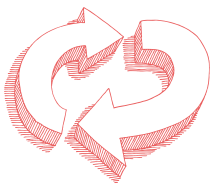


FOUR WAYS UNDERPAYMENTS CAN BE DETECTED



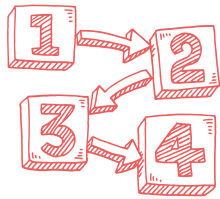
Internal wage payment audit

This should be a regular, scheduled activity; if not, at minimum a wage audit should be done anytime there is a change to the awards or agreements impacting your workforce.



Change in award or agreement

A review of the changes may uncover entitlements that have been inaccurately calculated.



Change in payroll team members, processes or systems

Often when you start doing things in a different way, you get a different outcome. When that happens, you'll need to check which outcome is actually correct, and whether you've been doing it wrong all along. An example of this would be parallel pay-run testing when implementing a new payroll system.



Instigated by an employee

If an employee thinks there is a problem with their entitlements, they may raise it directly with their employer, their union, or the Fair Work Ombudsman.



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