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Haycroft Workplace Solutions

Australia's foremost workplace experts

WORKPLACE BUZZ

JUNE, 2009

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:

- Zoom Car Wash Holland Park
- Bright Life (Landscaping)
- Nightowl Victoria Point
- Branch Creek Tree Services

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

Spotlight on our client: Sunmix Concrete

Sunmix Concrete has been a long term client of Haycroft Workplace Solutions for many years. It's a family business, started in 1991, which services South of the Brisbane River

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and Beaudesert area. They are in the business of pre-mixed concrete, delivering 5 days a week and Saturday mornings.

To contact Sunmix for their services, phone them on (07) 3208 2111.

Court fines restaurant owner for underpaying staff

The WO placed this article on their website news feed www.wo.gov.au 14th May 2009:

The operators of a former Melbourne restaurant which paid a full-time cook less than \$10,000 for 18 months' work have been fined more than \$180,000.

The Federal Workplace Ombudsman prosecuted businessman Poh Meng Hong for underpaying staff at his former Malaysian restaurant at Box Hill.

In the Melbourne Magistrates Court yesterday, Magistrate Kate Hawkins imposed a \$158,400 penalty against Penang Kayu Nasi Kander Pty Ltd, which formerly traded as Kayu@Boxhill.

The Court also handed down a \$25,000 penalty against Hong, a restaurant co-owner, of Warranwood.

The company and Hong admitted to 11 breaches of workplace laws.

A full-time cook was underpaid \$76,000 and two casual 19-year-old waitresses were short-changed \$4876 and \$899 respectively. The underpayments occurred between 2005 to 2007.

Workplace Ombudsman Executive Director Michael Campbell says Hong admitted arranging to bring the cook, a Malaysian national, to Melbourne to work in his restaurant and then paid him just \$9650 for 18 months work.

"This was less than 12 per cent of the minimum amount the man was entitled to receive," Mr Campbell said.

"This sort of blatant exploitation is completely unacceptable and the court has sent a strong message that such behaviour will not be tolerated."

Magistrate Hawkins said the underpayments were "staggering", "defied belief" and that Hong had displayed a "grievous disregard" for workplace law.

She said the Malaysian cook was particularly vulnerable because of his immigration status and was subjected to a



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"pattern of exploitation".

Penang Kayu Nasi Kander Pty Ltd back-paid the cook \$10,600 and the two waitresses a combined total of \$805 after the Workplace Ombudsman began its investigation in 2007.

Magistrate Hawkins has ordered the company to back-pay the cook \$65,341 still outstanding and another \$4128 and \$841 to the waitresses.

Blue cards - General safety instruction (construction industry) training...Or is it a white card now?

Getting a blue card (General Safety Induction Card)

Blue cards are required under the law for all people doing construction work in Queensland. Getting a blue card involves successfully completing a course through a Registered Training Organisation (RTO).

Requirement under the law for general construction induction

All people doing construction work in Queensland must have successfully completed a general safety induction course recognised by Queensland law before they start work in any construction activity.

Mutual registration of interstate induction cards

Health and safety induction training completed by construction workers in Victoria, New South Wales and Queensland is mutually recognised in those states.

The above is a cut and paste from the Queensland Workplace Health and Safety website. Yes we have all heard and know of the bluecard in construction. However I was told informally last week that as at the end of June 2009, a new WHITE card will be rolled out as a national OHS induction for the construction industry, Yes, you are probably thinking the same as me....What is this rubbish?

I was told by an RTO that I regularly collude with, so I have no reason to doubt the information and as per when the Blue Card was rolled out in 2003, information as to the content and criteria of the necessitated qualification was scarce on the ground then and as it seems, looks even worse now. Suffice to say, a 6 hour induction awaits those who require a White Card induction to the construction

industry.

Watch this space.

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