

How to prevent wage theft

Steps to combat underpayments and ensure on-time, accurate pay

With the passing of recent wage theft acts in Queensland and Victoria, legislators have made it clearer than ever that wage theft is a crime and that businesses must take all reasonably practicable steps to comply with their obligations as employers.

Those who commit offenses in respect to the legislation or existing Fair Work requirements can face heavy penalties and up to ten years' imprisonment.



Protect yourself, your business, and employees by taking steps to prevent underpayment.

- ✓ **Regularly assess compliance** with awards, agreements, and employment contracts to ensure that employee entitlements are understood and correctly applied.
- ✓ **Review payroll systems and processes** to ensure there are checks and balances for the correct payment (and accrual) of employee entitlements.
- ✓ **Provide regular training for everyone** involved in payroll, including accounting, HR, and payroll teams.
- ✓ **Seek external counsel** and ensure suppliers such as payroll providers are compliant with existing regulations.
- ✓ **Make a plan** on how to respond to any queries or incidents related to underpayment so that these can be rectified before they result in litigation.



Get in touch

For more information, contact ADP to discuss how we can help you combat wage theft and manage payroll compliance.

au.adp.com