

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Additional Estimates 2016 - 2017

**Agency - Fair Work Ombudsman**

**Department of Employment Question No. EMSQ17-001515**

**Senator Marshall provided in writing.**

#### **Question**

##### **FWO - Penalty Rates decision**

How will the penalty rates decision affect compliance activities in the relevant industries?  
Will FWO run education campaign for employers and employees on the effect of the decision?  
If so, how will that operate? Who will be involved?

#### **Answer**

The Fair Work Ombudsman (FWO) conducts all compliance activities in accordance with the agency's *Compliance and Enforcement Policy*.

In line with normal practice regarding changes to employee entitlements coming out of award modernisation and other FWC decisions, the FWO will provide information to employees and employers in the affected industries to inform them of the changes and to assist them to comply.

The structure and duration of any transitional arrangements relating to the introduction of Sunday penalty rates, which are subject to ongoing submissions, will impact the final design of any communications or education activities, including the agency's stakeholder engagement strategy.

The FWO anticipates that a combination of awareness raising tools, such as social media, newsletters and the agency's website, will be used. The FWO's Pay and Conditions Tool will be updated to reflect changes to public holiday penalties effective of 1 July 2017.