



Australian Government

Fair Work
OMBUDSMAN

ENFORCEABLE UNDERTAKING

This undertaking is **given** by The Royal Society for the Prevention of Cruelty to Animals; New South Wales Ltd (ABN: 87000001641) and **accepted** by the Fair Work Ombudsman pursuant to s 715(2) of the *Fair Work Act 2009* in relation to the contraventions described in paragraph 11 of this undertaking.

ENFORCEABLE UNDERTAKING

PARTIES

1. This enforceable undertaking (**Undertaking**) is given to the Fair Work Ombudsman (**FWO**) pursuant to section 715 of the *Fair Work Act 2009* (Cth) (**FW Act**) by The Royal Society for the Prevention of Cruelty to Animals; New South Wales Ltd (ABN: 87000001641) (hereafter **RSPCA NSW**), 201 Rookwood Road, Yagoona in the State of New South Wales (**NSW**).

COMMENCEMENT

2. This Undertaking comes into effect when:
 - (a) the Undertaking is executed by RSPCA NSW; and
 - (b) the FWO accepts the Undertaking so executed (**Commencement Date**).

BACKGROUND

3. RSPCA NSW is an Australian public company limited by guarantee and a not-for-profit organisation that cares for, treats, protects and rehomes abandoned, neglected, injured or surrendered animals across NSW. RSPCA NSW runs eight shelters and three veterinary hospitals dedicated to treating, rehabilitating and rehoming animals in NSW. RSPCA NSW has 22 volunteer branches that run fundraising events. RSPCA NSW runs an inspectorate consisting of 36 inspectors responsible for investigating instances of alleged animal cruelty and a call centre equipped to handle reports. RSPCA NSW has approximately 525 current staff and has had approximately 1049 former staff within the past 6 years.
4. The employees of RSPCA NSW are, or have been, covered by a range of workplace instruments (**Relevant Instruments**), including:
 - (a) *The Royal Society for The Prevention of Cruelty to Animals New South Wales Inspectors Enterprise Agreement 2013-2016* (the **2013 EA**) which was replaced by the *RSPCA New South Wales Inspectors Workplace Agreement 2020 – 2024* (the **2020 EA**);
 - (b) *The Royal Society for the Prevention of Cruelty to Animals NSW Inc. Staff*

Collective Agreement 2008-2011 (the CA); and

- (c) *The Animal Care and Veterinary Services Award 2010 (2010 Award)* which was replaced by the *Animal Care and Veterinary Services Award 2020 (the 2020 Award)* on 14 February 2020.
5. On 15 October 2019, *The Daily Telegraph* and *Sydney Morning Herald* reported that RSPCA NSW had stated that it had underpaid former and current employees. *The Daily Telegraph* further reported that an audit showed that RSPCA NSW was alerted to the possible underpayments in June 2017.
6. On 31 October 2019, RSPCA NSW wrote to the FWO, stating that:
 - (a) it had identified underpayments to employees under their EA, CA and the FW Act;
 - (b) it estimated underpayments to be \$122,674 to current and former employees, with quantification of some underpayments still ongoing;
 - (c) it would be rectifying all underpayments, with interest, and had commenced making back payments to some affected employees.
7. The underpayments and annual leave accrual issues referred to in this Undertaking occurred between 1 July 2011 to 23 February 2020 (**Relevant Period**) and affected a total of 458 individual employees (3 individual employees are accounted for twice in the schedules), made up of 293 former and 165 current staff, comprising:
 - (a) the employees referred to in Column A of Schedule A to this Undertaking (**Schedule A Employees**), to whom the CA applied;
 - (b) the employees referred to in Column A of Schedule B to this Undertaking (**Schedule B Employees**), to whom the 2010 Award applied; and
 - (c) the employees referred to in Column A of Schedule C to this Undertaking (**Schedule C Employees**), who were underpaid in relation to their National Employment Standards (**NES**) entitlements under the FW Act.

(the **Schedule A Employees**, **Schedule B Employees** and **Schedule C Employees** are, collectively, the **Affected Employees**).

8. Prior to the Commencement Date of this Undertaking, RSPCA NSW notified the FWO that it had:

Schedule A - Underpayments relating to the CA

- (a) calculated the underpayments owing to Schedule A Employees where there is a corresponding amount listed in Column B of Schedule A to this Undertaking;
- (b) calculated the amount of superannuation payable to Schedule A Employees in respect of the underpayments referred to in paragraph (a) above, where there is a corresponding amount listed in Column C of Schedule A to this Undertaking;
- (c) calculated the amount of annual leave accruals and corresponding monetary amounts owing to former Schedule A Employees, where there is a corresponding amount listed in Column D of Schedule A to this Undertaking;
- (d) calculated interest owed to Schedule A Employees, where there is a corresponding amount listed in Column B (and Column C where applicable) and/or Column D of Schedule A to this Undertaking, to be the amount listed in Column E of Schedule A to this Undertaking, calculated using an interest rate of 5.5%;
- (e) calculated the amount of annual leave accrual hours owing to current Schedule A Employees where there is a corresponding annual leave accrual listed in Column F of Schedule A to this Undertaking; and
- (f) not yet made payments to Schedule A Employees (or to their nominated superannuation fund where applicable) of the amounts listed in Columns B, C, D and E marked with a 'Yes' in Column G;

Schedule B - Underpayments relating to the Awards

- (g) calculated the underpayments owing to Schedule B Employees where there is a corresponding amount listed in Column B of Schedule B to this Undertaking;
- (h) calculated the amount of superannuation payable to Schedule B Employees in respect of the underpayments referred to in paragraph (g) above, where there is a corresponding amount listed in Column C of Schedule B to this Undertaking;

- (i) calculated interest owed to Schedule B Employees, where there is a corresponding amount listed in Column B (and Column C where applicable) of Schedule B to this Undertaking, to be the amount listed in Column D of Schedule B to this Undertaking, calculated using an interest rate of 5.5%; and
- (j) not yet made payments to Schedule B Employees (or to their nominated superannuation fund where applicable) for the amounts listed in Columns B, C and D marked with a 'Yes' in Column E;

Schedule C - Underpayments relating to the NES

- (k) calculated the underpayments owing to Schedule C Employees where there is a corresponding amount listed in Column B of Schedule C to this Undertaking;
 - (l) calculated the amount of superannuation payable to Schedule C Employees in respect of the underpayments referred to in paragraph (k) above, where there is a corresponding amount listed in Column C of Schedule C to this Undertaking;
 - (m) calculated the amount of annual leave accruals and corresponding monetary amounts owing to former Schedule C Employees, where there is a corresponding amount listed in Column D of Schedule C to this Undertaking;
 - (n) calculated interest owed to Schedule C Employees, where there is a corresponding amount listed in Column B (and Column C where applicable) and/or Column D of Schedule C to this Undertaking, to be the amount listed in Column E of Schedule C to this Undertaking, calculated using an interest rate of 5.5%; and
 - (o) not yet made payments to Schedule C Employees (or to their nominated superannuation fund where applicable) for the amounts listed in Columns B, C, D and E marked with a 'Yes' in Column F.
9. The total underpayments owing to the Affected Employees of is \$203,985.14 with a further \$18,366.96 to be paid in superannuation and interest and an annual leave accrual adjustment of 1,424.94 hours to current staff.
10. In addition to the amount in paragraph 9 above, RSPCA NSW has paid or intends to pay \$141,756.74 in superannuation plus \$7,796.63 in interest to the nominated

superannuation fund of 22 current and former employees employed under the 2013 EA. These amounts relate to superannuation payable on certain allowances paid pursuant to the 2013 EA.

