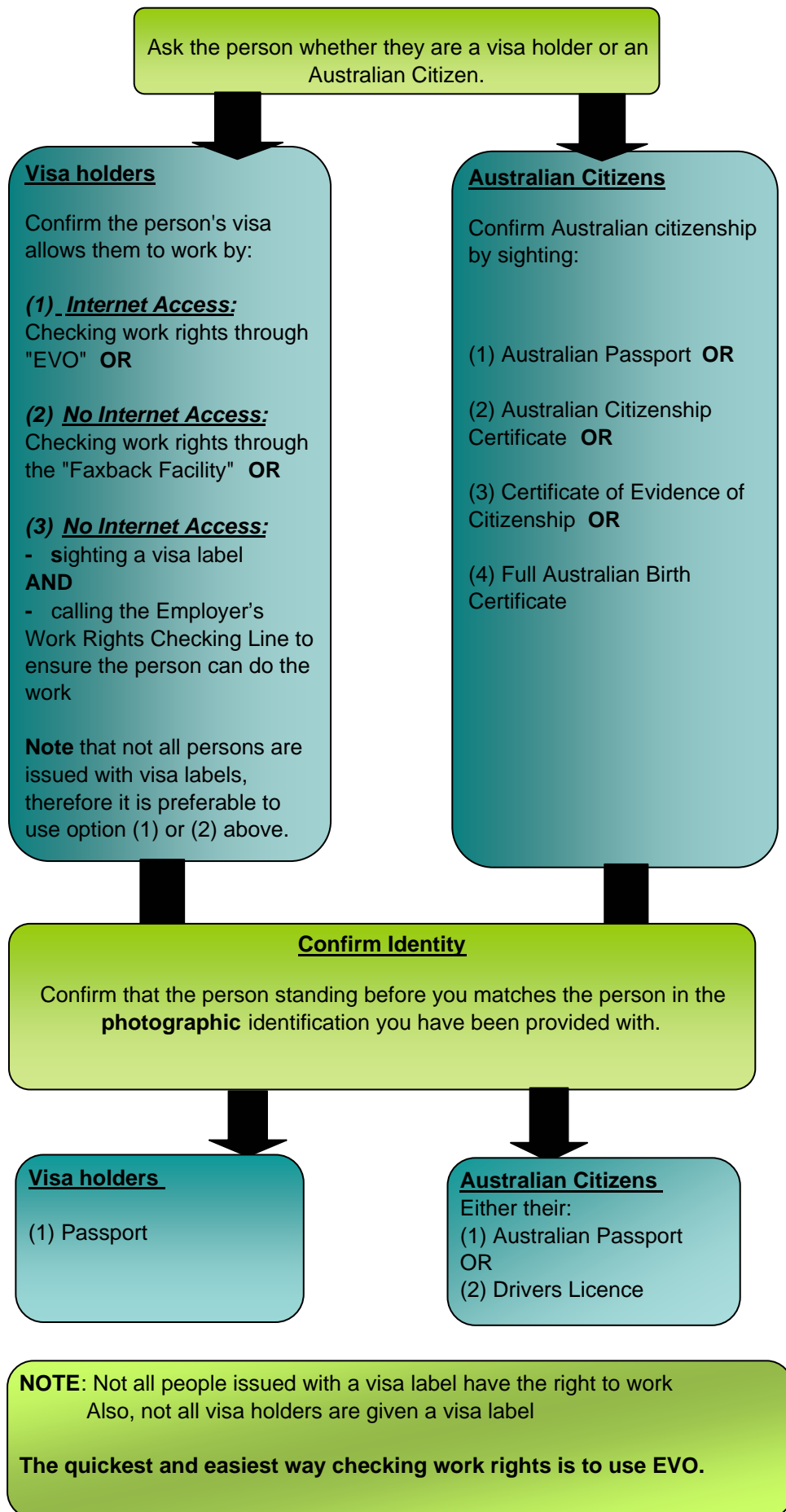


# How do I check a prospective employee's work rights?



# Why check the work rights of Employees?

## Why you shouldn't employ illegal workers.

Making sure that a prospective employee is allowed to work in Australia makes good business sense.

People found working without the right to work can be removed from the workplace without notice to their employers.

In today's competitive market, businesses cannot afford the disruption and loss of investment caused by the sudden removal of a member of staff.

The removal of a staff member may also adversely affect your business reputation.

## There are major consequences if you employ illegal workers !

From August 2007 it will be an offence under the *Migration Act 1958* to knowingly or recklessly *allow* an illegal worker to work for you or to *refer* an illegal worker for work.

Individuals who are convicted of these offences face fines of up to \$13 200 per illegal worker and two years imprisonment or both.

Companies who are convicted of these offences face fines of up to \$66 000 per illegal worker and two years imprisonment or both.

Where a worker has been exploited, the penalties will be higher for both Individuals and Companies.

## Checking is simple.

### Internet Access

Entitlement Verification Online  
(EVO)

[www.immi.gov.au/evo](http://www.immi.gov.au/evo)

**Results are returned almost  
immediately.**

### No Internet Access

The Work Rights Faxback Facility  
**FAX 1800 505 550**

**OR**

The Employer's Work Rights Checking  
Line  
**PH 1800 040 070**

**Results are generally returned  
within 24 hours.**