

Senate Education and Employment Committees  
PO Box 6100  
Parliament House  
Canberra ACT 2600

Richard Edmands

To whom it may concern,

Please accept my submission. I do not require this submission to be made confidential.

I am 28, I used to work in Canberra doing Security but I was over being ripped off by my employer who had that down to an artform and used to just accept being fined by the fair work commission as just part of standard business. I moved to Queensland and there is even non-sense going on up here as well.

I started working as a casual at an IT shop, he placed me on the General Retail Industry Award. Now despite the hourly rate for a casual during normal hours being \$24.38 or something along those lines, he wrote up an employment agreement stating \$22 an hour as a casual for all hours. So not only am I missing my proper base rate, but I am also missing my penalty rates for weekends. On top of this, he was not aware that he had to pay a Vehicle allowance for when I was using my Vehicle during work hours to work on customer premises or pickup stuff from other locations. When confronted with just the vehicle allowance stuff he complained to me about how if he knew he would not have sent me, so he just decided he was not going to pay me my vehicle allowance.

Now the big problem for not just for me, but the ATO and centerlink is that since I was a casual with very low hours there is a big chunk of money which should have been paid to me which could have been not only taxed, but deducted from my centerlink payment. Not only does this deny me money I need for bare essentials like petrol money to do my job but It also puts my boss at a business advantage against businesses who actually pay according to the law.

Surely something can be added to the Centerlink scam algorithms to detect when employers are underpaying casual employees.

Random audits against businesses who are employing people on centerlink, to ensure businesses are not ripping the system off in multiple directions.

Sincerely,  
Richard Edmands  
Wednesday 30th of November 2016