ADMISSIONS

11. The FWO has a reasonable belief, and RSPCA NSW admits, that RSPCA NSW contravened:

(a) item 2(2) of Schedule 16 to the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* during the Relevant Period by failing to pay each of the Schedule A Employees the amount or amounts to which that employee was entitled under the CA in respect of one or more of the provisions of the CA identified below:

- (i) clause 6.4.1 of the CA (in relation to the entitlement to a euthanasia allowance);
- (ii) clause 6.4.2 of the CA (in relation to the entitlement to a first aid allowance);
- (iii) clause 6.4.3 of the CA (in relation to the entitlement to a Broken Hill allowance);
- (iv) clauses 11.1 and 11.3 of the CA (in relation to the calculation of overtime rates to include the Broken Hill allowance);
- (v) clause 11.5 of the CA (in relation to the entitlement to a meal allowance);
- (vi) clause 11.6 of the CA (in relation to the entitlement to an on-call allowance);
- (vii) clause 12.2 of the CA (in relation to the entitlement to a paid absence on public holidays, including 'Animal Welfare Celebration Day');
- (viii) clause 12.3 of the CA (in relation to the entitlement to double time and a half for work performed on a public holiday, including 'Animal Welfare Celebration Day');
- (ix) clause 13.5 of the CA (in relation to the entitlement to an additional week of annual leave for 'seven-day rostered workers');
- (x) clause 14.4 of the CA (in relation to the entitlement to a 19 per cent annual

leave loading);

(xi) clause 16.7 of the CA (in relation to the entitlement to a Christmas Bonus);

(b) section 45 of the FW Act during the Relevant Period by failing to pay each of the Schedule B Employees the amount or amounts to which that employee was entitled to under:

(i) clauses 16.1(b) and 16.2(e) of the 2010 Award (in relation to the entitlements to an on-call allowance);

(ii) clause 29 of the 2010 Award (in relation to the entitlements to penalty rates for work performed on a public holiday, including Christmas day);

(c) section 44(1) of the FW Act during the Relevant Period by failing to pay each of the Schedule C Employees the amount or amounts to which that employee was entitled to in relation to:

(i) subsection 87(1)(b) of the FW Act during the Relevant Period in relation to the Schedule C Employees (in relation to the entitlement to 5 weeks of paid annual leave for employees defined as a shift worker for the purposes of the NES under an enterprise agreement or award that applies to them);

(ii) section 90(2) of the FW Act during the Relevant Period in relation to the Schedule C Employees (in relation to the obligation to pay those employees' unused annual leave at a rate which included fixed allowances when their employment by RSPCA NSW ended).

12. The contraventions identified in paragraph 11 of this Undertaking do not include:

(a) any contraventions which relate to or arise as a consequence of RSPCA NSW failing to correctly apply the Relevant Instruments to any employee not listed in Schedules A, B or C to this Undertaking (**Non-schedule Employees**). For the avoidance of doubt this Undertaking is not given in respect of any Non-schedule Employees who were underpaid as a result of RSPCA NSW failing to correctly apply the Relevant Instruments or the NES and the FWO's acceptance of this Undertaking is not based on any reasonable belief about the existence of any contravention because of any such underpayment; or

- (b) any contraventions of the Relevant Instruments or the NES by RSPCA NSW not referred to in paragraph 11 in relation to either an Affected Employee or a Non-schedule Employee; or
- (c) any contraventions which have not yet occurred at the date that this Undertaking is offered by RSPCA NSW (whether or not those contraventions are identified following the Independent Audits described at paragraph 26 below). For the avoidance of doubt this Undertaking is not given in respect of any contravention which has not occurred on the date which it is offered by RSPCA NSW and the FWO's acceptance of this Undertaking is not based on any reasonable belief about the existence of any such contravention.

UNDERTAKINGS

13. RSPCA NSW will take the actions set out at paragraph 14 to 57 below.

Review and rectification of underpayments

14. Within 60 days of the Commencement Date, RSPCA NSW will pay each of the Affected Employees:
- (a) any underpayment amount owing to them;
 - (b) any superannuation payments which may be required by law, by making payment to their chosen superannuation fund; and
 - (c) interest on the total underpayment owing to that employee, calculated using an interest rate of 5.5%.
15. Within 90 Days of the Commencement Date, RSPCA NSW will provide the FWO evidence of all payments made to Affected Employees to rectify the underpayments listed in Schedules A, B and C to this Undertaking.
16. If any of the former employees to whom underpayments are owed cannot be located within 90 Days of the Commencement Date, RSPCA NSW will pay the underpayment amounts owing to those employees to the Commonwealth of Australia in accordance with section 559 of the FW Act. RSPCA NSW will complete the required documents supplied by the FWO for this purpose.
17. In the event that the FWO is able to locate and contact any former employees of RSPCA

NSW to whom underpayments are owed, the FWO will (in addition to its obligations under s 559 of the FW Act) notify RSPCA NSW in writing of the name and contact details of the former employee. Within 14 days of receiving any such notice RSPCA NSW will:

- (a) pay the former employee interest on the amount already paid by RSPCA NSW to the Commonwealth of Australia in respect of that employee, calculated using an interest rate of 5.5%; and
- (b) pay to the former employee's chosen superannuation fund any amounts referred in paragraph 14(b) above, in relation to that employee.

No recovery or offset

18. RSPCA NSW will not apply, or seek to apply, any offset of any overpayment of entitlements to its employees against any of the underpayments referred to in this Undertaking.

Workplace relations training

19. Within 90 days of the Commencement Date, RSPCA NSW must, at its cost, engage an appropriately qualified, experienced and external professional (**Trainer**) to conduct training for all current employees of RSPCA NSW with responsibility for payroll, rostering, recruitment or human resources functions in ensuring compliance with the FW Act and the Relevant Instruments (or replacement instruments).
20. RSPCA NSW will notify the FWO of its proposed Trainer by no later than 60 days after the Commencement Date. The FWO may in its sole discretion approve the Trainer in writing or otherwise require RSPCA NSW to propose other Trainers until the FWO has approved in writing a Trainer.
21. RSPCA NSW must ensure the training relates to compliance with applicable Commonwealth workplace laws and instruments, including but not limited to the rights and responsibilities of employers under the FW Act and the Relevant Instruments (or replacement instruments).
22. Within 120 days of the Commencement Date, RSPCA NSW will provide to the FWO records of the training completed by the employees referred to in paragraph 19, including:

- (a) when the training occurred;
 - (b) evidence of attendance at the training (including the name and position of all attendees); and
 - (c) the training materials used in the training.
23. RSPCA NSW will ensure that for a period of 3 years from the Commencement Date all new or existing employees who, after the Commencement Date, acquire responsibility for payroll, rostering, recruitment or human resources functions have or receive training equivalent to the training referred to in paragraph 19 and 21.

Workplace relations systems and processes

24. Within 60 days of the Commencement Date, RSPCA NSW must provide to the FWO details of systems and processes already in place or to be implemented to comply with the FW Act, the FW Regulations and the Relevant Instruments. Without limitation, the systems and processes referred to include those relating to:
- (a) ensuring employees receive the correct minimum rates of pay and entitlements, such as penalty rates and overtime rates;
 - (b) keeping accurate and complete records to ensure employees receive their correct wages and entitlements; and
 - (c) training provided to staff about the FW Act, the FW Regulations and the Relevant Instruments.
25. RSPCA NSW will provide the FWO with a written report on the status of the implementation of the systems and processes being implemented to comply with the FW Act, the FW Regulations and the Relevant Instruments within twelve to eighteen months of the Commencement Date as well as upon the FWO's request.

Audit Activity

26. RSPCA NSW must, at its own cost, engage an appropriately qualified, experienced, external and independent accounting professional or an employment law specialist (**Independent Auditor**) to conduct three audits of RSPCA NSW's compliance with the FW Act and FW Regulations, in relation to the Relevant Instruments, and any future instruments that replace the Relevant Instruments (**Audits**).

