

Don't Slip Up On Payslips

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In various areas of legal practice, there is a need for our clients to provide their most recent payslip.

It is actually quite alarming that there are still employers who are not issuing payslips to their employees and as a business who employs workers, it is essential that you appreciate what your obligations are in this respect, to your employees.

The Fair Work Act states that employers must give a payslip to each of their employees within one working day of paying an amount to the employee in relation to the performance of work. The regulations set out what must be in those payslips, and this also applies to employers paying instalments to an employee under the Paid Parental Leave Act 2010.

Failing to provide those payslips amounts to a breach of a civil remedy provision of the Act. What that means is that certain parties may then have the right to make an application to the appropriate court (depending on the provision breached) for among other things, a penalty to be imposed upon the employer.

In the case of an employer who does not provide payslips, fines can be imposed on that employer and can be up to \$5,400 for an individual or \$27,000 for a body corporate. Considerations are made by the court in determining the fine, depending on the individual circumstance of each breach.

The best way to avoid this is obviously to provide the payslips in the first place. It is certainly not time or money wasted.

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Elspeth's articles can be accessed on the Daily Mercury website at <http://www.dailymercury.com.au/topic/elspeth-ledwy/> or you can find Elspeth's column "Mind Your Own Business" in the Daily Mercury newspaper each Wednesday.



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