



Compliance Essentials e-bulletin May 2011

Human Resources – Fair Pay

It pays to check awards and industry pay scales and to ensure compliance in relation to staff remuneration and entitlements; the Fair Work Ombudsman is clamping down when employers are found to be underpaying their staff. Below are cited two recent judgements in the Federal Magistrates Court that wielded heavy penalties:

Fair Work Ombudsman v Hungry Jacks Pty Ltd total financial penalties on judgement \$100,500

Fair Work Ombudsman v Lufra Investments Pty Ltd & ANOR total financial penalties imposed on judgement, \$40,000 on the first respondent and \$7,920 on the second respondent.

Age Discrimination

The *Sex and Age Discrimination Legislation Amendment Bill 2010* has been passed through Parliament and will create the position of an Age Discrimination Commissioner.

Not for profit news

The Federal Budget provided for the creation of a Not for Profit Commission effective in 2012.

Victorian Equal Opportunity Act 2010

This new legislation comes into effect in August 2011, imposing responsibilities on employers, those who provide goods and services, for example accommodation, education, as well as community groups and government bodies. The law requires that organisations make a positive effort to eliminate discrimination, victimisation and sexual harassment, and to prevent such behaviour and actions. There is still time to review policies and procedures and implement staff training to be compliance ready for 1 August. For more information on the Act follow the link to visit the **Victorian Equal Opportunities & Human Rights Commission** [Equal Opportunity Act 2010](#).

The contents of this document are for information purposes only. It is not intended to be advice and you should not act specifically on the basis of this information alone. If expert assistance is required, professional advice should be obtained.

Compliance Essentials Pty Ltd Ph. 1300 602 880 e-mail: info@complianceessentials.com.au
www.complianceessentials.com.au