

## **Senate Standing Committee on Education and Employment**

### **QUESTIONS ON NOTICE Budget Estimates 2017 - 2018**

**Agency - Fair Work Ombudsman**

**Department of Employment Question No. EMSQ17-004159**

**Senator Cameron asked on 30 May 2017 on proof Hansard page 57**

#### **Question**

#### **FWO - Apprentices and trainees - underreporting of employer noncompliance**

Senator CAMERON: I hear that a lot from you. How much underreporting of employer noncompliance do you estimate there is?

Senator CAMERON: Could you extrapolate that for apprentices and trainees as well?

Ms James: We could have a go. It is very speculative. I am happy to take on notice what we might do in that regard, but it is a little like you do not know what you do not know. We obviously do not check in areas where we think everything is fine and compliance is likely.

#### **Answer**

The Fair Work Ombudsman (FWO) does not have data that would enable us to reliably estimate underreporting by apprentices.

However, the FWO is aware that underreporting by vulnerable cohorts does occur. This is based on our compliance experiences (for example, hesitation on the part of workers to go 'on the record'), our anonymous report tool (which as at 30 April 2017 has received 10,259 anonymous tip-offs since its launch on 11 April 2017) and feedback from stakeholders.

The FWO has developed a number of tools and resources to assist apprentices to ensure they understand their workplace rights, including:

- developing apprentice guides;
- revisiting and monitoring employers of apprentices that were non-compliant;
- utilising anonymous reports and intelligence received from stakeholders to prioritise wage compliance for apprentices and trainees; and
- developing the Record My Hours app, which uses Apple and Google Maps, and the phone's location, to automatically record an employee's time at work.