

June 2021

HOSPITALITY BUSINESSES AND FWO. IS YOUR BUSINESS COMPLIANT?

ACT NOW TO AVOID CRIPPLING FINES.



On the 2nd of June 2021, the Federal Court acted on a random audit of a Melbourne-based restaurant operator who failed to pay staff the minimum wage, casual loading, overtime rates and other various penalty rates.

The company also was found to have failed to keep records including time records and failed to undertake required reconciliations for full time annualised salary employees.

Penalties handed out included a personal fine of \$34,020 to the company's director and \$170,100 for the business.

The Fair Work Ombudsman, Sandra Parker was very clear on the lack of tolerance regarding exploitation of any workers including migrants who are vulnerable due to factors such as limited English. She urged employers to prioritise workplace law compliance or risk substantial court-ordered penalties on top of back-payments.

We understand how hard it is to run a café or restaurant and turn a profit. However, failing to keep adequate records and pay the correct wages is a recipe for financial ruin.

**OK, I think I may have a problem.
What do I do?**

If you are not using payroll software which can keep track of employee times and pay them according to their employment status and industry award, call us to minimize the risks outlined in the case above. The Fair Work Ombudsman is not going to go easy on your business as there have already been numerous high profile restaurateurs who have failed to do the right thing where their employees are concerned.

Call us on 1300 731 826 for a great and easy to use solution to your payroll problems!