

TIRS Meeting

Date: 11 October 2019

Presented by: Cletus Brown



Australian Government

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Agenda

- FWO's position as a regulator
- Our use of Enforceable Undertakings
- FWO's priorities
- Questions?

FWO as a Regulator

- Hayne Royal Commission and Fels' Taskforce Findings
- Mediator v Regulator
- Using the powers we already have

Enforceable Undertakings

- Statutory enforcement tool
- Used in limited circumstances:
 - Employer willing to rectify
 - Address impact
 - Cooperate with the FWO

MaDE Establishment

- \$7,832,953 underpayment – 515 workers
- Extensive remedial action
- Good level of cooperation with the FWO
- Range of remedial and beneficial outcomes

Thales Australia Pty Ltd

- Multi-national defence manufacturing company
- Backpaid 400 workers more than \$7,000,000 in wages from Enterprise Agreement
- Deficiencies in payroll – wrong classifications
- Range of obligations- \$200,000 contrition
- Self-reported and have worked closely with FWO

Lindisfarne Butchers

- Small family run business in Hobart
- Underpaid adult apprentice almost \$20,000
- Fully co-operated with FWO
- Range of obligations enforced

FWO Priorities

- Fast Food Restaurants and Cafes
- Horticulture and the Harvest Trail
- Supply Chains
- Franchisors
- Sham Contracting

Questions?



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