

In 2022, Murdoch University commenced a review of its compliance with the *Murdoch University Enterprise Agreement 2014*, the *Murdoch University Enterprise Agreement 2018*, the *Fitness Industry Award 2010*, and the *Fitness Industry Award 2020*. The review then extended to the *Murdoch University Enterprise Agreement 2023* after this came into effect.

Through its review of payroll practices and employee entitlements covering the period from 1 January 2015 to 2 December 2025, the University identified a number of instances where certain employee entitlements had not been paid correctly. These issues related to specific entitlement types and employee cohorts at different points in time during the review period, rather than affecting all employees or all entitlements throughout the entire period.

As part of the review process, the University voluntarily disclosed the contraventions to the Fair Work Ombudsman (FWO).

The University has personally notified its impacted current and former employees of the contraventions and the underpayments owed. The University apologises unreservedly for the contraventions, and we are taking all necessary steps to remedy the contraventions, including completing the remediation program and committing to conducting an independent audit.

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

Murdoch University has set up a complaints and review process (mechanism) for handling any disputes about remedies made and the process may be engaged by contacting our People and Culture Office as follows:

- i) Current employees should request a payroll investigation via the Service Portal.
- ii) Former employees can email payrollremediation@murdoch.edu.au

Murdoch University has also set up a dedicated hotline to respond to any queries or questions relating to your employment, please contact:

- i) Telephone: (08) 9360 1501
- ii) Email: payrollremediation@murdoch.edu.au

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