27. RSPCA NSW will notify the FWO of its proposed Independent Auditor by no later than 1 July 2021. The FWO may in its sole discretion approve the Independent Auditor in writing or otherwise require RSPCA NSW to propose other Independent Auditors until the FWO has approved in writing an Independent Auditor.
28. RSPCA NSW must ensure that each of the Audits conducted by the Independent Auditor include:
- (a) an assessment of which industrial instrument applies to a random sample of 15% of the employees to whom the Relevant Instruments (or replacements) apply across a range of classifications, locations and employment types (full time, part time and casual employment), during the relevant pre-audit period (**Sampled Employees**) in respect of their employment by RSPCA NSW;
 - (b) an assessment of whether the Sampled Employees have been correctly classified by RSPCA NSW;
 - (c) an assessment of whether the pay and conditions of the Sampled Employees is in compliance with the FW Act and the Relevant Instruments (or replacement instruments);
 - (d) direct contact with at least 20 Sampled Employees to whom the Relevant Instruments (or replacement instruments) applies by way of site visits to at least 3 different sites, to ensure accuracy of hours worked;
 - (e) the production to the FWO of a written report on each of the Audits setting out the Independent Auditor's findings, and the facts and circumstances surrounding them; and
 - (f) that each of the written reports referred to in paragraph (e) above contains the following declarations from the Independent Auditor:
 - (i) the Independent Auditor has no actual, potential or perceived conflict of interest in providing the report to the FWO;
 - (ii) notwithstanding that the Independent Auditor is retained by RSPCA NSW, the Independent Auditor undertakes that it has acted independently, impartially, objectively and without influence from RSPCA NSW in preparing

the report;

- (iii) the report is provided in accordance with applicable professional standards (which will be listed in the report); and
- (iv) the report is provided to the FWO for its benefit and the FWO can rely on the report.

The First Audit

- 29. RSPCA NSW must ensure the Independent Auditor commences the first of the Audits by no later than 1 September 2021 (**First Audit**).
- 30. The relevant audit period for the First Audit must be at least two consecutive full pay periods falling within the period 1 July 2021 – 31 August 2021.
- 31. By 1 August 2021, RSPCA NSW will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the First Audit.
- 32. RSPCA NSW will ensure the Independent Auditor provides a written report of the First Audit directly to the FWO by 1 November 2021, setting out the draft First Audit findings, and the facts and circumstances supporting the First Audit findings.

The Second Audit

- 33. RSPCA NSW must ensure the Independent Auditor commences the second of the Audits by no later than 1 September 2022 (**Second Audit**).
- 34. The relevant audit period for the Second Audit must be at least two full pay periods falling within the period 1 July 2022 – 31 August 2022.
- 35. By 1 August 2022, RSPCA NSW will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the Second Audit.
- 36. RSPCA NSW will ensure the Independent Auditor provides a written report of the Second Audit directly to the FWO by 1 November 2022, setting out the draft Second Audit findings, and the facts and circumstances supporting the Second Audit findings.

The Third Audit

- 37. RSPCA NSW must ensure the Independent Auditor commences the third of the Audits by no later than 1 September 2023 (**Third Audit**).

38. The relevant audit period for the Third Audit must be at least two full pay periods falling within the period 1 July 2023 – 31 August 2023.
39. By 1 August 2023 RSPCA NSW will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the Third Audit.
40. RSPCA NSW will ensure the Independent Auditor provides a draft written report of the Third Audit directly to the FWO by 1 November 2023, setting out the Third Audit findings, and the facts and circumstances supporting the Third Audit findings.

Outcome of Audits

41. If any of the Audits identify underpayments to any current or former employees, RSPCA NSW will conduct a reconciliation of the amounts paid to those employees during the relevant audit period and rectify any underpayments that are identified within 60 days of RSPCA NSW being provided with a copy of the relevant Audit Report. The reconciliation period for each identified employee will be from the start of the relevant pre-audit period to the end of the relevant audit period.
42. RSPCA NSW will provide to the FWO evidence of such rectification within 28 days of rectifying the underpayment.
43. If any employees identified in the Audits as having underpayments owing to them cannot be located within 60 days of the conclusion of RSPCA NSW being provided with a copy of the relevant Audit Report, RSPCA NSW will pay those amounts to the Commonwealth of Australia within 28 days (through the FWO) in accordance with section 559 of the FW Act. RSPCA NSW will complete the required documents supplied by the FWO for this purpose.
44. If any of the Audits identify an underpayment of minimum entitlements to one or more employees, and the FWO reasonably believes that employees not included in the Audits are also likely to have been underpaid, RSPCA NSW will engage an accounting professional or an employment law specialist approved by the FWO to conduct a further audit of all its employees to whom the Relevant Instruments (or replacement instrument) applies (or a particular cohort of employees within this group), as determined by the FWO (**Additional Audit**). Any Additional Audit must be paid for by RSPCA NSW.

45. If requested by the FWO, RSPCA NSW will provide the FWO with all records and documents used to conduct any or all of the Audits (including any Additional Audit), within seven days of such a request.

Employee Hotline

46. Within seven days of the Commencement Date, at its own expense, RSPCA NSW will engage an independent organisation to operate a dedicated telephone number and email address for all current and former employees to whom the Relevant Instruments apply, or had applied, to make enquiries in relation to their entitlements, underpayments or related employment concerns (**Employee Hotline**). Employees will have the option of making enquiries on a confidential basis.
47. The independent organisation must be approved by the FWO prior to being engaged by RSPCA NSW to operate the Employee Hotline.
48. RSPCA NSW will:
- (a) ensure the Employee Hotline remains operational for a period of 3 months;
 - (b) ensure that the telephone number and email address are included on a communication to employees to whom the Relevant Instruments apply;
 - (c) communicate the existence and purpose of the Employee Hotline by way of letter or email to the last known address of all current and former employees to whom Relevant Instruments apply, or had applied, known as at the Commencement Date, and dating back to 1 July 2011. RSPCA NSW will:
 - (i) ensure the letter is in the form of Attachment A to this Undertaking; and
 - (ii) provide evidence to the FWO that the letter has been mailed to all required current and former employees within 30 days of the Commencement Date;
 - (d) take steps to respond to each telephone and email enquiry and seek to resolve any issues within 30 days and notify the FWO of any issues that are not resolved within 60 days; and
 - (e) provide a de-identified list of enquiries received by the Employee Hotline to the FWO every month from the establishment of the Employee Hotline.

Notices – Internal and External

Apology to Employees

49. RSPCA NSW will send a letter of apology (**Apology Letter**) to each of the Affected Employees within 21 days of the Commencement Date. The Apology Letter will be in the form of Attachment B to this Undertaking.
50. RSPCA NSW will provide evidence to the FWO that the Apology Letter has been sent to all Affected Employees within 30 days of the Commencement Date.

Media Release

51. Upon acceptance of the Undertaking, the FWO will publish a media release on its website in respect of this Undertaking.

Workplace Notice

52. Within 30 days of the Commencement Date, RSPCA NSW will cause to be displayed within each of its Australian worksites where the current Affected Employees work a notice in the form of Attachment C to this Undertaking (**Workplace Notice**).
53. RSPCA NSW must ensure the Workplace Notice is:
 - (a) at least A3 size;
 - (b) clearly displayed in locations to which all employees have access (for example, by placement on staff noticeboards); and
 - (c) displayed for a continuous period of 28 days.
54. Within seven days of first displaying the Workplace Notice, RSPCA NSW will provide photographic evidence to the FWO of the display and location of the Workplace Notice in each of its worksites.
55. At the end of the 28-day period referred to in paragraph 53 above, RSPCA NSW will provide confirmation to the FWO that the Workplace Notice has been continuously displayed at each location for the required period.

Reporting

56. RSPCA NSW must notify the FWO of any change of circumstances that could affect compliance with any obligation that RSPCA NSW has under this Undertaking as soon as

it becomes aware of such circumstances.

No Inconsistent Statements

57. RSPCA NSW must not, and must use its best endeavours to ensure that its officers, employees or agents do not, make any statement or otherwise imply, either orally or in writing, anything that is inconsistent with admissions or acknowledgements contained in this Undertaking.

