CHECKLIST · BUSINESS

Lush is the first employer taken to court over below-award job ads

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- [ ] **Find the award or agreement for the role.** If neither covers it, the National Minimum Wage is the floor.
- [ ] **Check the advertised rate in the Ombudsman's pay calculator.** Use the rate for that employment type, including casual loading for casual roles.
- [ ] **Check the bottom of any pay range.** The lowest figure in the range must still meet the minimum.
- [ ] **Check any junior rate against the award's rate for that age.** The Lush case alleges an under-16 rate that was too low.
- [ ] **Start from the Ombudsman's free job advertisement template.** It is built to help employers meet their obligations.
- [ ] **Don't ask for an ABN for a job that is really employment.** The regulator is looking closely at ads that treat employees as contractors.
- [ ] **Ask the Employer Advisory Service if you're unsure.** The Ombudsman offers small business employers free written advice on pay.

NOTES

General information only, not legal, tax or financial advice. Check the full story and its sources before acting.