

**Senate Standing Committee on Education and Employment**

**QUESTIONS ON NOTICE  
Budget Estimates 2014-2015**

**Agency - Fair Work Ombudsman**

**Department of Employment Question No. EM0815\_15**

**Senator Tillem asked on 2 June 2014 on proof Hansard page 31**

**Question**

**FWO - infringements**

Mr Campbell: I will just check the maximum. It did increase last year, so I need to check. The maximum I think—and I am just guessing—is 1,600, but I can double-check that for you. Senator TILLEM: What is an infringement of 1,600 issued for, generally? Mr Campbell: Sorry, Senator—the contraventions are limited to record-keeping obligations. That broadly includes payslip obligations to issue payslips and also to keep employment records about employees. Senator TILLEM: How many of those are unpaid? Mr Campbell: I would have to check, Senator. We go through a process, if people do not comply, of attempting to recover it. I will get those stats for you.

**Answer**

The Fair Work Ombudsman can issue an infringement notice to an employer for contravening their record keeping and pay slip obligations. The infringement notice requires a person to pay a penalty to the Commonwealth as an alternative to the Fair Work Ombudsman taking civil proceedings.

The maximum fines payable from an infringement notice are \$510 per contravention for an individual and \$2,550 per contravention for a body corporate.

The Fair Work Ombudsman issued 103 infringement notices during the period 1 July 2013 – 31 March 2014. Of these, 16 remain unpaid.