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Haycroft Workplace Solutions
Australia's foremost workplace experts

WORKPLACE BUZZ

FEBRUARY, 2009

Profile: Meet the Team - Jodee Mapleson

Two months ago I made the move north to the Sunshine Coast (having spent most of my years living in Canberra) and have not looked back. I am loving the beauty, peacefulness and friendly people of Caloundra. Not long after my arrival, I started with HWS as the Receptionist. I am therefore responsible for answering the phones, handling general enquiries and fulfilling basic administrative tasks. I feel very lucky to be a part of a great, friendly team!



Outside of work I enjoy reading, listening to music, sketching, embroidering, cooking and walking my very adorable dog down by the beach, along the esplanade.

I am currently without a car but once I get wheels, I look forward to getting out and visiting all the wonderful sights that the Sunshine Coast has to offer. I am particularly looking forward to seeing the Glass House Mountains and the surrounding hinterland.

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Finally, I would like to take up fishing now that I am by the coast; catching, cooking and eating my fresh catch of the day sounds like the way to go - cleaning and gutting the fish, well that is another story...

Migration Legislation Amendment (Worker Protection) Bill 2008

Following is an important article from the QBR Magazine January 2009 (Issue 90, page 13):

In an effort to protect the work rights of overseas workers as well as to maintain the integrity of the program, Senator Chris Evans, the Minister of Immigration and Citizenship, introduced into Parliament the *Migration Legislation Amendment (Worker Protection) Bill 2008*.

With approximately 60,000 Subclass 457 visas granted in 2007-08, the Subclass 457 program has played an important role to address the skills shortage. Under the Subclass 457 program, Australian employers may sponsor skilled overseas workers to fill positions across a wide range of professions and industries.

The bill proposes the following four changes:

- Re-define employer sponsorship obligations to provide greater clarity on an employer's obligations under the subclass 457 program.
- Provide a "whole government approach to compliance" for the Subclass 457 program, through greater information sharing between Commonwealth, State and Territory agencies. This includes granting the Commissioner of Taxation with new powers to provide tax information on temporary skilled migrants.
- The appointment of specially trained inspectors who are able to enter workplaces, conduct interviews and request documentation as part of their compliance investigation with workplace relations and migration requirements. The expanded powers will be similar to the powers of workplace inspectors under the *Workplace Relations Act 1996*.
- Introduce civil penalties for breaches of sponsorship obligations of up to \$33,000 per offence for employers and \$6,600 per offence for individuals. In lieu of civil proceedings, an infringement notice may be issued in situations where there is a less serious breach of the sponsorship obligations

If passed by Parliament, the legislation will strike an appropriate balance to improve and maintain community confidence in the Subclass 457 program and protect overseas workers from



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employers found to be in breach of their obligations under the Subclass 457 program.

Special mention - Ciccio's in the Sunday Mail

The Sunday Mail printed an article on the 11th January 2009 about the owner of our client Ciccio's who has recently just opened The Brisbane Supper Club Wine Boutique and Art Gallery which was created based on the notion of decorating a City wine boutique with modern works by local artists, combining a gallery with a bar.

To read the full story [click here](#).

Attention: Updated Agreement to Accept Tax Invoice

We would like to reveal to you the new Excel format for the Agreement to Accept Tax Invoices that will start being used effective immediately. To view an example of the new form [click here](#).

The only cells that you need to enter data into are now highlighted in yellow so all you need to enter is Pay Period Ending, Hours & Minutes (take note that minutes need to be entered in decimal point & not in fractions). All employee details and charge rate details will be completed by our Payroll staff.

We also have a formula in the Total column so once you enter in the employee hours, excel will automatically work out each Total, the Sub Total, the 10% GST and the Total Due to save you time having to work it out yourself.

In future, when processing your electronic transfer make sure to quote your reference code as shown within the Credit Conditions as the bottom of the new form.

To ensure we have your current email address & you receive the new form, please email us at payroll@haycroft.com.au.

Company and worker prosecuted after forklift skylarking

Following is an article published on www.worksafe.vic.gov.au Worksafe Victoria on the 3rd December 2008 which we want to

bring to your attention:

Hitching a ride on a forklift and playing with a fire hose has resulted in a company and a young worker being prosecuted by WorkSafe. A worker's leg was broken and required two permanent pins to be inserted after it was run over by a forklift in April last year.

Benalla hardwood sawmilling company, Ryan and McNulty, pleaded guilty to two health and safety charges relating to its failure to provide and maintain a safe workplace and failing to report the incident to WorkSafe.

Benalla Magistrate Paul Smith ordered a comprehensive package of requirements on the company under new 'alternate penalty' provisions allowed under Victoria's Occupational Health and Safety Act.

WorkSafe told Magistrate Smith last week that two young workers were returning from a break when one jumped on to the outside of the forklift. The other man then shot water from a fire hose at him.

As the forklift driver tried to keep away from the water, the 17-year-old rider either jumped or fell from the machine and was run over.

As part of its Court undertaking, Ryan and McNulty will do a five-day Occupational Health and Safety Course within 12 months, and the company will provide \$40,000 to the Goulburn-Ovens Institute of TAFE (Benalla) for safety equipment in timber industry and OHS training programs.

The company will also develop and implement a comprehensive induction program for its own use. The plan will cover plant and forklift safety, employee safety requirements; the role of supervisors; management of contractors and labour hire employees. All forklift operators will do refresher training.

The worker with the fire hose, 18 at the time, was prosecuted in August. He pleaded guilty, was convicted and placed on a 12 month good behavior bond. He was ordered to do a Certificate I TAFE course in Transport and Storage or another course agreed to by Worksafe within 12 months.

Forklifts are among the most dangerous machines in Victorian workplaces. They've been involved in 56 deaths in Victoria since 1985.

"Young and inexperienced workers are particularly vulnerable. The young often have a sense that 'it can't happen to me', but the reality is that it can, and does.

Under Qld's WPHS legislation, this sort of arrangement of donating or developing a training program instead of paying a Fine is called an Enforceable Undertaking. These arrangements are fiscally a lot more then painful then a Fine as a rule, but do have advantages of being spread over a 2-3 year period.

This said, if you have staff prone to skylarking, then best move them on, as they will end up costing a fortune.

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