

# WTW Pay Comply

Total rewards compliance

## Battling wage underpayment

Wage underpayment continues to plague Australian workplaces, affecting businesses of all sizes, and exposing employers to potential legal action and reputational risk. Employers should urgently prioritise wage, leave and superannuation compliance to avoid penalties, safeguard their financial stability, and demonstrate integrity and fairness to their employees.

With state-specific laws in place, such as the Wage Theft Act in Victoria and provisions in Queensland, the legal landscape is evolving rapidly. It is imperative to stay ahead and proactively address wage compliance risks to avoid penalties and other unwanted consequences.

WTW Pay Comply can give you peace of mind that you are meeting all applicable wage, leave and superannuation regulations. Our team of experts will guide you through a complex regulatory landscape, and assess and audit your payroll compliance, including your superannuation obligations.

“ Non-compliance can result in **severe penalties, damage to your brand’s reputation, and even potential criminal charges** ”

## Our Solution

### Expert team

Benefit from our employee relations and data analysis experts who have an in-depth understanding of wage compliance regulations to meticulously assess and audit your payroll processes.

### Mitigate financial risks

Prevent penalties, fines, and legal expenses associated with wage non-compliance, ensuring significant cost savings for your organisation.

### Comprehensive assessments

Our thorough assessments are tailored to your organisation’s specific needs to identify potential compliance gaps, and provide actionable recommendations to strengthen your practices.

### Ethical compliance

We help you to uphold fair and ethical employment practices ensuring your payroll processes align with the highest standards.

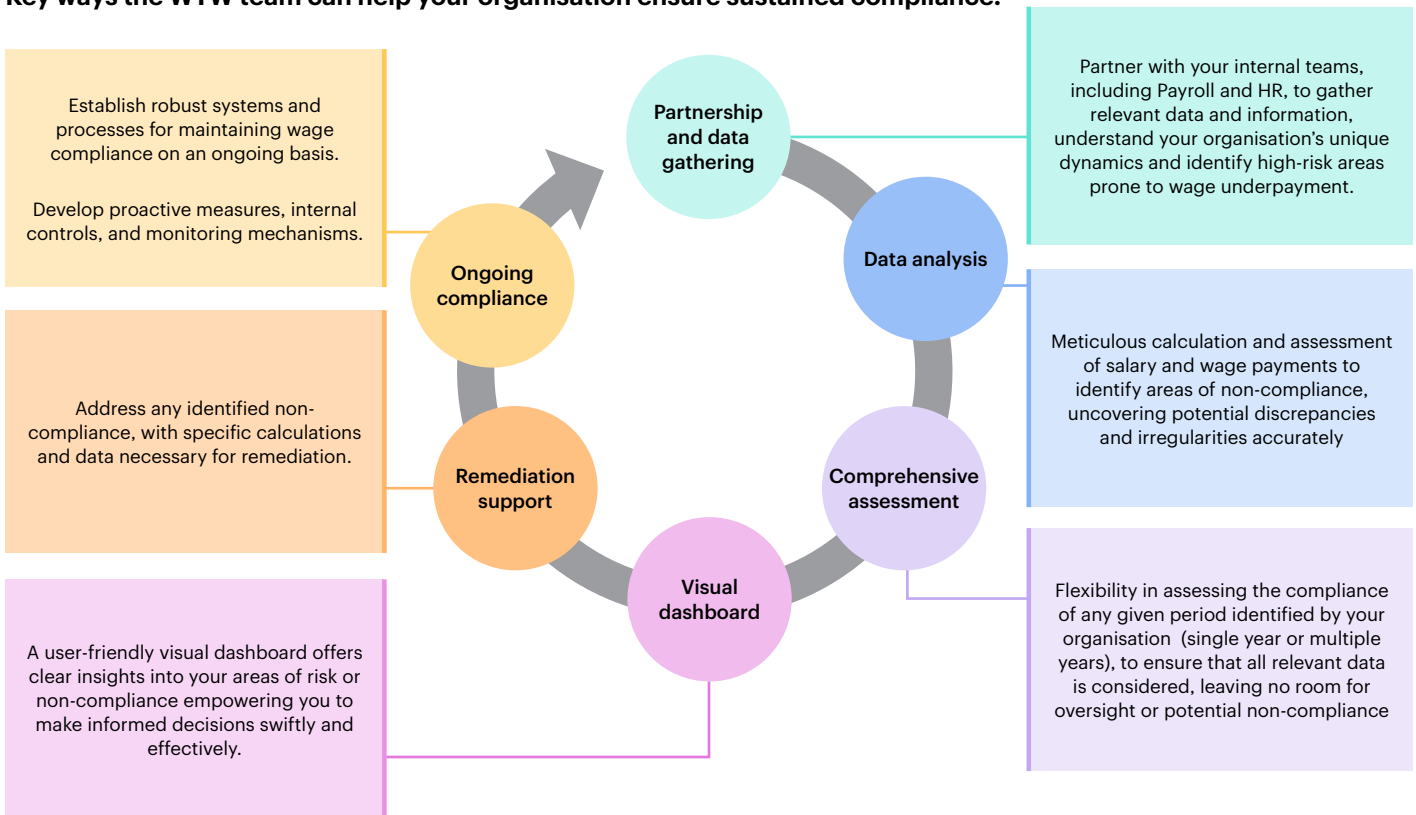


## The WTW Pay Comply Framework

	Employee contracts and workforce classification	Industrial agreements and modern awards	Payroll system compliance	Benefit compliance	Internal policies, employment law and market practice
Consulting/ Strategic Review	Review classifications for permanent and casual employees	Identify and review terms of Industrial agreements and applicable modern awards	Assess time and wage recordkeeping practices in line with Fair Work Act requirements	Review of benefit programs in place and assessing their compliance	Review compliance with applicable state and national employment laws and evaluate market practice
Analysis	Undertake high level risk assessment of non-compliance with contractual obligations	Sampling of employee wages, allowances, superannuation and other relevant benefits	Payroll sampling - Review payroll records and payslips	Review payroll records and enrolment in benefit programs to confirm correct accrual of leave entitlements	Optional benchmarking analysis against peer group market practice
Remediation and Management	Facilitate a framework for classification	Consideration of findings, including whether a larger sample requires analysis	Address any wage, allowance, superannuation contribution underpayments	Address leave entitlement miscalculations (annual, personal and long service)	Corrective changes and continuous monitoring

## The WTW Pay Comply Process

Key ways the WTW team can help your organisation ensure sustained compliance.



Don't let wage and superannuation compliance uncertainties overwhelm you. Let our expert team guide you on the path to wage and superannuation compliance success. Contact us today to schedule a consultation and discover how our service can transform your payroll compliance efforts.

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