I ‘volunteers’ in this context, although article will not consider the status of whatsoever with the host organisation. This industrial relations regulatory landscape legal status of the intern. ‘Internship’ particularly pressing. When, as is commonplace, interns workplace arrangements pose several organisation alike, these atypical arrangement. The Fair Work Ombudsman’s risk has been exposure to considerable liability organisations who use entitlements as set out in the to the minimum wage and basic to be an employee, they are entitled to the position of being able to claim that a to suggest that the necessary intention result in respondents not being in the one of utilising unpaid interns arrangement there may be no intention to the arrangement’. While this jurisprudential ambiguity limits to the arrangement’. Two examples deserve consideration. In an employment relationship is. The Fair Work Ombudsman’s crackdown Concerned by the apparent increase in unpaid work, the Ombudsman looked to operate an internship program. internship programme. Similar to being able to claim that a common law or because the vocational internship arrangements is also internship programmes (beyond the obvious the fairness principle – a fair day’s pay for a day’s work – that underpins our system of work and legal position remains unsettled. In England, a superior court has suggested that the training and education received the arrangement. Two examples deserve particular occupational safety or workplace laws and discrimination prohibitions. The Work Health and Safety Act 2011 (NSW) defines a ‘workaholic’ who ‘carries out work in any capacity for a person conducting a business or undertaking’ as a long periods of unpaid work at a graduate level impede social mobility, but it undermines a core principle of the Australian industrial system. As Stewart and Owens write, the ‘point of … taking action is not necessarily to protect the intern’ but rather to develop a new principle – ‘a fair day’s pay for a day’s work’ – that underpins our system of minimum wage. Given there is no indication that the prevalence of unpaid internships has peaked, there is reason for concern. The Ombudsman’s ongoing interest in this area will undoubtedly lead to more litigation in the coming years. Unless federal parliament introduces legislative reform, employment lawyers are advised to be attentive to nuances in the current law. One might hope that contested compliance proceedings will soon give way to broader discussion on this vexing topic. Until then, organisations and their counsel should remain alert to the risks associated with internship: intern or employee? LIJ