

ENQUIRY INTO WAGE THEFT QLD

[REDACTED]

[REDACTED]

30th JULY 2018

Good Morning,

Id like to submit information towards this enquiry. I would like my name and any other employees names to be kept confidential as we are still currently employed by the same company and can impact our income as a lot of us are casual.

I am currently employed by

[REDACTED] [REDACTED]
[REDACTED]

since December 2009 as originally a Youth worker and now classified as a Residential Care Worker. There were changes to the award in our sector under Social, Community, Home Care and Disability Services Industry Award 2010 and an Equal Remuneration Order was made 1st July 2012.

There has been numerous complaints to Fair Work Australia from numerous employees that [REDACTED] isn't complying with this order. Eventually Fair Work Australia investigated

and the outcome was that we are affected by the ERO dated June 2017 (please seen official letter attached) and [REDACTED] is to transfer employees across to the ERO award conditions and that an under payment has been made.

[REDACTED] only changed that employee's status who had made the official complaint to Fair Work Australia and no other employee.

Several employees waited to see if [REDACTED] would comply with this order though nothing was done. Myself and fellow employees have had to send letters to enquire to HR [REDACTED] about this and only then were we changed (please see confirmation of this

attached).

██████████ have offered no back pay to employees affected.

I and other employees made further enquiries to Fair Work Australia and discussed that ██████████

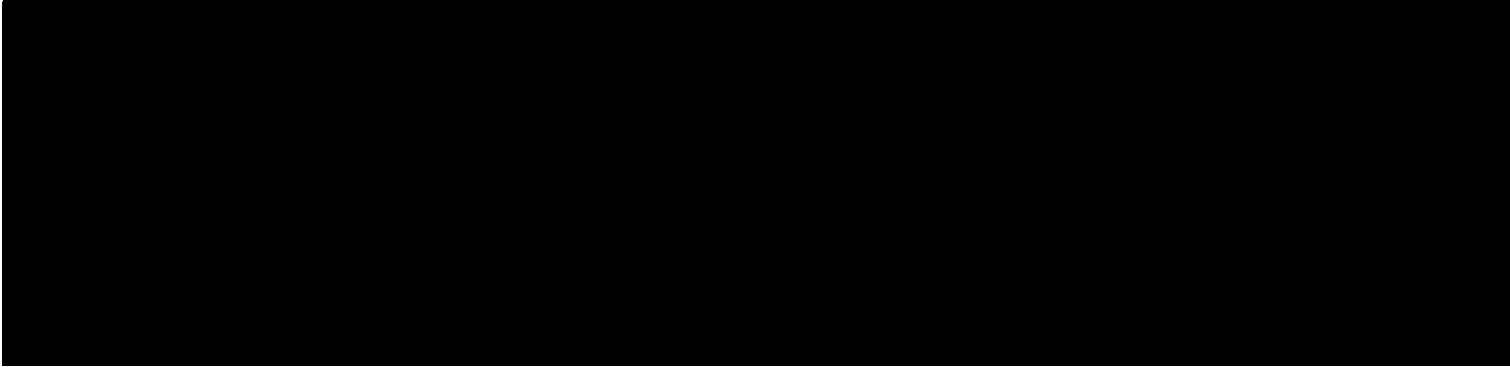
██████████ have been non compliant with the ERO and been granted back pay this year.

Fair Work Australia ██████████ (Customer Solutions Officer) looked into this further and I received a response that it was not possible for them to look into this any further. Employees affected by this since July 1st 2012 are owed in excess of \$25,000 plus Superannuation entitlements and amount exceeds applying through the Small Claims Court in QLD. Its not clear as to why Fair Work would not pursue and enforce our Award entitlements.

Kind Regards

██████████

PAY INCREASE



[Redacted]

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Dear [Redacted]

RE: PAY INCREASE

We are pleased to confirm that your rate of pay has been revised with effect from [Redacted]. Your new pay rate is [Redacted] per hour in line with current sector expectations. Your pay point under the Award remains as a [Redacted].

All other terms and conditions of the Employment Agreement effective as of [Redacted] [Redacted] will continue to apply.

Please note, the terms and conditions addressed within this letter are to remain a matter of confidentiality between yourself and management.

If you have any questions or queries please feel free to contact myself.

[Redacted]
[Redacted]
[Redacted]
[Redacted]

[Redacted]
[Redacted]