

Social media from the FWO

Facebook Posts

<i>Topic</i>	<i>Post</i>	<i>Link</i>
<i>How to protect yourself when finding work</i>	<p>Before you accept a work offer, there are some things you should know to help protect yourself against exploitation, including:</p> <ul style="list-style-type: none">• the full name and contact info of the person offering work (make sure you have a mobile number and email address)• the business name, ABN, phone number and address• what kind of position you are being offered. E.g. is it full-time, part-time or casual? Is it for a set period or an ongoing role? Make sure you get a copy of your signed employment contract• how many hours will you work each week and what is your pay rate? You can check the award minimum pay rates on our website to ensure you're getting at least the lawful minimum rate https://calculate.fairwork.gov.au/findyouraward• how you will be paid? By electronic transfer or cash? And will it be weekly, fortnightly or monthly?• what kind of work will be involved? Be particularly careful about work that sounds unlawful or dangerous. Your state/territory workplace health and safety authority can advise you if you're worried about health or safety at work• remember if the job sounds too good to be true, it probably is. Be wary of roles that would normally require experience,	www.facebook.com/fairwork.gov.au/posts/1576346732414235

<i>Topic</i>	<i>Post</i>	<i>Link</i>
	<p>where the pay seems really high for the role, or where there are lots of perks like a free mobile phone.</p> <p>The Fair Work Ombudsman see cases where employees have accepted work from unscrupulous employers – often advertising jobs on Facebook, Gumtree or other social media platforms – and have then been ripped off.</p> <p>Because they don't actually know who they had been working for – they just had an anonymous person who would call them to give work instructions – it is hard to help them seek their unpaid entitlements.</p> <p>Knowing key info about your employer and making sure you get a copy of your signed employment contract or agreement helps the Fair Work Ombudsman to help you if something goes wrong at work.</p>	
<p><i>Myth – It's OK for businesses to pay workers below the minimum wage if they agree to it</i></p>	<p>Minimum pay rates aren't optional. If your boss pays you less than the minimum pay rates that apply to your employment, it's unlawful. Even if you signed a contract or agreed to the lower rate.</p> <p>Before you start work, know what you should be paid for your ordinary hours, and for work at particular times like public holidays.</p>	<p>www.facebook.com/fairwork.gov.au/posts/1564027090312866</p>

<i>Topic</i>	<i>Post</i>	<i>Link</i>
	<p>You can check minimum award rates with the Fair Work Ombudsman's Pay Calculator http://calculate.fairwork.gov.au/FindYourAward</p>	
<i>Getting paid cash</i>	<p> If you're getting paid cash, it can be a sign that things might not be above board at work. </p> <p>In the Fair Work Ombudsman's investigations, they often find employees that haven't been paid correctly were also paid in cash. So while it's not unlawful, it's something to watch out for.</p> <p>If you're being paid cash, there are some things you should check:</p> <ul style="list-style-type: none"> • Are you being paid the correct minimum rates under the award or agreement that covers your employment? • Do you get a pay slip and are you being paid for all the hours you work? Keep your own record of your work hours so you can check. • Are you being paid on the books? Check that tax deductions and superannuation payments are being made. <p>Check the other workplace warning signs by watching their video: https://www.youtube.com/watch?v=9DdCc2qQeow</p>	<p>www.facebook.com/fairwork.gov.au/posts/1544384928943749</p>
<i>Myth – Your boss doesn't have to</i>	<p>You must be given a pay slip for every pay day, so you can check you're being paid correctly. It's unlawful for employers to not provide pay slips, and you shouldn't have to ask.</p>	<p>www.facebook.com/fairwork.gov.au/posts/1537098683005707</p>

<i>Topic</i>	<i>Post</i>	<i>Link</i>
<i>give you a pay slip unless you ask for one</i>	Keep a record of when you work and check what should be on your pay slip: https://www.fairwork.gov.au/.../pay-slips-and-recor.../pay-slips	
<i>Unpaid work – Opening and Closing the business.</i>	<p>Not being paid for opening, closing or shift handovers? You should be.</p> <p>E.g. if you're required to be at work at 8:50am to set-up for a 9am opening, you need to be paid from 8:50am. It's not ok for your boss to round up and only pay you from 9am.</p> <p>Check the Fair Work Ombudsman's other common myths and tips about your entitlements at work https://www.fairwork.gov.au/.../myths-and-tips-for-young-work...</p>	<p>https://www.facebook.com/fairwork.gov.au/posts/%201598464993535742</p>

Twitter Posts

<i>Topic</i>	<i>Post</i>	<i>Link</i>
<i>We speak your language</i>		https://twitter.com/fairwork_gov_au/status/975478458234167296
<i>In-language plug-in</i>		https://twitter.com/fairwork_gov_au/status/971262220511440900
<i>How to protect yourself when finding work</i>		https://twitter.com/fairwork_gov_au/status/971221474114658304

<i>Topic</i>	<i>Post</i>	<i>Link</i>
<i>Myth – It's OK for businesses to pay workers below the minimum wage if they agree to it</i>		https://twitter.com/fairwork_gov_au/status/970820525923717120
<i>Tips for international students</i>		https://twitter.com/fairwork_gov_au/status/966480936010485760

Topic	Post	Link
<i>Unpaid work – Opening and Closing the business.</i>	Been told you're not entitled to be paid for the time you spend preparing to open the biz or after close? That's 🤡, ah we mean unlawful. Check our other myths & tips	https://twitter.com/fairwork_gov_au/status/982071902205370374