases and an allowance of 11% margin above SCHADS Level 6 to offset extra or irregular hours	72	\$ 1,276,325.81	\$ 192,840.40	\$ 128,441.22	Nov-15	Feb-23	
7.1.1	Entitlement to Annual leave - accrual of annual leave					Nov-15	Aug-24	
7.1.8	Payment of annual leave					Nov-15	Feb-23	
7.1.9	Payment of annual leave on termination	5	\$ 861.55	\$ 181.93		Nov-15	Aug-24	
7.1.10	Cashing out of annual leave					Nov-15	Feb-23	
7.2.2	Accrual of personal leave					Nov-15	Aug-24	
7.2.3	Payment of Personal Leave					Nov-15	Feb-23	
7.3.1	Paid Compassionate leave entitlement					Nov-15	Feb-23	
7.4.4	Community Service Leave - payment to employees (other than casuals) on jury service					Nov-15	Feb-23	
7.5.1	Public Holiday - Half Pay	2	\$ 1,274.92	\$ 210.11	\$ 153.00	Nov-15	Sep-25	
7.5.2	Payment for work done on public holidays					Nov-15	Feb-23	

7.7.17		Paid Parental Leave					Nov-15	Feb-23
		Team Managers EA Subtotal		\$ 1,278,462.28	\$ 193,232.44	\$ 128,594.22		
Uniting Communities Aged Care Sector Employees Enterprise Agreement 2014 (Aged Care EA)								
Clause		Contravention	Employees Impacted	Underpayment	Interest	Superannuation	Period of Contravention	
4.5.2		Casual Loading					Nov-15	Jun-23
4.7.2		Notice of termination					Nov-15	Jun-23
4.7.3		Payment in lieu of notice					Nov-15	Jun-23
4.8.2		Redundancy pay					Nov-15	Jun-23
5.1		Classifications and Progression	1	\$ 4,846.77	\$ 1,246.05	\$ 572.49	Jul-17	Oct-25
5.4		Wage increases	447	\$ 43,556.91	\$ 9,676.39	\$ 4,973.43	Nov-15	Jun-23
5.5.2		Employer contributions of superannuation (as a consequence of non-compliance with clause 5.1, 5.4, 6.4, 6.7.1 and 7.2.2)	482				Nov-15	Sep-25
6.4 and 6.7.1		Saturday and Sunday work, and shift penalties	5	\$ 551.49	\$ 54.27	\$ 66.15	Nov-15	Sep-25
6.6		Overtime penalty rates					Nov-15	Jun-23
7.1.1		Entitlement to annual leave - accrual of annual leave					Nov-15	Aug-24
7.1.3		Payment for annual leave					Nov-15	Jun-23
7.1.4		Annual leave loading					Nov-15	Jun-23
7.1.5		Payment of annual leave on termination	4	\$ 431.51	\$ 65.10		Nov-15	Aug-24
7.1.6		Cash out of annual leave					Nov-15	Jun-23
7.2.2		Public Holiday - Casual	29	\$ 3,685.12	\$ 251.33	\$ 423.82	Nov-15	Jan-25
7.2.3		Payment for working on Christmas Day					Nov-15	Jun-23
7.3.1		Accrual of personal leave					Nov-15	Aug-24
7.3.2		Payment of personal leave					Nov-15	Jun-23
7.4.4		Community Service Leave - payment to employees (other than casuals) on jury service					Nov-15	Jun-23

7.5.1		Compassionate leave paid					Nov-15	Jun-23
7.7.17		Paid parental leave					Nov-15	Jun-23
Aged Care EA Subtotal				\$ 53,071.80	\$ 11,293.14	\$ 6,035.89		
<i>Uniting Communities Incorporated General Staff Agreement 2015; and 2023 (General Staff EAs)</i>								
Clause (2015 EA)	Clause (2023 EA)	Contravention	Employees Impacted	Underpayment	Interest	Superannuation	Period of Contravention	
2.7.2	2.6.1	Minimum Engagement	27	\$ 10,959.04	\$ 2,070.42	\$ 1,260.29	Jul-22	Sep-24
4.5.1		Casual Loading					Nov-15	Jun-23
4.6.1		Notice of termination by employer and Payment in lieu					Nov-15	Jun-23
4.7.5		Redundancy - Severance Pay					Nov-15	Jun-23
5.1.1	5.1.1	Incorrect Classifications in conjunction with Schedule A – Wage Rates and Schedule B – Classification definitions – Social and Community Services Employees	116	\$ 407,157.43	\$ 78,703.96	\$ 48,186.83	Feb-17	Nov-25
5.1.3	5.1.3	Classification - Progression	3	\$ 8,668.20	\$ 269.52	\$ 996.84	Nov-15	Apr-25
5.2.3		First Aid Allowance	5	\$ 161.36	\$ 30.80	\$ 18.55	Jul-20	Jun-22
5.2.6		On-call Allowance	164	\$ 10,152.27	\$ 1,794.45	\$ 1,167.48	Jun-20	Jul-23
5.3	5.3	Superannuation on First Aid Allowance	10			\$ 532.33	Jul-23	Aug-24
5.3.2	5.3.1	Employer contributions of superannuation (as a consequence of noncompliance with clause 2.7.2, 5.1.1, 5.1.3, 5.2.3, 5.2.6, 5.3, 5.5, 6.2, 6.5.3 and 7.13.1)	1187				Nov-15	Nov-25
5.5		Wage increases	813	\$ 244,814.05	\$ 70,857.11	\$ 28,267.96	Nov-15	Jun-23
6.1.8		Broken Shifts - Part Time Client Linked					Nov-15	Jun-23
6.2 and 6.5.3	6.2 and 6.5.3	Saturday and Sunday work, and shift allowances and penalty rates	39	\$ 8,238.05	\$ 1,086.35	\$ 988.56	Nov-15	Sep-25
6.4		Overtime rates					Nov-15	Jun-23
7.1.1	7.1.1	Entitlement to Annual leave					Nov-15	Aug-24

7.1.9		Annual Leave Loading					Nov-15	Jun-23
7.1.10	7.1.10	Payment of annual leave on termination	61	\$ 8,058.01	\$ 1,110.34		Nov-15	Aug-24
7.1.11		Cashing out of annual leave					Nov-15	Jun-23
7.2.2	7.2.1	Accrual of personal leave					Nov-15	Aug-24
7.2.3		Payment of Personal Leave					Nov-15	Jun-23
7.3.1		Paid Compassionate leave entitlement					Nov-15	Jun-23
7.5.5		Community Service Leave - payment to employees (other than casuals) on jury service					Nov-15	Jun-23
7.13.1	7.14.1	Public Holiday - Half Pay	10	\$ 5,940.10	\$ 557.53	\$ 712.79	Nov-15	Sep-25
7.13.2		Payment for work done on public holidays					Nov-15	Jun-23
7.14.17		Paid Parental Leave					Nov-15	Jun-23
General Staff EAs Subtotal				\$ 704,148.51	\$ 156,480.48	\$ 82,131.64		
UnitingCare Wesley Adelaide Inc Solicitors Enterprise Agreement 2012 (Solicitors EA)								
Clause		Contravention	Employees Impacted	Underpayment	Interest	Superannuation	Period of Contravention	
7.1.1		Entitlement to annual leave						
7.1.5		Payment of annual leave on termination	1	\$ 287.06	\$ 26.42		Nov-15	Aug-24
7.4.2		Amount of paid personal leave						
Solicitors EA Subtotal				\$ 287.06	\$ 26.42	\$ -		
Uniting Communities Nursing Employees & ANMF-SA Enterprise Agreement 2015; and 2017 (Nurses EAs)								
Clause (2015 EA)	Clause (2017 EA)	Contravention	Employees Impacted	Underpayment	Interest	Superannuation	Period of Contravention	
7.1.1	7.1.1	Accrual of annual leave						
7.1.5	7.1.5	Payment of annual leave on termination	3	\$ 750.65	\$ 150.80		Nov-15	Aug-24
7.4.2	7.4.2	Amount of paid personal leave						
Nurses EAs Subtotal				\$ 750.65	\$ 150.80	\$ -		
s44 - Contravening the National Employment Standards								

