

Millions of reasons to stay on the right side of the FWO

Australia's workplace watchdog, the Fair Work Ombudsman (FWO), means business – and this year's numbers prove it. With a massive \$1.5 billion recovered in back-pay over the past three years, including one of its highest annual totals this year, the FWO is making sure fairness isn't optional.



What has the Fair Work Ombudsman achieved in 2023-24?

\$473m

Recovered in unpaid wages and entitlements

\$21.2m

Secured in court-ordered penalties.

160,000

Recovered underpayments for almost **160,000** underpaid workers.

64

New litigations filed.

15

Enforceable Undertakings were entered.

2,574

Compliance Notices were issued.

760

Infringement Notices issued for record-keeping or pay slip breaches.

+17,000

Anonymous reports received.

Source: [Office of the Fair Work Ombudsman Annual Report 2023-24](#)

Notable litigation outcomes

- **\$10.3 million in penalties** against Commonwealth Bank of Australia and CommSec.
- Over **\$4 million in penalties** were imposed against the operators and managers of Din Tai Fung restaurants.
- **\$1.4 million in penalties** against the franchisor of the 85 Degrees brand in Australia.

Protecting vulnerable workers

- **+\$8 million** in penalties were issued to employers of migrant workers and visa holders.
- **+4,000** reports were filed anonymously by migrant workers.

The simple steps for complete peace of mind:



Trusted advice available 24/7



Industry-leading HR Software



Comprehensive HR Compliance Audit



A wealth of legal IP and resources



Compliance Training Centre



Advice Promise designed to protect your business

Thinking about workplace compliance? Talk to us

We'll take care of the complicated stuff so you can get back to doing what you do best – running your business.

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