



# Know your rights

## AUSTIN HEALTH EMPLOYEES

### Underpayment of wages

If you are underpaid and your employer does not fix the error, you are entitled to claim a penalty payment if the amount of the underpayment is more than 5% of your fortnightly wage:

#### **PAYMENT OF WAGES**

*93.4 Where an Employee is underpaid by reason of Employer error and the amount of such underpayment is less than 5% of the Employee's fortnightly wage, the underpayment will be corrected in the next pay period.*

*93.5 Where the underpayment exceeds 5% of the Employee's fortnightly wage, the Employer must take steps to correct the underpayment within 24 hours and to provide confirmation to the Employee of the correction.*

*93.6 Health and Allied Services Employees and Dental Assistants*

*93.6.1 If the Employer does not take the action required under **clause 93.4** and **clause 93.5** above, the **Employee shall be paid a penalty payment of 20% of the underpayment**, calculated on a daily basis from the date of the entitlement arising until all such moneys are paid.*

If you are underpaid, the union can ensure that you receive your money.

In the first instance, you should approach your pay office. If you are not satisfied with management's response, please don't hesitate to call the union office on (03) 9341 3300.



*'Caring is our Profession'*



**Diana Asmar**  
Union Secretary