Clause	Contravention	Employees Impacted	Underpayment	Interest	Superannuation	Period of Contravention	
87	Payment of annual leave on termination	6	\$ 1,504.41	\$ 144.23		Nov-15	Aug-24
90(2)	Payment for annual leave					Nov-15	Aug-24
96	Entitlement to personal leave					Nov-15	Aug-24
99	Payment of paid personal leave					Nov-15	Aug-24
106	Entitlement to paid compassionate leave					Nov-15	Jun-23
111	Community Service Leave - payment to employees (other than casuals) on jury service					Nov-15	Jun-23
116	Payment for absence on a public holiday					Nov-15	Jun-23
117	Requirement for notice of termination or payment in lieu					Nov-15	Jun-23
119	Redundancy payment					Nov-15	Jun-23
	s44 Subtotal		\$ 1,504.41	\$ 144.23	\$ -		
Other provisions of the FW Act							
Clause	Contravention	Employees Impacted	Underpayment	Interest	Superannuation	Period of Contravention	
323	Requirement to pay an employee amounts payable to the employee in relation to the performance of work in full.					Nov-15	Nov-25
535(1)	Employer obligations in relation to employee records, specifically accrual of annual leave					Nov-15	Aug-24
	OVERALL TOTAL		\$ 2,038,224.71	\$ 361,327.51	\$ 216,761.75		

Affected Employees

Emp No	Full Name	Gross	Interest	Super	Unpaid
		7.56	2.81	0.87	
		2278.10	778.31	194.44	
		10545.66	2719.77	820.79	
		2813.59	547.98	337.62	
		0.58	0.21	0.07	
		1.63	0.56	0.19	
		926.95	248.24	97.33	
		0.44	0.18	0.05	
		3.95	1.32	0.45	
		1.11	0.37	0.13	
		1.19	0.41	0.14	
		15.37	4.98	1.77	
		5.00	1.67	0.58	
		447.67	129.22	47.01	576.89
		18.92	6.99	2.27	
		450.64	164.93	51.82	
		999.77	213.21	105.06	
		26.22	3.46	3.01	
		0.01	0.00	0.00	
		15.53	6.18	1.79	
		0.56	0.20	0.07	
		372.09	83.33	42.80	
		35.89	11.42	4.30	
		801.44	135.05	90.11	
		246.40	67.09	0.00	
		0.03	0.00	0.00	0.03
		68.07	26.80	7.83	
		276.46	102.14	31.79	
		8591.19	2345.51	818.45	
		191.41	72.31	22.01	
		2012.07	417.77	211.91	
		38346.21	6206.74	4026.44	
		684.71	226.52	81.28	
		331.77	84.10	5.76	
		114.47	27.10	13.16	
		625.84	211.39	71.97	
		7.28	0.88	0.00	
		0.93	0.33	0.11	
		0.13	0.06	0.01	
		0.01	0.00	0.00	
		73.39	26.77	8.44	
		41.76	16.07	4.80	

		141.51	53.53	16.27	
		193.78	72.24	0.00	
		2780.69	912.49	319.78	
		0.23	0.09	0.02	
		5641.61	1386.53	592.37	
		0.03	0.00	0.00	0.03
		19.79	7.10	2.37	
		2.60	1.08	0.30	3.68
		1768.69	532.86	210.57	
		13.01	5.07	1.50	
		2.12	0.88	0.24	
		2869.18	910.25	329.96	
		14.78	5.25	1.77	
		138.33	50.31	16.58	
		0.60	0.19	0.07	
		4384.37	1395.77	462.13	
		7.26	2.63	0.83	
		5249.10	1570.68	358.22	
		1.00	0.35	0.12	
		0.01	0.00	0.00	
		509.86	126.20	56.57	
n		142.47	18.25	20.44	
		0.55	0.21	0.06	
		349.89	86.82	36.98	
		46737.85	8892.21	3859.69	
		66529.90	10060.86	6985.64	
		4081.38	1069.25	469.36	
		4.55	1.82	0.52	
		1651.00	436.72	196.72	
		0.80	0.30	0.09	
		2193.32	658.96	260.65	
		58253.88	8014.60	6116.66	
		244.90	90.63	28.16	
		170.26	42.32	19.58	
		39904.70	8265.17	4190.32	
		304.72	90.08	36.57	
		0.53	0.19	0.06	
		1.87	0.71	0.22	
		0.04	0.01	0.00	
		513.17	187.03	59.01	
		17.38	5.91	2.00	23.29
		0.10	0.04	0.00	
		0.03	0.01	0.00	
		0.28	0.10	0.03	

		2187.58	688.71	229.84	
		26.01	9.27	2.99	
		1135.94	365.43	136.13	
		1625.25	526.49	191.36	
		3721.77	1144.40	435.11	
		0.98	0.26	0.12	
		46.64	16.84	5.58	
		216.67	16.27	3.32	
		18.06	6.94	2.08	
		20.03	7.47	2.30	
		109.90	16.13	12.63	
		1155.37	111.72	132.87	
		25.05	9.22	2.88	
		25.60	10.24	2.94	35.84
		5.07	1.77	0.58	
		57432.85	9386.10	4981.45	
		0.02	0.00	0.00	
		0.02	0.00	0.00	
		0.01	0.00	0.00	
		2598.47	943.23	298.82	3541.70
		249.93	89.80	29.63	
		47.76	17.89	5.49	
		5.49	2.15	0.63	
		29.27	10.81	3.37	40.08
		79.66	28.80	9.16	
		114.01	38.35	10.64	
		12.74	4.82	1.47	
		0.71	0.26	0.08	
		8039.56	1727.13	845.64	
		41.55	6.80	1.76	
		5557.07	1377.13	522.42	
		385.18	143.84	44.21	
		19.47	7.23	2.24	
		19995.55	1536.36	2103.57	
		1.29	0.46	0.15	
		58668.85	9442.65	6182.53	
		11.41	2.61	1.31	
		3778.99	1009.99	396.86	
		1.18	0.39	0.14	
		40.82	10.57	4.69	
		1.04	0.42	0.12	
		7.22	2.54	0.83	
		947.68	134.11	58.48	
		6.51	2.52	0.78	

	2697.60	901.97	323.71	
	57.61	21.71	6.63	
	0.02	0.01	0.00	
	1670.45	550.84	186.87	
	0.03	0.01	0.00	0.04
	130.32	43.67	15.38	
	1315.26	443.25	151.26	
	260.32	93.68	29.94	
	9331.66	2575.07	897.95	
	228.13	79.72	25.80	
	18459.81	2481.70	1828.90	
	2339.51	581.60	208.63	
	0.02	0.00	0.00	
	40898.14	4168.16	4305.00	
	296.05	70.60	34.04	
	13.77	4.90	1.58	
	22510.68	4048.30	2363.62	
	253.18	43.19	30.20	
	79.90	24.83	7.75	
	430.12	161.49	49.46	
	117.21	43.84	0.00	
	54.13	10.89	6.22	
	506.62	92.46	47.23	
	1.94	0.79	0.22	
	152.90	27.38	15.72	
	353.11	65.47	0.00	
	0.66	0.23	0.08	
	0.02	0.00	0.00	0.02
	3507.40	1062.13	333.31	
	22973.17	5342.15	2756.78	
	19164.83	5933.88	2296.69	
	275.97	103.80	31.74	
	0.10	0.03	0.01	
	1.01	0.31	0.12	
	1.49	0.23	0.18	
	0.07	0.02	0.01	
	7566.95	331.97	760.59	
	16.00	5.73	1.84	
	0.79	0.31	0.09	
	3358.57	67.10	386.24	
	364.90	126.55	41.96	
	11.08	3.96	1.27	
	11.26	3.99	1.29	
	3438.95	1156.93	385.43	

