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Haycroft Workplace Solutions

Australia's foremost workplace experts

WORKPLACE BUZZ

OCTOBER, 2009

Modern Awards Phase In

The Australian Industrial Relations Commission (AIRC) has made some key decisions regarding the implementation of the Modern Awards, due to replace the current National Agreements Preserving States Awards (NAPSA's) and Transitional Federal Awards from 1st January 2010.

As was expected, the mammoth task of converting all existing awards, to standard, industry based national awards, were to increase some employers costs by up to 40%.

In recognition of this issue, the AIRC has decided to "phase in" some key entitlements for selected Modern Awards:

- Textile, Clothing Footwear and Associate industries Award 2010
- Higher Education Industry - General Staff - Award 2010 (only in relation to loadings and penalties)
- Clerks - Private Sector Award 2010
- General Retail Industry Award 2010
- Cotton Ginning Award 2010
- Horticulture Award 2010
- Nursery Award 2010
- Pastoral Award 2010
- Silviculture Award 2010
- Wool Storage, Sampling and Testing Award 2010
- Building and Construction General On-site Award 2010
- Joinery and Building Trades Award 2010
- Mobile Crane Hiring Award 2010
- Plumbing and Fire Sprinklers Award 2010
- Banking Finance and Insurance Award 2010
- Graphic Arts, Printing and Publishing Award 2010
- Health Professionals and Support Services Award

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- 2010
- Nurses Award 2010
- Road Transport and Distribution Award 2010, and
- Waste Management Award 2010/

Consideration as to whether a phasing schedule should be included was deferred in relation to the following awards:

- Mining Industry Award 2010, and
- Quarrying Award 2010.

All modern awards will start operating on 1st January 2010. However, for the modern awards listed above, key entitlements, such as minimum wages, casual and part-time loadings and penalty rates to be phased in from 1st July 2010, over the following 5 years. They will be in 5 equal installments of 20%.

Although this will reduce immediate costs to employers, it will certainly increase confusion across the board.

For further advice on how this will affect your employment conditions come 1 January 2010, please contact 1300 766 380 or enquiries@haycroft.com.au

Profile: Meet the Team - Wendy Sheather

Wendy has taken on the role of Payroll Officer and Superannuation Administrator. Her work involves payroll services and full control of the Superannuation for both Caloundra & Brisbane offices. Wendy has experience in accounting, computers, company legislations & customer relations. When Wendy is not at work, she is involved in volunteering at the local animal shelter promoting animal welfare & prevention against animal cruelty



DOs and DON'Ts for handling asbestos-containing material: WHSQ

Do you require a Class B Asbestos Removal licence?

Employers must stop work immediately and have material analysed if they suspect the presence of asbestos, or face hefty clean-up bills and fines, Workplace Health and Safety Queensland has warned, providing safety tips on dealign with asbestos-containing material.



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Recent cases in Queensland have seen private contractors footing asbestos clean-up bills of more than \$100,000, according to the authority.

It also warned that employers could face fines of up to \$375,000 and individuals more than \$100,000 and a year's jail, for ignoring their legal obligations with respect to asbestos handling.

WHSQ said asbestos was often very difficult to identify by sight and the only way to be certain was to have a sample of material analysed by an accredited laboratory, which can return results within 24 hours.

It warned that asbestos-containing materials of 10 square metres or more can only be removed by a licensed asbestos removalist, and that smaller amounts must be removed in accordance with the [National Asbestos Code](#).

In a situation where there might be asbestos-containing material, employers should:

- stop work immediately and have a sample tested;
- clearly mark an asbestos work area so that "non-essential" people do not enter the area. Entry points must be signposted or labelled;
- avoid using high-speed power tools such as angle grinders, sanders, saws and drills. Manual tools or low-speed battery-powered tools generate less hazardous dust and must be used in conjunction with wet methods;
- not water blast or scrub asbestos cement sheeting with a stiff broom. If the material has been water blasted, or has suddenly deteriorated, a licensed asbestos removalist should be called immediately;
- prepare a surface containing asbestos for painting by gently removing any loose paint with a scraper, and keep the surface wet to minimise the release of fibres;
- never prepare surfaces using dry sanding methods;
- avoid drilling and never cut into asbestos cement sheeting;
- minimise exposure to others. Close doors and windows to limit the spread of any dust and ensure that people are kept out of the area;
- consult with those who may be affected by the asbestos removal and disposal, such as neighbouring properties;
- avoid dropping asbestos cement sheets. Instead, gently lower them to the ground. When sheets are stacked, avoid skidding one sheet over another;
- remove all asbestos waste as soon as possible;
- place used disposable coveralls and masks in bags for asbestos removal with other asbestos waste;
- double bag or double wrap all asbestos waste. Wet all asbestos waste and collect in heavy duty polythene bags, wrap in heavy-duty 200 um thick plastic or put it

- in double-lined bines. It is illegal to place asbestos waste in domestic garbage bins and compactors;
- correctly label each bag with: CAUTION - ASBESTOS. AVOID CREATING DUST. SERIOUS INHALATION HEALTH HAZARD; and
 - dispose all ACM in accordance with your local council's requirements.

Class B asbestos removal licence courses can be booked through the HIA or Ben Haycroft. For more information contact Ben on 0411 116 676.

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