

Criminalising Wage Underpayments

Practical example

Employer DEF Pty Ltd has been **underpaying employees by 25% to maximise profits**, and has been further **engaging in the falsification of payroll records and payslips** for the hours worked per week.

When **Fair Work Inspectors conducted an audit** of Employer DEF Pty Ltd's payslip and record-keeping obligations, Employer DEF Pty Ltd **presented these false records to Fair Work** and **continued to underpay** and **falsify records and payslips** with fewer hours than were actually worked.

Has the employer committed wage theft?

Yes.

Employer DEF Pty Ltd's **underpayment was intentional** and amounts to wage theft.

The intentionality was shown in their **knowing and deliberate action to forge records** which misrepresent a lesser number of hours than was actually worked by their employees and going so far as to **present these fake records to Fair Work Inspectors**.





SMALL BUSINESS PEAK

A large white arrow graphic pointing upwards and to the right, with the text 'SMALL BUSINESS PEAK' integrated into its path.

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