

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Supplementary Budget Estimates 2015 - 2016

Agency - Fair Work Ombudsman

Department of Employment Question No. EMSQ15-000400

Senator Lines provided in writing.

Question

FWO - Audits

How many audits has the Fair Work Ombudsman carried out on businesses in the past financial year/s?

What industries has the Fair Work Ombudsman generally found high-levels of non-compliance?

What have you done to address the non-compliance you've found?

How many audits does the Fair Work Ombudsman expect to carry out in the upcoming financial year – more or less?

Answer

The Fair Work Ombudsman completed a total of 4,564 audits in 2014–15.

Each year, we run national and state/territory based campaigns in various geographical locations and different industry sectors.

In 2015–16 the Fair Work Ombudsman will conduct four national campaigns and two campaigns in each state and territory. To remain flexible and responsive to emerging priorities and issues, the total number of audits is not pre-determined.

We take an evidence-based and proportionate approach to determine where to focus our attention and which workplace relations issues to target. Industries, sectors and areas with a high percentage of requests for assistance and vulnerable workers are typically selected.

Employers not meeting their obligations are expected to fix problems that are identified, and are assisted to put in place systems to ensure mistakes are not repeated. Businesses previously audited and identified as non-compliant are also considered for re-audit to assess their ongoing compliance.

Campaign reports are published on the Fair Work Ombudsman's website at www.fairwork.gov.au and generally include steps the Fair Work Ombudsman intends to take to ensure ongoing compliance following the release of the report.

See [Attachment A](#) for a table of campaign reports published in 2014–2015 and associated compliance rates.

Attachemeny A

National, state and territory campaign reports published 2014-15

2014-15 Campaigns					
		Report publication date	Overall compliance rate	Contraventions identified (as a % of overall non-compliance rate)	
				Monetary contraventions ¹	Non-monetary contraventions ²
National campaigns					
1.	National Hospitality Industry Campaign (Restaurants, Cafes and Catering)	Jun 2015	42%	80%	20%
2.	National Cleaning Industry Follow-up Campaign 2013	Feb 2015	62%	72%	28%
3.	National Children's Services Campaign	May 2015	71%	83%	17%
State/territory campaigns					
1.	Motor Vehicle Retailing Campaign	Jun 2015	92%	16%	84%
2.	TAS Young Hospitality and Visa Workers Campaign	Jul 2014	58%	75%	25%
3.	QLD Townsville Records and Pay Slips Campaign	Sep 2014	76%	N/A as the campaign did not audit pay rates	100%
4.	NSW/ACT Tamworth/Armidale Records and Pay Slips Campaign	Sep 2014	77%	N/A as the campaign did not audit pay rates	100%
5.	VIC Retail Bakeries Campaign	Dec 2014	38%	76%	24%
6.	QLD/NSW/VIC Live Production Campaign	Jul 2014	56%	75%	25%
7.	WA Enterprise Agreement Campaign	Aug 2014	65%	65%	35%
8.	SA/WA/NT Retail campaign	Dec 2014	56%	70%	30%
9.	Alice Springs Education and Compliance Campaign	Apr 2015	40%	77.5%	23.5%

¹ Monetary contravention rates may also include non-monetary contraventions

² Non-monetary contravention rates only have non-monetary contraventions present