		631.12	252.24	72.58	
		1.57	0.57	0.18	2.14
		1822.57	674.50	166.18	
		353.64	46.11	40.67	
		8.62	3.21	1.01	
		17.58	5.92	2.02	
		1.30	0.52	0.15	
		4871.37	1580.47	584.03	6451.84
		1.96	0.74	0.23	
		0.87	0.32	0.10	
		0.82	0.17	0.10	
		2445.48	820.76	281.23	
		339.21	125.80	33.89	
		197.87	41.69	22.76	
		242.95	88.15	27.94	
		487.69	173.11	56.08	
		19.13	4.57	2.20	
		454.66	106.81	35.46	
		115.71	20.15	13.31	
		14.42	5.30	1.66	
		0.02	0.01	0.00	
		0.02	0.01	0.00	
		20352.44	2152.67	2137.01	
		571.95	5.28	0.00	
		2965.25	829.69	350.46	
		445.21	132.57	51.20	
		1422.61	483.64	163.60	
		22529.80	1360.27	2365.77	
		26681.54	4671.56	3201.72	
		7.12	2.65	0.82	
		73.16	27.10	8.41	
		10.57	3.99	1.22	
		9118.66	2597.88	558.89	
		52331.59	8641.83	4334.05	
		885.91	307.24	74.05	
		108.23	39.48	12.45	
		88969.24	12541.69	9341.77	
		4.51	0.96	0.52	
		254.88	52.43	29.31	
		256.04	59.55	30.44	
		43.39	15.32	5.21	
		0.23	0.05	0.03	
		287.06	26.42	0.00	
		13.23	4.20	1.52	

		341.78	123.03	39.30	464.81
		3614.56	165.04	415.67	
		18.64	3.48	31.86	
		20075.69	4953.12	1800.48	
		5.00	1.92	0.58	
		135.26	42.03	15.55	
		2127.13	696.46	250.95	
		223.01	61.91	25.65	
		10.36	3.87	1.19	
		288.90	76.27	33.22	
		11.59	4.24	1.33	
		2.98	1.02	0.34	
		0.46	0.17	0.05	
		8.38	2.80	0.96	
		1.80	0.69	0.21	
		64.74	13.12	5.46	
		12.65	4.64	1.45	
		5.24	1.87	0.60	
		124.60	47.72	14.33	
		2657.88	899.81	303.41	
		2262.95	748.68	260.24	
		1210.84	432.45	139.25	
		21.84	8.97	2.51	30.81
		17.61	6.03	2.03	
		2.44	0.92	0.29	
		2171.16	746.03	239.86	
		46762.53	7821.58	5611.50	
		0.85	0.29	0.10	
		38.01	13.01	4.37	
		6.54	2.58	0.75	
		254.53	59.37	29.27	
		10.43	3.98	1.20	
		260.94	64.32	30.01	
		11.54	4.17	1.33	
		16.28	4.55	1.95	
		3193.51	1017.07	333.88	
		40.06	13.92	4.61	
		6.59	2.07	0.76	
		12.93	5.03	1.49	17.96
		1.27	0.46	0.15	
		38.40	3.52	1.20	
		9.60	3.54	1.10	
		0.01	0.00	0.00	
		4.08	1.39	0.47	

		875.77	307.96	105.06	
		19.21	7.64	2.21	
		10.50	3.30	0.13	
		21.27	7.81	2.45	
		153.48	43.66	17.65	
		116.25	42.18	13.37	
		0.66	0.26	0.08	
		334.56	75.93	38.47	
		309.45	85.89	35.59	
		5.19	1.99	0.60	7.18
		157.46	38.53	18.79	
		24.87	9.07	2.86	
		118.52	28.14	0.04	
		2.69	1.01	0.31	
		580.27	113.12	66.73	
		9.74	4.10	1.12	
		51.12	17.55	5.88	
		8.56	2.85	0.98	
		31.76	10.76	3.65	
		391.15	103.33	44.98	
		2.41	0.86	0.28	
		172.55	36.23	19.84	
		28.20	10.44	3.24	
		456.92	117.75	52.55	
		4.11	1.51	0.47	5.62
		1.62	0.60	0.19	
		6.70	2.36	0.77	
		3.39	1.31	0.39	
		338.63	93.01	38.94	
		243.74	67.73	28.03	
		16.83	5.91	1.94	
		5.25	2.01	0.60	
		30.36	12.02	3.49	
		301.32	72.53	34.65	
		22.47	8.59	2.58	
		19.99	5.76	2.37	
		224.39	44.96	25.80	
		266.52	82.74	31.79	
		375.50	134.18	43.18	
		7.33	2.56	0.84	
		9.26	3.20	1.06	
		275.91	63.24	31.73	
		1150.17	410.58	132.27	
		7.93	2.86	0.91	

		191.10	60.70	21.98	
		30.90	10.45	3.67	
		298.36	63.73	34.31	
		17.18	5.88	1.98	
		7.43	2.53	0.85	
		403.21	93.48	46.37	
		1.80	0.53	0.22	
		8.41	2.96	0.97	
		200.43	64.95	23.05	
		9.25	3.47	1.06	
		2.22	0.81	0.26	
		375.05	72.74	43.13	
		248.80	69.86	28.61	
		6914.01	1993.86	502.42	
		13.76	5.00	1.58	
		8.12	3.10	0.97	
		15.44	5.10	1.78	
		13.07	4.23	1.50	
		104.66	37.66	12.04	
		5.40	1.78	0.62	
		3057.32	958.25	351.59	
		189.08	38.08	22.20	
		22.75	8.65	2.62	
		0.07	0.02	0.01	
		0.01	0.00	0.00	
		10.63	4.19	1.22	
		8.23	3.10	0.95	
		15.80	5.82	1.82	
		16.41	5.87	1.89	
		192.58	27.11	1.26	
		1.14	0.39	0.13	
		0.54	0.22	0.06	
		4.23	1.56	0.50	
		4.53	1.74	0.54	
		5.83	2.12	0.67	
		6.15	2.11	0.71	8.26
		4.64	1.69	0.53	
		0.93	0.32	0.10	
		157.26	34.95	18.08	
		483.57	142.42	55.61	
		6.28	2.01	0.72	
		199.64	47.01	22.96	
		12.33	4.39	1.42	
		12.86	4.24	1.48	

		327.89	112.96	39.27	
		0.08	0.03	0.01	
		3.56	1.14	0.36	4.70
		138.43	46.91	15.92	
		412.61	72.85	0.00	
		313.33	84.97	36.03	
		485.17	98.37	55.79	
		147.81	41.60	17.00	
		0.51	0.15	0.06	
		2.31	0.84	0.27	
		94.35	24.70	11.32	
		84.60	19.51	9.73	
		326.35	75.05	37.53	
		94.19	34.34	10.83	
		158.72	44.07	18.25	
		135.99	47.47	15.64	
		105.40	36.45	12.12	
		13.81	4.68	1.59	
		17.85	6.57	2.05	
		29.30	11.18	3.37	
		0.47	0.17	0.06	
		7.55	2.79	0.87	
		62.79	19.07	7.22	
		52.27	18.41	6.01	
		212.59	46.21	24.45	
		5772.55	1457.24	692.70	
		337.73	93.31	38.84	
		130.84	32.90	15.05	
		11.13	4.19	1.28	
		0.88	0.29	0.10	
		21.69	9.03	2.49	
		181.00	59.23	20.82	
		91.05	31.81	10.47	
		14.31	5.92	1.65	
		172.11	52.84	19.79	
		55031.10	8478.17	5781.89	
		29.75	11.84	3.42	
		143.28	52.84	16.48	
		22.48	7.25	2.59	
		0.40	0.12	0.05	
		9.40	3.83	1.08	
		24.37	9.28	2.80	
		1091.97	210.48	125.84	
		142.43	45.47	16.38	

		2.92	0.44	0.12	
		327.92	78.28	37.71	
		7.89	2.72	0.85	
		81.11	25.63	9.33	
		306.59	77.94	35.26	
		2.57	0.85	0.30	
		1.49	0.61	0.17	
		0.10	0.04	0.01	
		3564.16	1135.12	409.88	
		62.57	22.66	7.19	
		5.91	2.11	0.68	
		6.46	2.39	0.74	8.85
		1.20	0.49	0.14	1.69
		4.14	1.55	0.48	
		216.81	74.06	24.93	
		3115.57	991.33	333.91	
		161.98	52.64	18.63	
		67.30	23.41	7.74	
		187.79	49.27	21.60	
		0.20	0.07	0.02	0.27
		123.19	27.73	14.17	
		1.57	0.58	0.18	
		68.84	27.85	7.92	96.69
		331.17	72.16	38.08	
		6.08	2.25	0.70	
		26.76	9.68	3.08	36.44
		29.94	11.55	3.44	41.49
		2822.07	862.16	302.63	
		1.74	0.63	0.21	
		16.75	5.71	1.93	
		2.90	0.87	0.33	3.77
		71.55	26.65	8.23	
		62.23	22.07	7.16	
		13.99	5.59	1.61	
		66.82	20.17	7.68	
		416.23	145.89	47.87	
		48.66	18.61	5.60	
		30.59	11.68	3.52	42.27
		529.43	176.59	63.53	
		13.38	4.64	1.54	
		1.96	0.72	0.23	
		1.56	0.45	0.18	
		32.80	12.97	3.77	45.77
		21.94	8.25	2.52	

