

# Criminalising Wage Underpayments

## Practical example

Employer ABC Pty Ltd has been **underpaying their employees under the genuine mistaken belief** that they were covered by the Professional Employees Award 2020 but **realised after consultation with lawyers** a few months later that these employees were covered under the Clerks Private Sector Award 2020, instead.

The **employer conducts a review of the amounts owing** to the employees and **rectifies the underpayment** by advising their employees and **paying them the amounts owed**.

## Has the employer committed wage theft?

**No.**

Employer ABC Pty Ltd's underpayment was **inadvertent** and does not amount to wage theft.





# 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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