



23rd June 2011 | A: 16 Wexford Lane, BUNBURY WA 6230 | T: (08) 9792 4451 | F: (08) 9721 6208

Hi Kathy!

## Enforceable Undertakings

*Take a look at the list of Enforceable Undertakings recently issued against a Service Station operator in Melbourne who was found guilty of underpaying staff to the tune of over \$175K!*

As an alternative to litigation, those responsible for the contravention have entered into an Enforceable Undertaking with the Fair Work Ombudsman.

The agreement requires them to:

- Ensure all underpaid workers are repaid by the end of August this year,
- Take-out a newspaper advertisement apologising to the underpaid workers,
- Report to the Fair Work Ombudsman on systems they have developed to ensure their business comply with workplace laws in future,
  - Participate in workplace relations training,
- Provide the Fair Work Ombudsman with an independent audit report each year for the next three years confirming their businesses are complying with workplace laws, and
- Report to the Fair Work Ombudsman on their attempts to find underpaid workers who have not yet been located.

Whilst we at Workwise may sound like a broken record our experience tells us that so many employers aren't getting it right with their pay rates and employment conditions - the consequences of this can be extreme as the above

case illustrates.

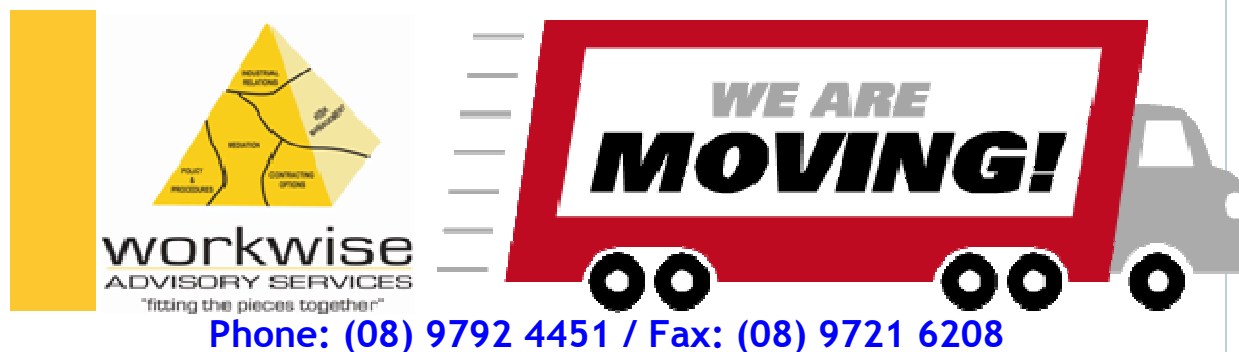
Remember that as the employer it is YOUR RESPONSIBILITY to ensure your systems are compliant.

Carefully assess your pay rates and employment conditions against the Award and don't get complacent - both State and Federal minimum wages are on the increase so get some peace of mind.

*Workwise can help!! Consider having us perform a **Time and Wages Audit** of your pay rates - proactive action now can prevent financial and emotional pain in time to come.*

Best Regards

The Workwise Team



Phone: (08) 9792 4451 / Fax: (08) 9721 6208

## Seminar's

Topic : The Model 'Work Health & Safety Act' (WHS)

Where: Small Business Centre

177 Spencer Street Bunbury

When: Wednesday 6th July 2011 - 6pm start

Please call [The Small Business Centre on 9791 2666](tel:97912666) for further details

Topic: The Model 'Work Health & Safety Act' (WHS)

Where: Bunbury Chamber of Commerce & Industries

Stirling Street Bunbury

When: Friday 29th July 2011 - 12 noon Lunch box

Please call [The Bunbury Chamber of Commerce on 9791 2292](tel:97912292) for further details