		45.63	17.20	5.25	
		7.68	2.74	0.88	
		8.56	3.09	0.98	
		10.83	3.85	1.25	
		1346.23	473.18	154.82	
		6.28	2.38	0.72	
		3.06	0.78	0.35	
		10.92	3.51	1.26	
		94.93	35.42	10.92	130.35
		14.45	4.93	1.66	
		144.08	48.09	16.57	
		11.44	4.84	1.32	
		0.26	0.10	0.03	
		252.68	58.92	29.06	
		14.51	5.85	1.67	
		1.47	0.51	0.17	1.98
		0.01	0.00	0.00	
		0.02	0.00	0.00	
		805.46	232.55	84.58	
		26.00	10.55	2.99	
		76.04	27.12	8.74	103.16
		3.72	1.34	0.43	
		110.74	35.02	12.74	
		3575.83	1135.02	411.22	
		124.00	47.00	14.26	
		156.19	42.03	17.96	
		116.09	33.66	13.35	
		26.41	10.73	3.04	
		90.10	31.05	10.36	
		27.92	8.11	3.20	
		45.42	16.10	5.22	
		1.14	0.42	0.13	
		30.72	12.30	3.53	
		2.18	0.87	0.25	
		2205.25	830.41	245.57	
		1345.54	449.07	154.74	
		134.54	46.65	15.47	181.19
		388.70	99.00	44.70	
		16.17	6.19	1.87	
		30.63	12.24	3.52	
		196.18	55.23	22.56	
		2.24	0.89	0.26	
		222.81	64.08	25.62	
		14.12	5.09	1.62	

		5091.09	1297.28	600.58	
		9.67	3.96	1.11	13.63
		12.38	5.04	1.42	
		51.07	20.92	5.87	
		164.18	19.60	18.88	
		1.89	0.65	0.22	
		4.94	1.41	0.57	
		4.65	1.18	0.53	
		108.92	35.01	12.53	
		40.79	14.57	4.69	
		1.22	0.44	0.14	
		4.42	1.73	0.51	
		16.55	6.32	1.90	
		240.70	89.24	27.68	
		154.99	51.21	17.82	
		1026.01	181.14	123.05	
		2.07	0.69	0.24	
		18.13	7.11	2.08	
		93.69	33.76	10.77	
		5.63	1.90	0.65	
		20914.04	2351.89	2506.73	
		2.89	0.90	0.35	
		5.21	1.72	0.60	
		81.75	30.97	9.40	
		333.52	76.43	0.00	
		3.29	0.35	0.39	
		208.19	53.22	23.94	
		200.24	71.94	23.03	
		5.25	1.96	0.60	
		3.03	1.10	0.35	
		126.08	41.31	14.50	
		159.69	40.92	18.36	
		8.70	2.23	1.00	
		1.71	0.54	0.20	
		18.64	7.31	2.14	
		50.44	19.08	5.80	
		4.00	1.17	0.46	
		4.29	1.51	0.49	
		8.74	2.43	1.01	
		323.66	71.42	37.22	
		4.65	1.69	0.53	
		148.16	41.41	17.04	
		2.09	0.20	0.25	
		318.62	60.61	36.64	

		3.23	0.85	0.37	
		3156.68	1241.06	363.02	
		2.80	1.01	0.32	
		23.95	8.82	2.75	
		221.24	48.86	25.44	
		232.94	41.13	0.00	
		205.84	65.50	7.50	
		1292.37	452.53	148.62	
		0.02	0.00	0.00	
		4.05	1.64	0.47	
		34.73	12.11	3.99	
		116.37	41.32	13.38	
		45.73	14.29	5.26	
		2836.08	797.16	323.42	
		141.81	51.99	16.31	
		154.19	36.40	17.73	
		61.63	22.03	7.37	
		202.82	62.62	23.32	
		111.53	34.07	12.83	
		119.19	35.61	13.71	
		1.49	0.47	0.18	
		235.03	57.73	27.03	
		134.61	47.43	15.48	
		247.38	53.09	28.45	
		85.81	29.14	9.87	
		260.97	55.34	30.01	
		10.81	3.77	1.24	
		7.46	2.91	0.86	
		3.03	0.84	0.35	
		2.33	0.65	0.27	
		1.26	0.44	0.14	
		77.20	29.23	8.88	
		95.63	35.81	11.00	
		5.94	1.65	0.68	
		11.37	4.05	1.31	
		122.41	45.32	14.08	
		0.02	0.00	0.00	0.02
		2798.21	852.96	297.51	
		0.53	0.19	0.06	
		1459.82	422.04	169.23	
		9538.17	3204.15	1094.59	
		20.42	7.28	2.35	27.70
		4.52	1.52	0.00	
		0.18	0.02	0.02	

		1700.02	39.00	195.50	
		0.12	0.03	0.01	
		7663.54	2044.95	872.57	
		0.22	0.06	0.03	0.28
		199.35	60.39	22.93	
		0.69	0.28	0.08	
		125.53	39.84	14.44	
		274.84	60.54	31.61	
		123.12	40.96	14.16	164.08
		5.43	2.12	0.62	
		56.51	19.88	6.48	
		13849.68	3191.34	1356.09	
		83.47	21.38	9.23	
		179.02	56.95	20.59	
		6.40	2.15	0.74	
		4.03	1.02	0.46	
		23.87	9.28	2.75	
		2234.99	707.06	266.67	
		1.81	0.67	0.21	
		0.38	0.12	0.04	
		71.39	13.78	3.17	
		24.05	9.03	2.77	33.08
		307.98	69.18	35.42	
		10862.56	1961.86	1140.57	
		59.53	19.90	6.85	
		1.34	0.50	0.15	
		9.11	3.36	1.05	
		265.95	58.06	30.76	
		184.46	65.63	22.12	
		24.29	8.65	2.91	
		30.97	10.28	3.56	
		770.07	276.16	88.56	
		141.24	50.27	16.24	
		231.70	31.06	0.20	
		2200.64	594.11	253.07	
		36.56	11.70	4.20	
		117.14	37.20	13.47	
		93.02	29.50	10.70	
		116.16	34.87	13.36	
		18.77	2.60	2.25	
		1.11	0.35	0.13	1.46
		1029.83	369.62	122.23	
		5261.40	1351.14	598.11	
		13.08	4.58	1.57	

		1.59	0.57	0.18	
		0.63	0.21	0.07	
		11.99	4.58	1.38	16.57
		274.37	91.66	32.72	
		6.15	2.31	0.74	
		683.23	225.50	78.57	
		0.71	0.20	0.08	0.91
		44.47	16.33	5.11	
		6.42	2.46	0.74	
		1.33	0.52	0.15	1.85
		7.36	2.00	0.85	
		11.97	4.16	1.38	
		4.34	1.53	0.50	
		18.79	6.87	2.16	
		3.71	1.29	0.43	
		3.42	0.86	0.39	
		3019.53	981.06	347.25	
		94.95	35.65	10.92	130.60
		2690.97	856.25	322.15	
		75.12	19.43	8.64	
		183.85	65.73	22.06	
		3.54	0.93	0.41	
		3.28	1.24	0.38	
		1.61	0.61	0.19	2.22
		8.25	3.01	0.95	
		153.61	30.79	17.67	
		1.62	0.44	0.19	
		51.87	19.48	5.97	
		449.37	111.28	47.31	
		6.79	2.61	0.78	9.40
		0.22	0.07	0.03	
		305.33	108.33	35.11	
		236.75	47.03	27.23	
		1026.14	298.85	118.01	
		491.30	171.63	58.95	
		2.41	0.87	0.28	3.28
		123.41	45.32	14.19	
		0.15	0.05	0.02	
		219.12	80.45	25.20	
		0.28	0.07	0.03	
		4.17	1.46	0.48	
		9749.53	2248.66	1121.20	
		184.90	61.96	21.26	
		1435.59	478.63	172.24	