ACKNOWLEDGEMENTS

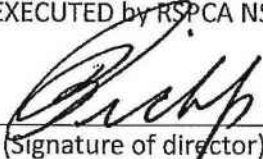
58. RSPCA NSW acknowledges that:

- (a) the FWO may;
 - (i) make this Undertaking (including any of the Attachments) available for public inspection, including by posting it on the FWO internet site at www.fairwork.gov.au;
 - (ii) release a copy of this Undertaking (including any of the Attachments) pursuant to any relevant request under the *Freedom of Information Act 1982* (Cth);
 - (iii) issue a media release in relation to this Undertaking;
 - (iv) from time to time, publicly refer to the Undertaking (and any of the Attachments hereto) and its terms; and
 - (v) rely upon the admissions made by RSPCA NSW set out in paragraph 11 above in respect of decisions taken regarding enforcement action in the event that RSPCA NSW is found to have failed to comply with its workplace relations obligations in the future, including but not limited to any failure by RSPCA NSW to comply with its obligations under this Undertaking;
- (b) consistent with the Note to section 715(4) of the FW Act, this Undertaking in no way derogates from the rights and remedies available to any other person arising from the conduct set out herein;
- (c) consistent with section 715(3) of the FW Act, RSPCA NSW may withdraw from or vary this Undertaking at any time, but only with the consent of the FWO; and

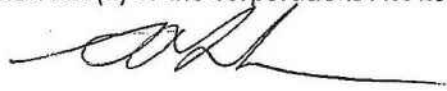
- (d) if RSPCA NSW contravenes any of the terms of this Undertaking:
 - (i) the FWO may apply to any of the Courts set out in section 715(6) of the FW Act, for orders under section 715(7) of the FW Act; and
 - (ii) this Undertaking may be provided to the Court as evidence of the admissions made by RSPCA NSW in paragraph 11 above, and also in respect to the question of costs.

Executed as an undertaking

EXECUTED by RSPCA NSW in accordance with section 127(1) of the *Corporations Act 2001*:



(Signature of director)



(Signature of director/company secretary)

Brian Pickup

(Name of director)

STEVEN COLEMAN

(Name of director/company secretary)


18 May 2021

(Date)

18TH MAY 2021


(Date)

in the presence of:



(Signature of witness)

in the presence of:



(Signature of witness)


WILLIAM BEARDEN

(Name of witness)

MELINDA LUCKIE

(Name of witness)

ACCEPTED by the FAIR WORK OMBUDSMAN pursuant to section 715(2) of the *Fair Work Act 2009* on:



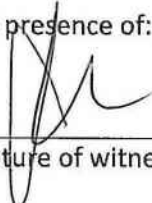
Mark Scully, Deputy Fair Work
Ombudsman – Compliance and
Enforcement

19 MAY 2021

(Date)

Delegate for the FAIR WORK OMBUDSMAN

in the presence of:

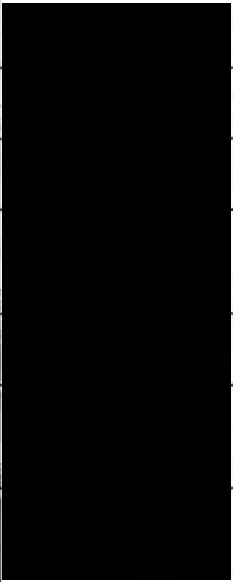


(Signature of witness)

Daina Hopkins-Farrow

(Name of Witness)

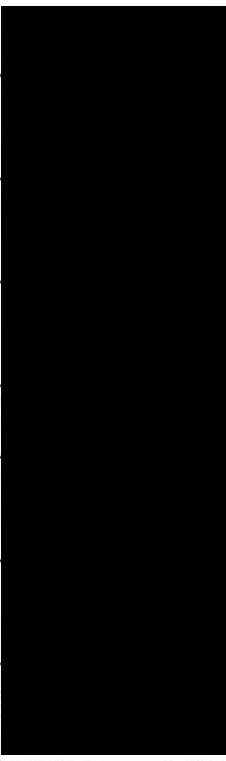
SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
1					\$0.00	201.83	No
2				\$3,085.99	\$169.73		Yes
3				\$2,988.84	\$164.39		Yes
4					\$0.00	80.17	No
5				\$1,594.43	\$87.69		Yes
6					\$0.00	76.00	No
7					\$0.00	76.00	No

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
8					\$0.00	75.55	No
9					\$0.00	73.45	No
10					\$0.00	64.65	No
11		\$222.63	\$0.00	\$1,492.51	\$94.33		Yes
12		\$7.44	\$0.00		\$0.41	61.24	Yes
13					\$0.00	58.53	No
14		\$1,287.72	\$93.08	\$1,288.50	\$146.81		Yes
15					\$0.00	56.67	No

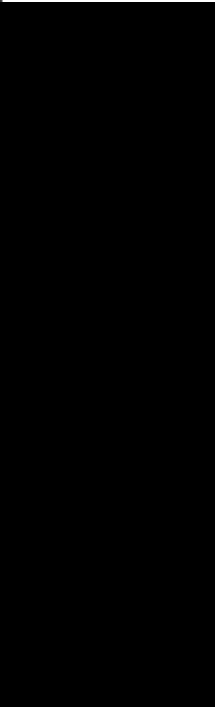
SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
16					\$0.00	48.37	No
17					\$0.00	39.28	No
18		\$1,951.04	\$0.00		\$107.31	38.00	Yes
19		\$273.82	\$0.00		\$15.06	38.00	Yes
20		\$85.61	\$8.13	\$802.56	\$49.30		Yes
21					\$0.00	38.00	No
22					\$1,457.16	\$80.14	Yes
23					\$776.73	\$42.72	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
24	[REDACTED]				\$0.00	35.23	No
25		\$1,252.87	\$103.12	\$906.64	\$124.44		Yes
26		\$55.68	\$5.29		\$3.35	33.77	Yes
27				\$616.59	\$33.91		Yes
28					\$0.00	32.59	No
29					\$0.00	32.26	No
30					\$0.00	31.36	No
31					\$0.00	29.81	No

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
32					\$0.00	29.31	No
33				\$572.64	\$31.50		Yes
34				\$602.59	\$33.14		Yes
35					\$0.00	26.83	No
36					\$0.00	26.47	No
37					\$0.00	25.06	No
38					\$0.00	22.76	No
39					\$0.00	20.89	No

