

# MORGAN

## Human Resource Management

### Tattoos (NSW Business Chamber)

You can request an employee to cover a tattoo or refuse to employ them if it is likely to offend other people, given the nature and type of workplace. Workplaces where tattoos are likely to be offensive to others should have a clear policy on what is and is not acceptable. The policy should also cover employees obtaining new tattoos and any disciplinary action that may apply. Caution should be exercised in relation to tattoos worn for religious and or racial reasons.

Any workplace policy must be applied across the board; otherwise there is a risk of a person/s claiming discrimination.



### Protecting Workers from the Risk of Falls (SafeWork NSW)

From 1 November SafeWork is introducing on the spot fines for employers not protecting their workers from the risk of falls from height.

This year SafeWork has attended 234 incidents involving falls from height. Half were in the construction industry. Eight workers have been killed in relation to falls from height.

Fines are \$720- for an individual and \$3600- for a corporation.

Strategies used must reasonably be able to arrest the fall of a person.

### Children Dying in the Workplace (SafeWork Australia)

On average from 2003 – 2016, 11 children died each year in work related incidents.

### Deductions from Employee Final Payments

It is illegal for an employer to deduct any money owing to the employer from an employee's final payments irrespective of the reason and irrespective whether the employee resigns or is terminated. The only way a deduction can be made from final payments is if a signed authority for a fixed amount is received from the employee.

### Social Media Policy

Does your workplace have a Social Media Policy?

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