		28277.42	4531.88	2969.13	
		4048.37	1422.64	471.18	
		7.16	1.50	0.82	
		150.61	46.22	18.06	
		20.54	7.44	2.36	
		1.70	0.63	0.20	
		3.89	1.42	0.45	
		289.77	69.78	33.32	
		30.92	11.00	3.56	
		73.40	24.10	8.44	
		4.27	1.59	0.49	
		257.72	54.01	29.64	
		89.18	26.65	10.26	
		25.16	9.20	2.89	
		36.12	13.45	4.15	
		34.86	13.09	4.01	
		8.64	2.90	0.99	
		6.35	1.79	0.73	
		16.34	6.11	1.88	22.45
		3.67	1.37	0.42	
		33.22	12.38	3.82	
		180.51	28.80	21.66	
		419.71	143.08	48.27	
		360.74	126.19	43.28	
		16.29	5.80	1.87	22.09
		2.66	0.96	0.31	
		1.22	0.45	0.14	1.67
		77.08	26.66	8.86	
		139.60	39.08	16.05	
		1.76	0.64	0.20	
		5.02	1.74	0.58	
		118.53	42.90	13.63	
		0.01	0.00	0.00	
		6.04	2.04	0.69	
		122.50	31.62	14.09	
		27355.96	3181.74	3281.16	
		550.82	92.68	63.52	
		5.41	1.96	0.62	7.37
		1.90	0.54	0.22	
		17.89	6.51	2.06	24.40
		183.90	63.17	21.15	
		96.84	25.82	11.14	
		129.41	42.59	15.43	
		23.75	8.82	2.73	

		5.56	1.96	0.64	
		3997.03	720.84	443.48	
		9.09	2.63	0.00	
		111.70	37.28	13.40	
		105.76	32.77	12.59	
		13.74	4.45	1.58	
		19.49	6.95	2.24	
		42.47	15.01	5.08	
		6.24	2.30	0.72	
		5.07	1.87	0.58	
		0.04	0.01	0.00	
		22.48	8.24	2.59	
		6.07	2.00	0.72	
		885.43	118.12	105.46	
		110.56	36.31	13.27	
		118.63	39.74	8.24	
		2332.41	573.23	259.19	
		37.65	12.70	3.94	
		278.97	93.25	32.92	
		3.69	1.25	0.44	
		4058.64	1024.73	466.74	
		5.46	1.87	0.23	7.33
		62.57	20.88	6.91	
		955.64	343.39	101.22	
		194.13	64.48	23.00	
		41.44	15.70	4.97	
		759.53	263.33	87.35	
		177.06	65.69	19.34	242.75
		1372.19	418.72	157.80	
		47.03	17.12	5.41	
		0.02	0.00	0.00	
		355.65	120.30	40.90	
		31.51	11.41	3.62	42.92
		5.35	1.63	0.62	
		6.75	2.44	0.78	
		33.96	12.15	3.91	46.11
		4.81	1.45	0.55	
		0.65	0.22	0.07	
		2.88	0.94	0.33	
		13.88	4.97	1.60	
		3.04	0.98	0.35	
		0.01	0.00	0.00	
		7.94	2.84	0.91	10.78
		315.64	71.91	36.30	

		101.91	32.14	11.72	
		2.49	0.90	0.29	
		6.72	1.02	0.77	
		6.42	2.22	0.74	
		241.20	44.09	27.74	
		291.94	57.59	33.57	
		1.82	0.65	0.21	
		206.12	41.08	23.70	
		124.47	30.96	14.31	
		32.75	10.76	3.77	
		412.07	138.98	47.39	
		178.34	62.52	20.51	
		0.54	0.19	0.06	0.73
		23.25	7.93	2.67	
		41.05	14.73	4.72	55.78
		60165.14	8067.93	6317.34	
		215.10	71.81	25.38	
		615.08	212.14	70.73	
		0.02	0.00	0.00	
		1273.90	374.87	142.89	
		210.34	26.11	24.19	
		210.55	43.46	24.21	
		525.30	179.48	60.41	
		1.71	0.52	0.20	
		25714.10	4583.06	2614.68	
		7.18	2.36	0.83	
		41.06	13.54	4.72	
		34.27	6.23	3.94	
		0.01	0.00	0.00	0.01
		176.19	30.51	20.26	
		0.97	0.29	0.11	
		94.61	28.54	10.88	
		0.29	0.10	0.03	
		1.33	0.44	0.15	
		668.86	228.99	76.92	
		2.62	0.88	0.30	
		0.68	0.22	0.08	
		1.30	0.44	0.15	
		94.10	31.11	11.12	
		70.51	11.13	8.11	
		24.08	7.95	2.77	
		128.94	44.55	15.47	
		0.12	0.04	0.01	
		109.05	36.31	12.63	

		69.96	23.20	8.23	
		1186.39	408.14	140.07	
		194.88	35.66	22.41	
		233.90	37.23	26.90	
		11.97	3.98	1.38	
		28902.78	7118.24	3441.23	
		220.88	72.54	26.03	
		6273.43	1520.40	616.35	
		30.52	10.46	3.51	40.98
		0.01	0.00	0.00	
		12.04	3.83	1.38	
		210.73	52.06	24.23	
		0.01	0.00	0.00	
		17.88	5.71	2.06	
		989.78	315.63	109.71	
		232.27	82.59	27.04	
		237.19	78.48	27.28	
		0.25	0.08	0.03	
		1.40	0.45	0.16	
		0.80	0.27	0.09	
		39.84	12.73	4.58	
		0.13	0.04	0.01	
		30.61	9.61	3.52	
		176.19	27.95	21.16	
		2.04	0.67	0.23	
		21539.82	4261.73	2024.33	
		54.16	10.06	6.23	
		775.11	160.31	82.20	
		15.64	3.21	1.80	
		62.00	19.01	7.13	
		240.53	81.43	28.80	
		34.27	10.80	3.94	
		38.10	11.45	4.38	
		2274.18	203.29	270.66	
		1.59	0.56	0.18	
		48.64	13.75	5.59	
		1353.15	398.05	155.61	
		1712.66	458.70	196.96	
		633.14	72.78	72.81	
		2.34	0.76	0.27	
		37.46	10.79	4.31	
		0.08	0.03	0.01	
		9308.19	353.56	977.36	
		0.04	0.01	0.00	

		263.23	46.05	30.27	
		3119.82	277.17	330.50	
		98.08	34.63	11.35	
		1.47	0.45	0.17	
		1481.11	468.33	173.21	
		0.97	0.29	0.11	
		0.12	0.04	0.01	
		2404.67	652.63	282.62	
		0.77	0.25	0.09	
		97.43	25.02	11.20	
		0.01	0.00	0.00	
		562.61	158.12	61.52	
		0.12	0.04	0.01	0.16
		1571.77	431.15	180.75	
		883.23	262.84	101.57	
		4.89	1.45	0.56	
		592.34	62.09	42.97	
		0.40	0.14	0.05	0.54
		0.05	0.02	0.01	
		0.05	0.01	0.01	
		12.47	4.42	1.50	
		201.12	31.72	23.13	
		488.10	124.22	56.13	
		0.05	0.02	0.01	
		110.73	33.20	12.73	
		1237.31	335.06	142.29	
		3.43	0.59	0.39	
		385.88	115.83	45.59	
		0.16	0.04	0.02	
		0.68	0.24	0.08	
		1726.70	424.71	198.57	
		0.01	0.00	0.00	
		0.59	0.20	0.07	
		0.01	0.00	0.00	
		0.13	0.04	0.01	0.17
		0.01	0.00	0.00	
		0.36	0.13	0.04	
		0.04	0.01	0.00	
		1232.52	363.18	145.23	
		3.40	0.57	0.39	
		0.01	0.00	0.00	
		217.52	44.30	0.00	
		137.82	18.36	15.85	
		24.10	6.64	2.77	