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
40					\$0.00	18.42	No
41				\$377.89	\$20.78		Yes
42					\$0.00	17.40	No
43					\$0.00	17.04	No
44				\$326.45	\$17.95		Yes
45				\$312.88	\$17.21		Yes
46		\$259.81	\$21.50		\$15.47	-	Yes
47		\$106.48	\$10.12		\$6.41	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
48		\$532.02	\$0.00		\$29.26	-	Yes
49		\$690.07	\$25.10		\$39.33	-	Yes
50		\$47.78	\$0.00		\$2.63	-	Yes
51		\$880.63	\$0.00		\$48.43	-	Yes
52		\$3,623.04	\$83.08		\$203.84	-	Yes
53		\$10.41	\$0.00		\$0.57	-	Yes
54		\$58.65	\$0.00		\$3.23	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
55		\$1,221.96	\$16.35		\$68.11	-	Yes
56		\$522.92	\$0.00		\$28.76	-	Yes
57		\$153.59	\$0.00		\$8.45	-	Yes
58		\$945.93	\$0.00		\$52.03	-	Yes
59		\$1,567.75	\$102.89		\$91.89	-	Yes
60		\$1,456.07	\$10.72		\$80.67	-	Yes
61		\$199.48	\$0.00		\$10.97	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
62		\$160.51	\$0.00		\$8.83	-	Yes
63		\$1,050.86	\$0.00		\$57.80	-	Yes
64		\$686.39	\$0.00		\$37.75	-	Yes
65		\$127.93	\$0.00		\$7.04	-	Yes
66		\$517.07	\$49.12		\$31.14	-	Yes
67		\$3,369.47	\$105.21		\$191.11	-	Yes
68		\$501.71	\$0.00		\$27.59	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
69		\$675.41	\$0.00		\$37.15	-	Yes
70		\$595.81	\$0.00		\$32.77	-	Yes
71		\$427.28	\$19.00		\$24.55	-	Yes
72		\$765.91	\$0.00		\$42.13	-	Yes
73		\$1,289.31	\$0.00		\$70.91	-	Yes
74		\$325.50	\$0.00		\$17.90	-	Yes
75		\$294.52	\$0.00		\$16.20	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
76		\$1,187.68	\$0.00		\$65.32	-	Yes
77		\$192.32	\$0.00		\$10.58	-	Yes
78		\$3.86	\$0.00		\$0.21	-	Yes
79		\$288.46	\$0.00		\$15.87	-	Yes
80		\$214.09	\$20.34		\$12.89	-	Yes
81		\$185.46	\$0.00		\$10.20	-	Yes
82		\$792.52	\$0.00		\$43.59	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
83		\$4,117.38	\$93.39		\$231.59	-	Yes
84		\$276.68	\$26.28		\$16.66	-	Yes
85		\$796.04	\$54.66		\$46.79	-	Yes
86		\$433.36	\$41.17		\$26.10	-	Yes
87		\$3,226.11	\$101.32		\$183.01	-	Yes
88		\$1,850.01	\$123.68		\$108.55	-	Yes
89		\$177.65	\$3.68		\$9.97	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
90		\$401.59	\$38.15		\$24.19	-	Yes
91		\$689.44	\$0.00		\$37.92	-	Yes
92		\$517.70	\$49.02		\$31.17	-	Yes
93		\$2,670.69	\$102.46		\$152.52	-	Yes
94		\$640.94	\$3.03		\$35.42	-	Yes
95		\$539.06	\$0.00		\$29.65	-	Yes
96		\$583.56	\$0.00		\$32.10	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
97		\$1,611.14	\$146.52		\$96.67	-	Yes
98		\$324.56	\$0.00		\$17.85	-	Yes
99		\$834.14	\$0.00		\$45.88	-	Yes
100		\$3.18	\$0.00		\$0.17	-	Yes
101		\$2.96	\$0.00		\$0.16	-	Yes
102		\$337.12	\$14.33		\$19.33	-	Yes
103		\$313.01	\$0.00		\$17.22	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
104		\$10.74	\$0.00		\$0.59	-	Yes
105		\$3.77	\$0.00		\$0.21	-	Yes
106		\$670.24	\$16.35		\$37.76	-	Yes
107		\$1,109.94	\$0.72		\$61.09	-	Yes
108		\$1,057.39	\$100.45		\$63.68	-	Yes
109		\$3.77	\$0.00		\$0.21	-	Yes
110		\$172.09	\$16.35		\$10.36	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
111		\$866.86	\$82.35		\$52.21	-	Yes
112		\$3.27	\$0.00		\$0.18	-	Yes
113		\$500.06	\$8.78		\$27.99	-	Yes
114		\$177.76	\$15.80		\$10.65	-	Yes
115		\$41.66	\$0.00		\$2.29	-	Yes
116		\$295.10	\$0.00		\$16.23	-	Yes
117		\$24.25	\$2.06		\$1.45	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
118	[REDACTED]	\$239.01	\$0.00		\$13.15	-	Yes
119		\$3.18	\$0.00		\$0.17	-	Yes
120		\$4.39	\$0.42		\$0.26	-	Yes
121		\$458.76	\$27.53		\$26.75	-	Yes
122		\$9.04	\$0.00		\$0.50	-	Yes
123		\$676.31	\$64.25		\$40.73	-	Yes
124		\$796.01	\$0.00		\$43.78	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
125		\$666.31	\$0.00		\$36.65	-	Yes
126		\$356.76	\$33.89		\$21.49	-	Yes
127		\$487.80	\$27.80		\$28.36	-	Yes
128		\$196.74	\$0.00		\$10.82	-	Yes
129		\$2.93	\$0.00		\$0.16	-	Yes
130		\$324.61	\$0.00		\$17.85	-	Yes
131		\$2,038.70	\$0.00		\$112.13	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
132	[REDACTED]	\$395.40	\$0.00		\$21.75	-	Yes
133		\$4,184.74	\$397.55		\$252.03	-	Yes
134		\$455.18	\$0.00		\$25.03	-	Yes
135		\$3,581.12	\$106.89		\$202.84	-	Yes
136		\$583.56	\$0.00		\$32.10	-	Yes
137		\$305.55	\$0.00		\$16.81	-	Yes
138		\$39.16	\$0.00		\$2.15	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
139		\$135.65	\$0.00		\$7.46	-	Yes
140		\$548.23	\$37.00		\$32.19	-	Yes
141		\$103.28	\$9.81		\$6.22	-	Yes
142		\$289.35	\$0.00		\$15.91	-	Yes
143		\$155.12	\$0.00		\$8.53	-	Yes
144		\$421.81	\$0.00		\$23.20	-	Yes
145		\$291.32	\$0.00		\$16.02	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
146		\$458.76	\$27.53		\$26.75	-	Yes
147		\$106.14	\$10.08		\$6.39	-	Yes
148		\$1,919.08	\$0.00		\$105.55	-	Yes
149		\$196.37	\$0.00		\$10.80	-	Yes
150		\$361.08	\$16.35		\$20.76	-	Yes
151		\$468.00	\$44.46		\$28.19	-	Yes
152		\$105.97	\$10.07		\$6.38	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
153		\$551.98	\$30.05		\$32.01	-	Yes
154		\$355.92	\$16.46		\$20.48	-	Yes
155		\$1,096.46	\$16.35		\$61.20	-	Yes
156		\$425.16	\$0.00		\$23.38	-	Yes
157		\$892.06	\$0.00		\$49.06	-	Yes
158		\$899.57	\$18.12		\$50.47	-	Yes
159		\$1,399.83	\$0.00		\$76.99	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
160		\$868.72	\$0.00		\$47.78	-	Yes
161		\$4.61	\$0.00		\$0.25	-	Yes
162		\$1,778.22	\$56.54		\$100.91	-	Yes
163		\$196.74	\$0.00		\$10.82	-	Yes
164		\$160.51	\$0.00		\$8.83	-	Yes
165		\$879.31	\$38.15		\$50.46	-	Yes
166		\$20.19	\$0.63		\$1.15	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
167		\$101.57	\$9.12		\$6.09	-	Yes
168		\$164.20	\$0.00		\$9.03	-	Yes
169		\$1,064.79	\$47.97		\$61.20	-	Yes
170		\$253.44	\$0.00		\$13.94	-	Yes
171		\$782.92	\$0.00		\$43.06	-	Yes
172		\$284.92	\$27.07		\$17.16	-	Yes
173		\$187.36	\$17.80		\$11.28	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
174		\$383.61	\$0.00		\$21.10	-	Yes
175		\$292.62	\$9.63		\$16.62	-	Yes
176		\$264.09	\$25.09		\$15.90	-	Yes
177		\$221.76	\$0.00		\$12.20	-	Yes
178		\$531.17	\$0.00		\$29.21	-	Yes
179		\$99.15	\$9.42		\$5.97	-	Yes
180		\$242.08	\$0.00		\$13.31	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
181		\$543.88	\$38.15		\$32.01	-	Yes
182		\$514.10	\$20.93		\$29.43	-	Yes
183		\$17.33	\$1.65		\$1.04	-	Yes
184		\$92.54	\$7.02		\$5.48	-	Yes
185		\$126.84	\$12.05		\$7.64	-	Yes
186		\$490.57	\$43.35		\$29.37	-	Yes
187		\$21.17	\$0.00		\$1.16	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
188		\$100.05	\$5.87		\$5.83	-	Yes
189		\$295.11	\$0.00		\$16.23	-	Yes
190		\$295.05	\$0.00		\$16.23	-	Yes
191		\$27.71	\$2.63		\$1.67	-	Yes
192		\$13.56	\$0.00		\$0.75	-	Yes
193		\$10.83	\$0.00		\$0.60	-	Yes
194		\$386.00	\$0.00		\$21.23	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
195		\$182.70	\$0.00		\$10.05	-	Yes
196		\$47.18	\$4.48		\$2.84	-	Yes
197		\$172.85	\$0.00		\$9.51	-	Yes
198		\$199.93	\$5.99		\$11.33	-	Yes
199		\$2.56	\$0.00		\$0.14	-	Yes
200		\$314.50	\$12.12		\$17.96	-	Yes
201		\$2,008.20	\$103.83		\$116.16	-	Yes

