



## HOW DID YOU FARE?:



As was recently reported, Fair Work Inspectors scrutinised the employment records of a number of employers in the South West and Great Southern and found that 83% of employers were compliant with legislation. Inspectors visited workplaces in Albany, Australind, Bunbury, Manjimup, Bremer Bay and Picton amongst others.

There were 22 contraventions in all, made up of record-keeping and/or pay slip breaches and underpayments.

The Fair Work Ombudsman reported that 120 employees had been underpaid a total of just over \$67,000.00

These visits by Fair Work Inspectors will continue to take place across Australia, in fact in the 2009-2010 financial year, the FWO recouped \$2.65million dollars for 1634 workers in Western Australia alone. Australia wide, that figure came to more than \$26.1 million.

So, it is probably fair to say that a great many more visits will be made to employers across our state in the coming 12-months.

Many Workwise members will have received by now a copy of the 'Record Keeping and Payslip fact sheet' as an attachment to their Industrial Relations Health Check. The Fact Sheet sets out obligations regarding Time & Wages Record Keeping and Payslip requirements for employers who fall under the Federal IR legislation.

For employers who do not fall under the Federal IR legislation, the State legislation has slightly differing obligations. Your Award will include some information regarding require-

ments.

However, if you require any assistance at all in relation to your time and wages record keeping obligations, legislative requirements or have been visited by Inspectors from either the Ombudsman's office or the WA Commissioner's office and you need assistance, please contact your nearest Workwise representative.

### **Kimberley Region didn't fare so well.**

Random audits to 61 employers in the Kimberley resulted in 18 businesses found to have record-keeping and/or payslip breaches while a further 12 had underpaid 227 workers a total of \$101,349.00.

Underpayments stemmed mainly from incorrect minimum hourly rates, penalty rates, allowances and overtime rates.

In Kununurra alone employers visited were found to have underpaid 208 employees a total of more than \$73,000.

Employers and Payroll officers need to be certain they understand their employment instrument (Award, employment contract, Collective Agreement etc) and how it is then translated to the payroll system being utilised.

### **Are you ready for Christmas / New Year Public Holidays?**

Watch for more information in future Workwise E-Bulletins leading up to Christmas.

**Special**

### Time & Wages Audit

Are you concerned about your pay rates or obligations regarding Time and Wages Record-keeping?

**A Workwise Time & Wages Audit may be the answer.**

Take advantage of our **2nd Quarter Time & Wages Audit Special.**

**For further information on anything you have read in this bulletin, please contact the Workwise Office nearest you for assistance and an appointment will be arranged.**

Disclaimer: The information contained in this article is a summary only of the subject matter covered. Whilst Workwise endeavours to provide clients with accurate information no part of this summary should be used as a substitute for professional advice.

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