		0.08	0.02	0.01	0.10
		0.38	0.10	0.04	
		33.51	11.03	3.94	
		0.12	0.04	0.01	0.16
		2731.62	824.42	323.83	
		3.18	0.91	0.37	
		100.72	18.92	11.58	
		60.20	19.78	7.14	
		3670.35	1031.07	437.03	
		9729.04	2667.64	1155.68	
		321.15	99.92	32.19	
		0.07	0.02	0.01	
		1.04	0.29	0.12	
		0.02	0.01	0.00	
		0.43	0.12	0.05	
		410.45	129.09	48.16	
		0.07	0.02	0.01	
		1302.78	331.05	152.55	
		46.35	14.80	5.56	
		0.10	0.03	0.01	
		0.11	0.04	0.01	
		1.07	0.34	0.12	
		37.22	12.09	4.40	
		12.62	4.05	1.51	
		0.01	0.00	0.00	
		0.47	0.16	0.05	
		0.79	0.25	0.09	
		15.44	4.51	1.85	
		173.52	52.84	20.81	
		19.15	5.25	2.20	
		51.54	15.67	5.93	
		24.48	4.95	2.82	
		73.72	18.16	8.48	
		161.40	23.14	18.56	
		2.70	0.83	0.31	
		91.46	19.09	10.52	
		123.92	31.81	14.25	
		170.43	34.31	19.60	
		1.99	0.62	0.23	2.61
		69.28	16.76	7.97	
		0.16	0.04	0.02	
		0.17	0.05	0.02	0.22
		0.28	0.08	0.03	0.36
		0.25	0.06	0.03	

		220.45	32.85	25.35
		0.01	0.00	0.00
		0.02	0.01	0.00
		0.10	0.04	0.01
		51.05	14.89	5.87
		0.01	0.00	0.00
		212.87	28.64	24.48
		8.20	2.37	0.94
		28.12	7.29	3.23
		0.32	0.10	0.04
		53.06	15.36	6.10
		0.07	0.02	0.01
		154.50	50.61	18.54
		247.35	39.33	28.45
		0.04	0.01	0.00
		0.05	0.02	0.01
		0.13	0.04	0.01
		0.04	0.01	0.00
		158.61	32.30	0.00
		894.24	259.58	107.21
		2148.26	497.78	249.46
		1123.16	238.22	125.44
		1213.43	364.60	145.61
		0.41	0.12	0.05
		1.12	0.31	0.13
		0.01	0.00	0.00
		331.10	7.51	0.00
		1156.83	347.57	132.90
		20.94	6.24	2.41
		0.01	0.00	0.00
		4251.96	1146.10	488.97
		654.28	168.71	75.24
		1336.20	419.18	123.72
		194.11	33.19	0.00
		184.93	28.58	21.27
		9.27	2.72	1.07
		52.77	12.70	6.07
		1.96	0.57	0.23
		0.00	0.00	74.29
		14261.66	3575.43	1654.30
		859.37	209.49	98.83
		3113.65	737.86	363.02
		418.27	116.67	49.03
		36073.74	4038.46	3787.74

		96.11	26.38	11.54
		255.75	76.09	30.52
		24.76	5.12	2.85
		168.35	26.05	19.36
		208.41	30.13	23.97
		46.32	12.05	5.33
		390.57	119.82	46.43
		22.13	6.08	2.54
		58.38	13.83	6.71
		21.28	2.95	2.55
		158.25	29.80	18.20
		24.47	3.36	2.81
		1659.45	471.69	183.18
		160.68	49.88	18.48
		0.01	0.00	0.00
		1595.40	428.50	189.00
		15.26	3.60	1.75
		4.46	1.19	0.51
		9414.56	2515.61	1103.23
		0.70	0.20	0.08
		19.41	4.76	2.23
		573.21	157.54	68.79
		677.63	178.18	77.93
		3708.11	95.83	390.35
		1199.68	249.36	102.97
		816.98	202.92	93.95
		566.61	139.58	65.16
		1229.22	293.31	144.74
		0.82	0.22	0.09
		462.41	74.40	36.42
		1882.73	160.92	195.21
		91.40	23.04	10.77
		350.19	98.22	42.02
		183.42	50.67	21.09
		611.32	147.35	73.36
		2280.91	294.95	273.47
		0.85	0.14	0.10
		220.19	30.82	25.33
		5515.94	1485.01	653.66
		53.42	11.64	6.15
		424.28	112.00	48.79
		3295.65	225.37	325.33
		17.38	4.30	2.00
		74.18	13.91	8.53

		1581.24	351.93	173.36	
		67.20	14.60	7.73	
		154.61	19.04	17.78	
		1.01	0.27	0.12	1.28
		2994.94	785.42	345.13	
		25.54	6.92	3.06	
		204.05	45.01	23.47	
		230.12	63.19	27.61	
		82.20	12.43	9.45	
		134.54	16.95	15.47	
		513.64	135.68	61.34	
		1288.25	198.74	154.56	
		97.12	13.70	11.17	
		13.60	2.24	1.56	
		537.11	139.40	64.33	
		1228.43	92.07	130.07	
		127.47	33.72	14.98	
		44.13	8.14	5.07	
		4.28	1.02	0.49	
		348.90	77.47	41.87	
		43.78	8.91	5.03	
		162.38	19.23	18.67	
		13.95	2.78	1.60	
		121.53	15.73	13.98	
		7.14	1.36	0.82	
		607.08	149.41	71.62	
		48.43	9.09	5.57	
		173.08	29.16	15.72	
		43.20	3.92	4.97	
		2323.67	585.18	278.84	
		67006.23	9607.99	7035.65	
		60.96	10.56	7.01	
		405.43	29.93	46.62	
		81.82	15.40	9.41	
		96.41	12.11	11.09	
		12.43	2.40	1.43	
		576.63	132.83	65.90	
		436.36	93.90	38.54	
		668.19	103.96	76.84	
		0.48	0.10	0.06	
		10407.86	1464.59	1045.52	
		32.89	4.51	3.78	
		358.36	38.23	0.00	
		236.38	36.33	4.87	

		1546.02	339.87	185.47
		166.99	20.05	19.20
		180.45	45.95	21.65
		12.18	2.53	1.40
		12.17	2.33	1.40
		11557.59	2470.43	1386.91
		19.84	3.98	2.38
		492.03	105.59	54.23
		10.20	2.18	1.17
		92.32	17.34	10.62
		14.28	2.96	1.64
		3.06	0.63	0.35
		13999.42	2367.91	1641.45
		100.12	14.74	9.40
		47.47	10.07	5.10
		0.01	0.00	0.00
		20.06	4.30	2.31
		1260.65	79.57	151.28
		3542.96	690.03	423.64
		17174.23	1911.91	1688.13
		8.46	1.68	0.97
		175.84	34.66	21.10
		709.83	159.72	81.34
		175.37	20.60	20.16
		19.39	2.70	2.23
		1092.28	225.16	123.82
		25.42	2.88	2.92
		95.55	15.75	10.99
		221.21	26.30	25.44
		165.54	35.52	19.04
		1412.99	198.04	168.20
		2634.36	405.53	299.73
		383.66	49.40	44.12
		155.37	31.41	17.99
		0.03	0.00	0.00
		420.90	73.63	48.40
		52.63	8.89	6.05
		3.40	0.69	0.39
		6.80	1.09	0.78
		10.20	1.93	1.17
		81.29	13.97	9.35
		60.16	10.01	6.92
		69.70	9.93	8.02
		43.65	9.87	4.97

		9.95	1.74	1.14	
		0.07	0.00	0.01	
		18.42	3.60	2.12	
		0.07	0.00	0.01	
		93.68	15.20	10.77	
		16.88	2.73	1.94	
		289.45	46.78	34.02	
		185.61	23.95	21.35	
		128.09	26.74	15.25	
		2254.69	502.84	269.02	
		3549.01	92.69	425.87	
		640.87	68.77	73.70	
		2277.69	367.33	251.71	
		62.38	9.59	7.17	
		163.00	19.45	18.75	
		58.19	9.64	6.69	
		110.96	11.38	12.76	
		162.93	18.43	18.74	
		13.25	2.55	1.52	
		134.81	16.03	15.50	
		361.99	57.61	41.63	
		1060.02	204.51	122.51	
		247.42	45.02	28.45	
		425.28	81.28	50.86	
		380.54	26.48	43.76	
		858.35	162.76	100.29	
		201.47	29.00	13.86	
		8.50	1.52	0.98	
		138.44	15.61	4.08	
		142.93	26.13	16.44	
		1567.88	303.95	186.49	
		318.04	36.31	36.57	
		820.49	79.94	96.31	
		8.93	1.70	1.06	
		0.85	0.19	0.10	
		54.13	9.52	6.22	
		21.84	4.37	2.51	
		21.12	3.72	2.43	24.84
		912.35	173.96	108.82	
		87.32	15.22	10.04	
		88.70	14.18	10.20	
		410.27	79.46	47.64	
		0.01	0.00	0.00	
		56.58	6.12	6.51	

