

# MORGAN

## Human Resource Management

### Workplace Surveillance (Workplace Surveillance Act 2005, Part 2 Section 10)

If considering surveillance in the workplace, there are a few things to note:

- Surveillance cannot commence without prior notice in writing to affected employees
- The notice must be given at least 14 days before surveillance commences
- If already in place, or due to start within 14 days, new employees must be advised before commencing work
- The notice must indicate:
  - (a) the kind of surveillance to be carried out (camera, computer or tracking), and
  - (b) how the surveillance will be carried out, and
  - (c) when the surveillance will start, and
  - (d) whether the surveillance will be continuous or intermittent, and
  - (e) whether the surveillance will be for a specified limited period or ongoing.
- Notice by email constitutes notice in writing

### Checking Slings and Chains

Load bearing slings and chains in a workplace only need to be checked/tested by a 'competent person'.

Point of Interest – black stitching through a sling indicates lifting capacity of 500kg per black line.

### Stacked boxes

While recently conducting a WHS workplace inspection, I observed old records stacked in boxes (no shelves) on top of each other (4 boxes high) in a small room. I mentioned that there was potential risk of a) the boxes falling and b) fire risk. Sometime later, the boxes did fall, and the door to the small room could not be opened as it was blocked by the fallen boxes. The door had to be cut in half (horizontally) to enable access to the room.

### Work Health & Safety Statistics - SafeWork Australia

- The cost to the Australian economy is \$61.8 Billion
- There have been 18 people killed at work so far this year
- The amount of workers compensation paid each year is \$480- million for mental disorders.

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