

If you have trouble reading this email, [check the web version here](#).
Or you can [safely unsubscribe here](#) if you don't wish to receive this in future.

Haycroft Workplace Solutions

Australia's foremost workplace experts

WORKPLACE BUZZ

May 2008

Child Employment Laws Summary

Child Employment Act 2006 and the Child Employment Regulation 2006

- A school aged child means a child under the age of 16 and who has not yet completed year 10 of their schooling.
- Doesn't apply to apprenticeships and traineeships.
- Children can start work at age 13, but between 11 - 13 they can do supervised delivery runs such as paper runs and advertising leaflets.
- Children between 11 - 13 cannot work between 6pm and 6am, all others are between 10pm and 6am. This excludes children working in the family business in the entertainment industry.

Maximum allowable hours of work for school age children:

- On a school day 4
- Non-school day 8
- During a school week 12
- Non-school week 38

Employer Obligations

- The employer must ensure that these rules are adhered to.
- That a child is not subjected to deliberate or unnecessary social isolation or to any other behaviour likely to intimidate, threaten, frighten or humiliate the child.

- **Child Employment Laws Summary**
- **The Secret to Reducing Your Risk, Minimising Your Stress, and Improving Your Business Profitability**
- **Staff Retention**
- **Profile: Meet the Team - Glenn Badke**



- If the child becomes sick, and is unable to continue working, the employer must ensure that the parent is contacted.
- Must ensure that the parent has signed a parental consent form to say that the child is allowed to work.

Children and Young Workers Code of Practise 2006

This code compliments the Child Employment Act and Child Employment Regulation 2006 by addressing particular concerns raised in the Child Labour Review.

Employer Obligations:

To ensure a safe workplace for all workers regardless of their age, and to provide adequate information, instructions, training and supervision to ensure workplace health and safety.

The Secret to Reducing Your Risk, Minimising Your Stress, and Improving Your Business Profitability

Step 1:

Answer the following questions:

- Are you satisfying all award conditions 100%?

Handy hints:

Which awards apply in your workplace?

How many pages apply?

Do the awards contain penalty rates?

- Are you working weekends & public holidays because you can't afford to pay others?
- Do you know the time & wages and pay slips requirements?
- Are you doing your payroll in the evening during family time?
- How long does it take you, or a staff member, to collate & process superannuation contributions for your staff?
- Have you accrued your annual WorkCover premium?
- How much time did you spend filling your last vacancy and did you get the right person?
- Could you produce all your employees wage & time sheets for the past 7 years if audited?



Haycroft Workplace Solutions

Caloundra Office

38E Grigor St
Caloundra Qld 4155
Tel: 07 5491 9800
Fax: 07 5491 7915

Brisbane Office

634 Main St
Kangaroo Point Qld 4169
Tel: 07 3891 7788
Fax: 07 5491 7915

Step 2:

Take a deep breath because I get the sense that this is all a bit stressful for you and when on earth will you get the time to answer all those questions anyway? What will you do if you don't know OR you suddenly get that sinking feeling in the pit of your stomach as you realise there are some things that had slipped through that gap. Wouldn't you prefer to concentrate on growing your business?

Step 3:

Call us now on 1300 766 380 to find out whether your worries could be over sooner than you ever imagined possible. If it's late then no one will answer the phone so your alternative right now is to go to www.haycroft.com.au & download our free Myths & Misconceptions information sheet.

Staff Retention

Business owners who proactively address their people and process issues stand a fighting chance, and can even flourish, in difficult times. The predicted shortfall of the labour market is reality and many business owners did not realise or understand the effect that this would have on them. It is a fact that businesses must do more with less. This includes smarter ways to produce products and services, and redesigning meaningless and unproductive tasks. By gaining employee contribution to the development and implementation of new solutions, the business moves from reactive employment management to inclusive proactive strategies. Individuals will want to work with you - not for you.

Employees generally represent a high cost for business but few business owners include tangible employee management strategies in their business plans. There is a well known business degree adage that you cannot manage what you don't measure. If effective employee management and retention are critical issues for business, why aren't owners developing plans with relevant measurement tools? The simple answer is most businesses don't know how.

Do you (owner/employee) look forward to going to work, or do you work because you have to? The lack of accountability can impact on absenteeism, staff turnover, productivity, client satisfaction, and business profitability.

How can you measure, understand and improve the behaviour and attitudes of your workforce, which will in turn increase profitability?

For more information, contact us on 1300 766 380 or [email](#) us.

Profile: Meet the Team - Glenn Badke

Don't hold it against me, but I am a very loyal and passionate kiwi who moved over here 12 years ago. I try to get to every Bledisloe Cup game I can and have not missed one in 3 years. My wife recently gave birth to our second child, my first son.

I joined Haycroft Workplace Solutions in September 2004 as the Financial Controller and have recently assumed the role of managing the head office in Caloundra.

Outside of work, I love all sports but have a high involvement in Football and I try to play as many rounds of golf as possible.



If you have spam blocking software on your computer or with your ISP you may not get a copy of the Workplace Buzz. Make sure to put our email address on your approved sender list if you have one so you can receive the newsletter.

Ph 1300 766 380 Email enquiries@haycroft.com.au www.haycroft.com.au