SCHEDULE A - Underpayments relating to the CA

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
No.	Employee Name	Total CA Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Annual Leave accrual hours credited to current employees	Rectification still required
202		\$4.28	\$0.41		\$0.26	-	Yes
203		\$2,086.18	\$41.96		\$117.05	-	Yes
204		\$1,075.40	\$102.16		\$64.77	-	Yes
	Total	\$101,145.59	\$3,252.23	\$17,202.40	\$6,688.03	1424.94 hours	

SCHEDULE B - Underpayments relating to the Award

	Column A	Column B	Column C	Column D	Column E
No.	Employee Name	Total Award Underpayment	Superannuation on Underpayment	Interest on Underpayment	Rectification Still required
1		\$15.98	\$0.00	\$0.88	Yes
2		\$141.31	\$0.00	\$7.77	Yes
3		\$5.64	\$0.00	\$0.31	Yes
4		\$1,255.44	\$119.27	\$75.61	Yes
5		\$5.64	\$0.00	\$0.31	Yes
6		\$8.46	\$0.00	\$0.47	Yes
7		\$20.32	\$0.00	\$1.12	Yes
8		\$7,608.77	\$722.83	\$458.24	Yes
9		\$14.22	\$0.00	\$0.78	Yes
10		\$619.94	\$0.00	\$34.10	Yes
11		\$9.40	\$0.00	\$0.52	Yes
12		\$8.46	\$0.00	\$0.47	Yes

SCHEDULE B - Underpayments relating to the Award

	Column A	Column B	Column C	Column D	Column E
No.	Employee Name	Total Award Underpayment	Superannuation on Underpayment	Interest on Underpayment	Rectification Still required
13		\$2.37	\$0.00	\$0.13	Yes
14		\$32.61	\$0.00	\$1.79	Yes
15		\$6.58	\$0.00	\$0.36	Yes
16		\$4.74	\$0.00	\$0.26	Yes
17		\$173.58	\$16.49	\$10.45	Yes
18		\$156.62	\$14.88	\$9.43	Yes
19		\$14.22	\$0.00	\$0.78	Yes
20		\$38.94	\$0.00	\$2.14	Yes
21		\$580.87	\$55.18	\$34.98	Yes
22		\$9.48	\$0.00	\$0.52	Yes
23		\$1.88	\$0.00	\$0.10	Yes
24		\$3.76	\$0.00	\$0.21	Yes

SCHEDULE B - Underpayments relating to the Award

	Column A	Column B	Column C	Column D	Column E
No.	Employee Name	Total Award Underpayment	Superannuation on Underpayment	Interest on Underpayment	Rectification Still required
25		\$55.88	\$0.00	\$3.07	Yes
26		\$9.48	\$0.00	\$0.52	Yes
27		\$25.40	\$0.00	\$1.40	Yes
28		\$40.85	\$0.00	\$2.25	Yes
29		\$18.96	\$0.00	\$1.04	Yes
30		\$300.96	\$28.59	\$18.13	Yes
31		\$10.27	\$0.00	\$0.56	Yes
32		\$7.52	\$0.00	\$0.41	Yes
33		\$6.58	\$0.00	\$0.36	Yes
34		\$3,048.58	\$289.62	\$183.60	Yes
35		\$402.41	\$0.00	\$22.13	Yes
36		\$280.05	\$26.60	\$16.87	Yes

SCHEDULE B - Underpayments relating to the Award

	Column A	Column B	Column C	Column D	Column E
No.	Employee Name	Total Award Underpayment	Superannuation on Underpayment	Interest on Underpayment	Rectification Still required
37		\$131.64	\$12.51	\$7.93	Yes
	Total	\$15,077.81	\$1,285.97	\$900.00	

