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# Haycroft Workplace Solutions

Australia's foremost workplace experts

## WORKPLACE BUZZ

November, 2008

### Security staff pay-back

Nightclub bouncers and guards at banks and shopping centres will receive backpay after an investigation into the underpayment of security staff on the Sunshine Coast, Gold Coast and Brisbane.

More than 280 Queensland security workers to be back-paid more than \$156,000 after the underpayments were identified when the federal Workplace Ombudsman randomly targeted almost 300 companies.

Workplace Ombudsman executive director Michael Campbell said his office earmarked the security industry for scrutiny following large numbers of complaints.

In 2006-07, complaints in Queensland from the security industry ranked second behind only the retail sector.

Workplace inspectors targeted 293 security companies over six months.

Mr Campbell says they identified 43 suspected breaches of the Workplace Relations Act - almost half relating to rates of pay.

One Brisbane security company has had to back-pay 15 staff \$34,000. Another on the Gold Coast has had to back-pay \$24,000 to 23 workers, while in the Darling Downs, a company has reimbursed nine employees \$25,000.

No specific details were available on Sunshine Coast

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companies.

"While \$156,293 has been reimbursed to 280 workers so far, 16 audits remain to be completed and additional money could still be recovered," he said.

Mr Campbell said legal action remained a possibility depending on the outcome of remaining investigations, particularly those focussed on sham contracts.

"This is an industry with a large proportion of vulnerable workers, such as young people and migrants, and it is our job to ensure they are being paid their lawful wages and entitlements," he said.

[www.thedaily.com.au/news/2008/oct/21/security-staff-pay-back](http://www.thedaily.com.au/news/2008/oct/21/security-staff-pay-back)

## Congratulations to Chancellor Park Family Medical Practice

As seen on the [www.racgp.org.au](http://www.racgp.org.au) website on the 4th October 2008, our client, Chancellor Park Family Medical Practice in Sippy Downs, a suburb on the Sunshine Coast, has been named the winner of the The Royal Australian College of General Practitioners' (RACGP) Queensland General Practice of the Year Award for 2008.

The General Practice of the Year Award recognises the outstanding work of general practices; the commitment of the practice to accreditation; the standard of facilities offered to patients and staff; and the services offered to the local community.

To read the full article go to <http://www.racgp.org.au/media2008/27665>.

## Winners for our referral competition!

Following are the winners of our recent referral competition and the prizes they received:

- Don Noble at Reinforced Concrete Pipes has chosen a \$150 dinner voucher at Ciccio's Pasta Bar at Ann St in the City
- Sally from Bunny Bites in Boonah can't make it to Brisbane, so we have rewarded her with a case of Ballandean Estate Wines
- Joy from Matilda Goomboorian has chosen a lunch for 2 at La Promenade Cafe at Caloundra on the Sunshine Coast.



### Haycroft Workplace Solutions

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- Kathy at Nightowl Bundaberg has decided on a years worth of free car washes at the Mount Gravatt Hand Wash Cafe.

Congratulations to all of you and thank you once again for referring the services of Haycroft Workplace Solutions.

Although the referral campaign is over we still offer, for any genuine referral, a bottle of Ballandean Estate Wine.

## National heavy vehicle fatigue laws now in force

We wanted to bring to your attention the following information posted on [www.ohsalert.com.au](http://www.ohsalert.com.au) on Tuesday 30th Spetember 2008 which we think will be of importance to you.

New safety laws aimed at keeping truck and bus drivers from driving while fatigued are now in effect in NSW, Victoria, SA and Queensland.

The Heavy Vehicle Driver Fatigue Reforms were developed by the National Transport Commission to make sure bus and truck drivers are not driving too long and are getting enough rest between shifts. These laws were approved by all states and territories in February last year.

For the full article including details of hours of work and rest breaks [click here](#).

## Federal Court orders rehearing of penalties, fines fast food outlet \$45,000

A full bench of the Federal Court has allowed an appeal by a motel penalised \$19,000 for underpaying an employee it made redundant, while a Darwin company that refused to back pay three teenage fast food workers less than \$3,000 has been fined \$45,000.

In the full court matter, Justices Peter Gray, Catherine Branson (now the president of HREOC) and Bruce Lander, in two separate judgments, set aside earlier penalty orders by an industrial magistrate and remitted the matter back for the penalties to be determined again.

The woman, an LHMU member, was made redundant by

Plancor Pty Ltd from the Meridien Lodge in South Australia in May last year.

Following a dispute over her entitlements, the union sought penalties under s719 of the Workplace Relations Act for breaches of the Motels (South Australia) Award (preserved as a NAPSA).

The company did not appear at the hearing, and the industrial magistrate ordered it back pay the woman \$8,804, including interest.

At the later penalty hearing, the motel again didn't appear or make submissions, and the industrial magistrate, finding the award breaches were deliberate, fined it a total of \$19,000 - \$5,500 for failing to pay accrued annual leave; \$4,000 for failing to make payment in lieu of notice of termination; and \$9,500 for failing to make a severance payment.

Of the \$19,000, the woman was to receive \$2,000, the LHMU, which brought the case on her behalf, \$4,000 and consolidated revenue \$13,000.

For the full article [click here](#).

## Welcome on board

The team at Haycroft Workplace Solutions would like to extend a very warm welcome to our new clients and we look forward to a mutually beneficial future working with you. Our new clients include:

- Proarch Podiatry (Maroochydore)

Please let us know if there is anything more we can do to assist you and further benefit your business.

## Profile: Meet the Team - Frank Bottcher

I started my working life as a fitter and tuner and for the last 19 years experience I have been involved in sales and business



development in both wholesale and retail markets. Therefore I have had the privilege of meeting and working with a diverse range of people, markets, industries and businesses in both the blue collar & white collar worlds. I have learnt that any successful relationship is based on the degree of trust a customer/client has in the ethics and expertise of those suppliers who provide them with their products/services. Therefore, I feel honoured and excited to be working for Haycroft Workplace Solutions who have such a high caliber reputation and many years experience in the employment services industry. It's very important part of any employers business and I am delighted to be a part of it.

When I'm not hard at work I like to spend as much time with the family as I can. I love AFL, Port Adelaide (don't like the Crows much though) and the Sunshine Coast. If I'm not at work, the chances are you will see me sipping coffee (flat white soy) at one of our wonderful café's at Mooloolaba with my family. If you recognize me, come on over and say hello, I'd love to meet you.

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