		492.58	96.45	55.72
		117.59	19.15	13.52
		273.86	54.46	32.88
		402.11	76.89	47.77
		13.44	1.98	1.55
		712.62	134.65	85.36
		1482.90	106.85	177.96
		558.13	103.68	65.75
		2673.26	110.02	320.79
		132.33	17.44	15.52
		53.22	6.89	6.12
		0.00	0.00	45.45
		174.15	34.76	19.71
		0.02	0.00	0.00
		0.15	0.01	0.02
		122.53	22.52	14.10
		305.98	50.82	35.19
		0.01	0.70	0.00
		377.07	63.05	44.56
		156.25	30.45	18.75
		3931.36	668.04	465.62
		2980.92	421.30	357.72
		3759.56	570.33	432.35
		487.27	66.89	42.08
		540.97	105.40	62.37
		118.81	12.16	13.66
		147.41	15.67	16.95
		6.07	1.04	0.70
		0.55	0.09	0.06
		77.30	11.95	8.89
		262.63	47.98	30.20
		220.14	25.28	25.32
		0.02	0.00	0.00
		382.69	57.63	44.01
		15038.99	782.06	1579.09
		13.54	2.33	1.56
		195.84	30.72	22.52
		3.57	0.61	0.41
		263.43	49.20	30.29
		375.33	57.65	43.16
		57.91	6.46	6.66
		0.02	0.00	0.00
		341.91	55.52	115.32
		105.98	10.76	12.19

		23.16	3.67	2.66
		65.25	9.75	7.50
		2.98	0.39	0.36
		10.71	1.75	1.23
		0.46	0.06	0.05
		1.06	0.18	0.12
		6.72	1.01	0.77
		168.55	17.30	20.23
		20.59	3.11	2.37
		173.70	16.27	20.84
		108.36	14.16	12.46
		486.58	39.93	55.96
		50.64	6.93	5.82
		3.83	0.63	0.44
		186.51	25.46	21.45
		102.75	17.59	12.01
		21778.23	1030.53	2286.71
		10.18	1.11	1.17
		55.37	9.16	6.64
		260.54	40.21	30.72
		323.39	47.94	37.19
		3.96	0.62	0.46
		123.11	13.90	14.16
		48.69	6.59	5.60
		18.91	2.96	2.17
		47.60	6.22	5.47
		140.08	13.49	16.11
		127.71	13.34	14.69
		134.55	16.69	15.47
		142.03	13.59	16.33
		477.23	70.62	57.27
		22.93	3.19	2.64
		10.93	1.67	1.26
		40.32	6.34	4.64
		47.04	6.14	5.41
		197.12	22.05	22.66
		13191.54	530.78	1385.70
		0.07	1.62	0.01
		0.85	0.13	0.10
		57.71	5.51	6.64
		41.09	5.35	4.73
		305.90	46.67	31.25
		45.21	6.40	5.20
		0.05	0.96	0.01

		55.56	8.94	6.39	
		52.94	5.25	6.09	
		161.74	15.22	18.60	
		1.21	0.17	0.14	
		69.03	8.84	7.94	
		7242.66	333.94	760.48	
		69.16	6.56	7.95	
		93.00	8.61	10.70	
		670.08	78.81	77.06	
		439.44	66.53	50.54	
		101.00	9.27	11.62	
		22879.42	2575.50	2733.31	
		166.13	16.04	19.47	
		7.17	0.97	0.82	
		1179.39	172.21	135.63	
		89.01	9.45	10.24	
		104.13	12.60	11.97	
		112.06	12.55	12.89	
		109.39	16.55	12.58	
		4.35	0.64	0.50	4.99
		16.86	2.50	1.94	
		615.65	104.91	73.88	
		51.99	7.30	5.98	
		7.30	1.06	0.84	
		718.34	118.12	79.81	
		0.01	0.00	0.00	
		30.24	3.56	3.48	
		22.35	2.34	2.57	
		0.00	0.00	65.14	
		5.08	0.53	0.58	
		6.23	0.87	0.72	
		0.03	0.00	0.00	
		0.25	0.04	0.03	
		51.32	4.78	5.90	
		9.29	0.97	1.07	
		82.79	10.07	8.26	
		8.15	0.71	0.94	
		1473.93	186.11	170.80	
		992.69	34.18	118.60	
		0.13	0.01	0.01	
		114.62	13.62	13.18	
		2.31	0.32	0.27	
		61.38	7.32	7.06	
		185.18	20.92	21.29	

		3.16	0.43	0.36
		673.01	81.89	77.72
		79.20	6.61	9.11
		722.61	84.90	83.10
		95.33	8.06	10.96
		528.41	52.86	62.17
		85.10	8.23	9.79
		6336.38	630.25	760.37
		2041.64	272.43	214.98
		43.92	4.04	5.05
		0.44	0.06	0.05
		6.48	0.82	0.75
		49.24	6.69	5.66
		51.41	4.29	5.91
		3380.70	83.38	354.97
		105.51	8.67	12.14
		54.00	5.71	6.21
		69.25	9.80	8.31
		37.72	3.07	4.34
		56.29	5.89	6.47
		18.57	1.56	2.14
		32.97	2.56	3.79
		0.01	0.00	0.00
		34.25	3.99	3.94
		44.73	3.44	5.14
		17.29	1.27	1.99
		81.59	7.13	9.38
		0.00	0.00	74.29
		84.09	6.69	9.67
		22.04	2.50	2.53
		38.38	3.90	4.41
		53.93	4.27	6.20
		77.71	6.10	8.94
		77.62	6.31	8.93
		57.03	6.74	6.56
		1613.97	219.03	175.39
		11.22	1.24	1.29
		0.02	0.00	0.00
		0.01	0.00	0.00
		914.11	32.76	108.25
		920.75	126.31	110.49
		4608.16	452.82	546.22
		170.24	8.31	20.43
		425.36	51.25	67.56

		52.25	4.17	6.01
		136.16	15.28	15.66
		27.53	2.57	3.17
		35.15	2.62	4.04
		2.54	0.30	0.29
		0.03	0.00	0.00
		0.01	0.00	0.00
		79.28	4.64	9.12
		69.10	5.02	7.95
		3.29	0.38	0.38
		44.22	3.20	5.09
		42.18	3.20	4.85
		16.96	1.82	1.95
		23.76	1.74	2.73
		320.63	43.00	37.30
		43.09	4.27	4.96
		39.80	2.84	4.58
		13.51	1.01	1.55
		17.91	1.28	2.06
		0.01	0.00	0.00
		183.16	8.94	21.98
		38.31	5.04	4.22
		0.53	0.05	0.06
		43.57	3.06	5.01
		54.34	5.21	6.25
		45.44	3.15	5.23
		34.80	3.36	4.00
		16.63	1.05	1.91
		4.55	0.21	0.01
		31.97	2.19	3.68
		26.44	1.81	3.04
		0.91	0.09	0.10
		1.72	0.18	0.20
		18.39	1.26	2.11
		26.65	1.79	3.06
		32.52	2.15	3.74
		4088.70	406.39	455.56
		14.78	1.00	1.70
		159.44	8.76	18.74
		117.08	14.00	14.05
		14.15	1.33	1.63
		365.64	18.48	43.88
		874.04	13.37	91.77
		2500.11	88.87	257.88