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
1		\$1,017.12	\$1.15	\$2,386.75	\$187.28	Yes
2		\$219.30	\$20.83	\$2,430.65	\$146.89	Yes
3		\$143.17	\$0.00	\$178.96	\$17.72	Yes
4		\$424.70	\$0.00		\$23.36	Yes
5		\$11.60	\$0.00		\$0.64	Yes
6		\$999.53	\$15.84		\$55.85	Yes
7		\$234.92	\$0.00		\$12.92	Yes
8		\$133.51	\$12.68		\$8.04	Yes
9		\$598.83	\$0.00		\$32.94	Yes
10		\$50.00	\$0.00		\$2.75	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
11		\$6.25	\$0.00		\$0.34	Yes
12		\$84.04	\$7.98		\$5.06	Yes
13		\$149.85	\$0.00		\$8.24	Yes
14		\$5.04	\$0.00		\$0.28	Yes
15		\$1,538.39	\$0.00		\$84.61	Yes
16		\$390.01	\$23.35		\$22.73	Yes
17		\$169.10	\$16.06		\$10.18	Yes
18		\$350.47	\$33.29		\$21.11	Yes
19		\$169.53	\$0.00		\$9.32	Yes
20		\$441.78	\$0.00		\$24.30	Yes
21		\$25.95	\$2.47		\$1.56	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
22		\$1.76	\$0.00		\$0.10	Yes
23		\$143.17	\$13.60		\$8.62	Yes
24		\$295.13	\$0.00		\$16.23	Yes
25		\$151.85	\$14.43		\$9.15	Yes
26		\$180.14	\$17.11		\$10.85	Yes
27		\$1,017.17	\$73.99		\$60.01	Yes
28		\$4.11	\$0.00		\$0.23	Yes
29		\$291.75	\$0.00		\$16.05	Yes
30		\$403.48	\$0.00		\$22.19	Yes
31		\$248.43	\$0.00		\$13.66	Yes
32		\$337.71	\$31.48		\$20.31	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
33		\$172.09	\$16.35		\$10.36	Yes
34		\$3.53	\$0.00		\$0.19	Yes
35		\$233.64	\$0.00		\$12.85	Yes
36		\$131.64	\$12.51		\$7.93	Yes
37		\$136.25	\$0.00		\$7.49	Yes
38		\$454.94	\$17.53		\$25.99	Yes
39		\$37.46	\$3.56		\$2.26	Yes
40		\$14.19	\$0.00		\$0.78	Yes
41		\$278.00	\$0.00		\$15.29	Yes
42		\$157.84	\$0.00		\$8.68	Yes
43		\$156.81	\$0.00		\$8.62	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
44		\$147.97	\$0.00		\$8.14	Yes
45		\$196.35	\$0.00		\$10.80	Yes
46		\$1,554.10	\$61.01		\$88.83	Yes
47		\$191.11	\$18.16		\$11.51	Yes
48		\$153.59	\$14.59		\$9.25	Yes
49		\$2.44	\$0.23		\$0.15	Yes
50		\$492.42	\$0.00		\$27.08	Yes
51		\$166.04	\$0.00		\$9.13	Yes
52		\$804.34	\$34.30		\$46.13	Yes
53		\$485.84	\$16.78		\$27.64	Yes
54		\$191.82	\$18.22		\$11.55	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
55		\$148.77	\$14.13		\$8.96	Yes
56		\$344.57	\$32.35		\$20.73	Yes
57		\$217.66	\$20.68		\$13.11	Yes
58		\$10.60	\$0.00		\$0.58	Yes
59		\$289.22	\$7.53		\$16.32	Yes
60		\$159.60	\$0.00		\$8.78	Yes
61		\$885.18	\$82.47		\$53.22	Yes
62		\$39.35	\$3.74		\$2.37	Yes
63		\$289.80	\$27.53		\$17.45	Yes
64		\$235.23	\$0.00		\$12.94	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
65		\$144.26	\$13.70		\$8.69	Yes
66		\$26.45	\$2.51		\$1.59	Yes
67		\$431.95	\$41.04		\$26.01	Yes
68		\$189.52	\$0.00		\$10.42	Yes
69		\$182.76	\$0.00		\$10.05	Yes
70		\$328.21	\$0.00		\$18.05	Yes
71		\$8.82	\$0.00		\$0.48	Yes
72		\$49.83	\$0.00		\$2.74	Yes
73		\$410.10	\$38.96		\$24.70	Yes
74		\$512.02	\$0.00		\$28.16	Yes
75		\$502.07	\$0.00		\$27.61	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
76		\$15.38	\$1.46		\$0.93	Yes
77		\$512.46	\$0.00		\$28.19	Yes
78		\$712.24	\$54.23		\$42.16	Yes
79		\$310.23	\$0.00		\$17.06	Yes
80		\$136.01	\$12.92		\$8.19	Yes
81		\$1,377.11	\$0.00		\$75.74	Yes
82		\$8.37	\$0.00		\$0.46	Yes
83		\$674.16	\$16.48		\$37.99	Yes
84		\$1.28	\$0.00		\$0.07	Yes
85		\$106.13	\$0.00		\$5.84	Yes
86		\$897.16	\$0.00		\$49.34	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
87		\$507.82	\$32.73		\$29.73	Yes
88		\$152.05	\$14.44		\$9.16	Yes
89		\$155.35	\$0.00		\$8.54	Yes
90		\$1,010.03	\$23.73		\$56.86	Yes
91		\$191.82	\$0.00		\$10.55	Yes
92		\$143.17	\$13.60		\$8.62	Yes
93		\$3.74	\$0.00		\$0.21	Yes
94		\$26.45	\$2.51		\$1.59	Yes
95		\$71.37	\$6.78		\$4.30	Yes
96		\$6.29	\$0.00		\$0.35	Yes
97		\$2.06	\$0.00		\$0.11	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
98		\$160.06	\$15.21		\$9.64	Yes
99		\$577.21	\$0.00		\$31.75	Yes
100		\$3.18	\$0.00		\$0.17	Yes
101		\$226.83	\$21.55		\$13.66	Yes
102		\$136.40	\$12.96		\$8.21	Yes
103		\$121.27	\$11.52		\$7.30	Yes
104		\$982.96	\$0.00		\$54.06	Yes
105		\$739.65	\$19.93		\$41.78	Yes
106		\$1,027.06	\$0.00		\$56.49	Yes
107		\$12.34	\$0.00		\$0.68	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
108		\$170.93	\$0.00		\$9.40	Yes
109		\$362.94	\$13.41		\$20.70	Yes
110		\$173.81	\$16.51		\$10.47	Yes
111		\$686.56	\$0.00		\$37.76	Yes
112		\$168.33	\$15.60		\$10.12	Yes
113		\$112.85	\$0.00		\$6.21	Yes
114		\$296.94	\$0.00		\$16.33	Yes
115		\$278.47	\$26.45		\$16.77	Yes
116		\$661.52	\$0.00		\$36.38	Yes
117		\$1,138.28	\$0.00		\$62.61	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
118		\$456.87	\$26.19		\$26.57	Yes
119		\$254.37	\$0.00		\$13.99	Yes
120		\$22.13	\$0.00		\$1.22	Yes
121		\$153.34	\$14.57		\$9.24	Yes
122		\$203.63	\$0.00		\$11.20	Yes
123		\$36.01	\$3.42		\$2.17	Yes
124		\$146.18	\$0.00		\$8.04	Yes
125		\$282.81	\$26.87		\$17.03	Yes
126		\$209.83	\$19.93		\$12.64	Yes
127		\$541.37	\$51.43		\$32.60	Yes
128		\$1,482.63	\$0.00		\$81.54	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
129		\$9.54	\$0.00		\$0.52	Yes
130		\$143.72	\$13.65		\$8.66	Yes
131		\$1.68	\$0.00		\$0.09	Yes
132		\$816.99	\$51.86		\$47.79	Yes
133		\$683.15	\$0.00		\$37.57	Yes
134		\$12.27	\$0.30		\$0.69	Yes
135		\$37.03	\$0.00		\$2.04	Yes
136		\$439.44	\$41.75		\$26.47	Yes
137		\$1,008.02	\$75.87		\$59.61	Yes
138		\$141.28	\$13.25		\$8.50	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
139		\$26.45	\$0.00		\$1.45	Yes
140		\$1,234.61	\$0.00		\$67.90	Yes
141		\$251.79	\$23.92		\$15.16	Yes
142		\$369.33	\$6.95		\$20.70	Yes
143		\$327.76	\$15.54		\$18.88	Yes
144		\$1.28	\$0.00		\$0.07	Yes
145		\$362.81	\$10.30		\$20.52	Yes
146		\$7.68	\$0.00		\$0.42	Yes
147		\$121.52	\$11.54		\$7.32	Yes
148		\$540.00	\$49.35		\$32.41	Yes
149		\$158.61	\$15.07		\$9.55	Yes

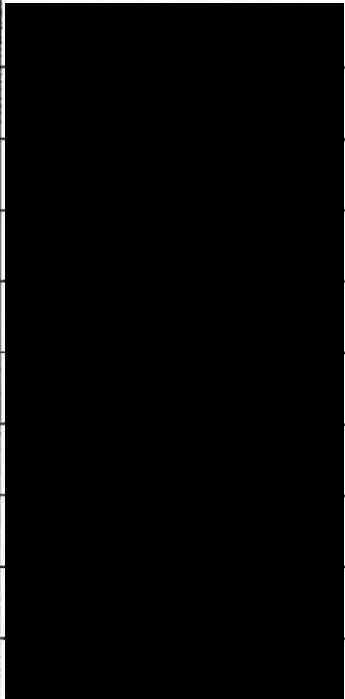
SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
150		\$10.27	\$0.00		\$0.56	Yes
151		\$698.71	\$0.00		\$38.43	Yes
152		\$382.87	\$0.00		\$21.06	Yes
153		\$1,081.76	\$0.00		\$59.50	Yes
154		\$319.44	\$30.35		\$19.24	Yes
155		\$3.18	\$0.00		\$0.17	Yes
156		\$35.09	\$0.00		\$1.93	Yes
157		\$196.47	\$3.85		\$11.02	Yes
158		\$5.03	\$0.00		\$0.28	Yes
159		\$735.13	\$69.84		\$44.27	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
160		\$137.34	\$0.00		\$7.55	Yes
161		\$148.01	\$0.00		\$8.14	Yes
162		\$222.01	\$0.00		\$12.21	Yes
163		\$272.56	\$14.06		\$15.76	Yes
164		\$2.06	\$0.00		\$0.11	Yes
165		\$254.37	\$0.00		\$13.99	Yes
166		\$1,240.36	\$117.83		\$74.70	Yes
167		\$41.31	\$0.00		\$2.27	Yes
168		\$153.74	\$14.61		\$9.26	Yes
169		\$688.95	\$25.41		\$39.29	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
170		\$142.96	\$0.00		\$7.86	Yes
171		\$346.15	\$0.00		\$19.04	Yes
172		\$236.27	\$0.00		\$12.99	Yes
173		\$3.46	\$0.00		\$0.19	Yes
174		\$522.86	\$49.67		\$31.49	Yes
175		\$41.52	\$0.00		\$2.28	Yes
176		\$323.82	\$30.76		\$19.50	Yes
177		\$607.06	\$33.58		\$35.24	Yes
178		\$153.63	\$14.60		\$9.25	Yes
179		\$117.01	\$11.12		\$7.05	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
180		\$75.60	\$0.00		\$4.16	Yes
181		\$35.43	\$3.37		\$2.13	Yes
182		\$5.55	\$0.00		\$0.31	Yes
183		\$144.26	\$13.70		\$8.69	Yes
184		\$163.71	\$15.55		\$9.86	Yes
185		\$22.92	\$0.00		\$1.26	Yes
186		\$242.84	\$0.00		\$13.36	Yes
187		\$319.96	\$0.00		\$17.60	Yes
188		\$195.16	\$0.00		\$10.73	Yes
189		\$328.92	\$14.06		\$18.86	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
190		\$234.01	\$0.00		\$12.87	Yes
191		\$282.60	\$25.66		\$16.95	Yes
192		\$8.50	\$0.00		\$0.47	Yes
193		\$3.46	\$0.00		\$0.19	Yes
194		\$148.15	\$14.07		\$8.92	Yes
195		\$2.93	\$0.00		\$0.16	Yes
196		\$1,266.30	\$0.00		\$69.65	Yes
197		\$148.77	\$14.13		\$8.96	Yes
198		\$1,437.87	\$0.00		\$79.08	Yes
199		\$338.59	\$0.00		\$18.62	Yes
200		\$5.11	\$0.00		\$0.28	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
201		\$46.42	\$4.41		\$2.80	Yes
202		\$316.18	\$0.00		\$17.39	Yes
203		\$96.52	\$0.00		\$5.31	Yes
204		\$162.97	\$0.00		\$8.96	Yes
205		\$2.93	\$0.00		\$0.16	Yes
206		\$141.28	\$10.87		\$8.37	Yes
207		\$69.32	\$0.00		\$3.81	Yes
208		\$148.25	\$14.08		\$8.93	Yes
209		\$233.64	\$0.00		\$12.85	Yes
210		\$145.92	\$13.86		\$8.79	Yes
211		\$320.14	\$0.00		\$17.61	Yes

SCHEDULE C - Underpayments relating to the NES

	Column A	Column B	Column C	Column D	Column E	Column F
No.	Employee Name	Total NES Underpayment	Superannuation on Underpayment	Annual leave accruals to be paid to former employees	Interest on Underpayment	Rectification still required
212	[REDACTED]	\$388.70	\$0.00		\$21.38	Yes
213		\$608.90	\$21.20		\$34.66	Yes
214		\$249.23	\$0.00		\$13.71	Yes
215		\$22.53	\$2.14		\$1.36	Yes
216		\$339.90	\$32.29		\$20.47	Yes
217		\$148.01	\$14.06		\$8.91	Yes
218		\$12.63	\$1.20		\$0.76	Yes
219		\$8.83	\$0.00		\$0.49	Yes
220		\$218.07	\$20.72		\$13.13	Yes
			\$65,562.98	\$2,236.97	\$4,996.36	\$4,003.76

Attachment A – Letter to employees

Dear <insert name>

As you may be aware, RSPCA NSW has admitted to the Fair Work Ombudsman (FWO) that it contravened the *Fair Work Act 2009* (Cth) by failing to correctly apply *The Royal Society for the Prevention of Cruelty to Animals NSW Inc. Staff Collective Agreement 2008-2011*, the *Animal Care and Veterinary Service Award 2010* (which was replaced by the *Animal Care and Veterinary Services Award 2020*) and National Employment Standards, resulting in the underpayment of some employees (and overpaying some employees) by failing to comply with its obligations under those instruments.

If you worked for RSPCA NSW during the period 1 July 2011 to 23 February 2020 and have queries or questions relating to your employment, a hotline has been established for all employees to access over the next 3 months. The hotline is being operated by Grant Thornton Australia Limited, an independent party that can assist you with your enquiries. Grant Thornton Australia Limited can be contacted on 1300 153 443 or at RSPCA.GTHotline@au.gt.com and, if required, on a confidential basis.

Alternatively, anyone can contact the FWO via www.fairwork.gov.au or on 13 13 94.

RSPCA NSW expresses its sincere regret and apologises to you for failing to comply with our lawful obligations.

Yours sincerely

The Royal Society for the Prevention of Cruelty to Animals; New South Wales Ltd

Attachment B – Letter of Apology

FORM OF APOLOGY LETTER TO AFFECTED EMPLOYEES

<Date>

<Employee Name>

<Employee Address>

Dear <Employee Name>

I am writing to apologise on behalf of RSPCA NSW for non-compliance with Commonwealth workplace relations laws.

RSPCA NSW has admitted to the Fair Work Ombudsman (FWO) that it contravened the *Fair Work Act 2009* (Cth) by failing to correctly apply *The Royal Society for the Prevention of Cruelty to Animals NSW Inc. Staff Collective Agreement 2008-2011*, the *Animal Care and Veterinary Service Award 2010* (which was replaced by the *Animal Care and Veterinary Services Award 2020*) and National Employment Standards, resulting in the underpayment of some employees (and overpayment of some employees) by failing to comply with its obligations under those instruments.

Regrettably, it has been determined that you were affected by these contraventions. RSPCA NSW is taking steps to remedy the contraventions. A review has determined that you are/were owed an additional amount, being:

- (a) \$[insert amount] in respect of minimum entitlements;
- (b) \$[insert amounts] in respect of superannuation (if applicable);
- (c) \$[insert amount] in respect of interest.

You will/have receive/d this payment on [insert date] and will be provided with a payment advice regarding the payment.

RSPCA NSW expresses its sincere regret and apologises to you for failing to comply with our lawful obligations.

RSPCA NSW has formally admitted to the FWO that RSPCA NSW did not comply with its obligations under Commonwealth workplace relations laws and have entered into an Enforceable Undertaking with the FWO, a copy of which will be available at www.fairwork.gov.au.

As part of the Enforceable Undertaking, we have committed to a number of measures to ensure future compliance with Commonwealth workplace relations laws.

If you worked for RSPCA NSW during the period 1 July 2011 to 23 February 2020 and have

queries or questions relating to your employment, a hotline has been established for all employees to access over the next 3 months. The hotline is being operated by Grant Thornton Australia Limited, an independent party that can assist you with your enquiries. Grant Thornton Australia Limited can be contacted on 1300 153 443 or at RSPCA.GTHotline@au.gt.com and, if required, on a confidential basis.

Alternatively, anyone can contact the FWO via www.fairwork.gov.au or on 13 13 94.

Yours sincerely

The Royal Society for the Prevention of Cruelty to Animals; New South Wales Ltd

Attachment C – Form of Workplace Notice

RSPCA NSW recently undertook a review of its payroll systems and processes and determined that it contravened Commonwealth workplace relations laws.

RSPCA NSW has admitted to the Fair Work Ombudsman (FWO) that it failed to correctly apply *The Royal Society for the Prevention of Cruelty to Animals NSW Inc. Staff Collective Agreement 2008-2011*, the *Animal Care and Veterinary Service Award 2010* (which was replaced by the *Animal Care and Veterinary Services Award 2020*) and the *Fair Work Act 2009*, resulting in the underpayment of some employees (and overpayment of some employees) by failing to comply with its obligations under those instruments.

Employees who are owed monies as a result of any underpayment will receive those shortly. Payment will also include an amount for 5.5% interest. The RSPCA NSW will not be seeking to set off or reclaim any monies that were overpaid to employees.

RSPCA NSW has now entered into an Enforceable Undertaking with the FWO to ensure its ongoing compliance with Commonwealth workplace laws.

RSPCA NSW will, as a result of the Enforceable Undertaking, commit to undertake a number of activities to ensure its ongoing compliance such as, conducting three independent audits and formally apologising to individual employees.

RSPCA NSW expresses its sincerest regrets and apologises for these contraventions.

If you worked for RSPCA NSW during the period 1 July 2011 to 23 February 2020 and have queries or questions relating to your employment, a hotline has been established for all employees to access over the next 3 months. The hotline is being operated by Grant Thornton Australia Limited, an independent party that can assist you with your enquiries. Grant Thornton Australia Limited can be contacted on 1300 153 443 or at RSPCA.GTHotline@au.gt.com and, if required, on a confidential basis.

Alternatively, anyone can contact the FWO via www.fairwork.gov.au or on 13 13 94.