		569.52	63.68	68.12	
		11.66	1.11	1.34	
		24.87	1.62	2.86	
		183.59	5.24	22.03	
		1.61	0.12	0.19	
		0.00	0.00	74.29	
		5.19	0.46	0.62	
		3117.40	240.35	352.96	
		7.38	0.69	0.85	
		34.41	2.25	3.96	
		34.38	2.16	3.95	
		24.15	1.60	2.78	
		241.60	16.72	28.99	
		21.42	1.33	2.46	
		5.51	0.51	0.64	6.02
		26.57	2.25	3.06	
		20.42	1.24	2.35	
		11.24	0.87	1.29	
		0.01	0.00	0.00	
		13.23	0.81	1.52	
		756.71	76.48	83.50	
		19.61	1.22	2.26	
		16.71	1.01	1.92	
		6.84	0.42	0.79	
		23.96	1.59	2.76	
		17.57	1.05	2.02	
		9.09	0.80	1.05	
		0.02	0.00	0.00	
		8.76	0.50	1.01	
		6.62	0.37	0.76	
		102.28	8.52	11.76	
		0.00	0.00	74.29	
		2.13	0.13	0.24	
		4.60	0.27	0.53	
		10.80	0.65	1.24	
		3.80	0.21	0.44	
		291.63	28.01	32.52	
		4.06	0.20	0.47	
		5.41	0.29	0.62	
		4.50	0.24	0.52	
		48.25	3.83	5.55	
		3413.11	112.17	409.57	
		0.25	0.01	0.03	
		0.43	0.04	0.05	

		4858.57	160.97	574.35
		0.01	0.00	0.00
		0.18	0.01	0.02
		0.12	0.01	0.01
		0.20	0.01	0.02
		0.05	0.00	0.01
		0.03	0.00	0.00
		0.04	0.00	0.00
		0.10	0.01	0.01
		138.66	4.99	15.95
		1414.43	47.59	169.73
		66.39	2.67	7.97
		1030.21	20.57	123.63
		0.15	0.01	0.02
		0.18	0.01	0.02
		0.04	0.00	0.00
		618.81	26.27	71.17
		97.10	2.23	11.65
		39.96	1.04	4.60
		705.81	32.16	84.70
		235.75	56.74	27.11
		301.77	13.25	34.70
		812.49	46.17	97.50
		257.19	11.22	29.58
		548.67	24.87	63.10
		68.58	2.59	7.89
		2286.32	77.22	262.03
		114.43	0.85	13.73
		229.88	13.39	27.57
		69.86	1.92	8.03
		103.05	21.59	11.85
		269.58	73.28	31.00
		28.91	11.05	3.32
		2325.59	730.21	267.44
		19.93	7.37	2.29
		74290.14	10180.15	7800.46
		21.77	8.19	2.50
		13.53	5.15	1.56
		3599.12	1044.68	382.23
		384.70	95.76	44.24
		14.37	3.66	1.20
		2.76	0.99	0.32
		6.66	2.52	0.77
		666.18	239.23	76.61

		2915.56	923.78	331.56	
		2.14	0.86	0.25	
		1480.85	448.37	131.08	
		142.99	46.70	16.44	
		1.69	0.57	0.19	
		793.92	294.24	91.30	
		59.97	22.36	6.90	
		13.45	5.14	1.55	
		319.58	57.32	36.75	
		202.71	53.90	23.31	
		308.33	64.11	35.46	
		202.82	58.88	23.32	
		367.37	84.35	42.25	
		0.95	0.28	0.11	
		2756.71	920.56	329.29	
		25.27	9.51	2.91	
		169.64	55.35	19.51	
		526.39	97.49	60.53	
		536.29	126.37	43.67	
		207.75	44.71	23.89	
		326.90	78.17	37.59	
		135.52	21.06	15.58	
		499.68	114.13	23.12	
		98.68	38.03	11.35	
		384.82	88.66	44.25	
		218.93	45.71	25.18	
		112.29	41.99	12.29	
		34.95	13.85	4.02	
		334.73	25.62	20.27	
		64.20	23.04	7.38	
		28.92	10.35	3.33	
		0.83	0.27	0.10	
		128.92	48.57	14.83	177.49

Attachment B - Employee Communication

Dear Colleagues

As a result of employee complaints and Uniting Communities Incorporated's (**Uniting**) review of the application of specific enterprise agreement provisions, Uniting has undertaken a review of its payroll systems and processes and determined that it has contravened the *Fair Work Act 2009* (Cth) including by contravening certain clauses of the:

- *Uniting Care Wesley Adelaide Inc Team Managers Enterprise Agreement 2011*;
- *Uniting Communities Incorporated General Staff Agreement 2015*;
- *Uniting Communities Incorporated General Staff Agreement 2023*;
- *Uniting Communities Aged Care Sector Employees Enterprise Agreement 2014*;
- *UnitingCare Wesley Adelaide Inc Solicitors Enterprise Agreement 2012*;
- *Uniting Communities Nursing Employees & ANMF-SA Enterprise Agreement 2015*; and
- *Uniting Communities Nursing Employees & ANMF-SA Enterprise Agreement 2017*,

(together, the **Agreements**).

Uniting has admitted to the Fair Work Ombudsman (**FWO**) that it failed to provide for specific entitlements (including, but not limited to, minimum rates of pay, penalties, allowances and superannuation) as required by the Agreements.

Since identifying the inaccuracies, Uniting has undertaken a program of work to ensure all staff affected have been identified. We are pleased to confirm that we have completed the majority of the remediation process, including interest payments, to all affected current staff and to all affected former staff who could be located. The matters that remain under review (and which are expected to be completed by 30 June 2026) relate to (in specific circumstances) incremental progression, overtime, guaranteed hours, broken shift penalties, meal allowances, annual leave loading and public holidays under specific industrial instruments.

Uniting has entered into a formal enforceable undertaking with the FWO setting out these admissions and the steps Uniting will take to address these contraventions and avoid future contraventions.

Uniting understands that you may have questions or concerns relating to your entitlements and underpayments. You can contact 1300 772 460 (including on a confidential basis) or payroll23@unitingcommunities.org with any questions.

Alternatively, you can contact the FWO via www.fairwork.gov.au or on 13 13 94, or your relevant union representative:

- Australian Services Union: www.asu.com.au
- United Workers Union: <https://unitedworkers.org.au/contact/>
- Australian Nursing and Midwifery Federation: <https://anmf.org.au/contact-us>

Uniting expresses its sincere regret and apologises to you for failing to comply with our lawful obligations.

Sincerely,

Attachment C - Workplace Notice

As a result of employee complaints and Uniting Communities Incorporated's (**Uniting**) review of the application of specific enterprise agreement provisions, Uniting has undertaken a review of its payroll systems and processes and determined that it has contravened the *Fair Work Act 2009* (Cth) including by contravening certain clauses of the:

- *Uniting Care Wesley Adelaide Inc Team Managers Enterprise Agreement 2011;*
- *Uniting Communities Incorporated General Staff Agreement 2015;*
- *Uniting Communities Incorporated General Staff Agreement 2023;*
- *Uniting Communities Aged Care Sector Employees Enterprise Agreement 2014;*
- *UnitingCare Wesley Adelaide Inc Solicitors Enterprise Agreement 2012;*
- *Uniting Communities Nursing Employees & ANMF-SA Enterprise Agreement 2015;* and
- *Uniting Communities Nursing Employees & ANMF-SA Enterprise Agreement 2017.*

Uniting has formally admitted to the Fair Work Ombudsman (**FWO**) that contraventions have occurred and consequently a number of employees had been underpaid.

Uniting has now entered into an Enforceable Undertaking with the FWO to ensure its ongoing compliance with Commonwealth workplace laws.

Uniting sincerely regrets these matters have occurred and will, as a result of the Enforceable Undertaking, commit to undertake a number of activities to ensure ongoing compliance such as training and education, process streamlining and system improvements.

If you worked for Uniting during the period of 1 November 2015 and 12 December 2025 and have any questions relating to your employment, please contact 1300 772 460 (including on a confidential basis) or payroll23@unitingcommunities.org.

Alternatively, you can contact the FWO via www.fairwork.gov.au or on 13 13 94, or your relevant union representative:

- Australian Services Union: www.asu.com.au
- United Workers Union: <https://unitedworkers.org.au/contact/>
- Australian Nursing and Midwifery Federation: <https://anmf.org.au/contact-us>