

WEEK 5 + 6: Employer Obligations: Employers need to provide a safe work environment

<https://www.youtube.com/watch?v=BahXdWBc7LM>

All employees need to be trained on equipment and may require assessment before operate

https://www.youtube.com/watch?v=uMecBA_MHfA

Assessment that the training has been effective is also important:

Safety walks should be conducted periodically and a risk matrix established:

Safety implemented as a culture, what can be done from an employer to support this culture?

<http://www.ergonomics.com.au/what-do-ergonomists-do/>

What is the term for sitting correctly at an office desk?

What are the rules for the eyes, elbows and knees

Why is it important to follow these rules?

What is the term for lifting or landing heavy items?

What is the correct way to pick up an item from the floor?

What is the safe zone for storing items that are >15-18kg?

Employers are obligated to provide an emotionally safe environment without:

- Discrimination
- Racism
- Bullying

<https://www.youtube.com/watch?v=-bhrqQ5zNmc>

What are three things that can be done by an organization to discourage bullying, racism or discrimination?

Sexual Harassment

An emotionally safe environment also includes one that is free of sexual harassment.

What do you think is sexual harassment? Write a definition.

<https://www.youtube.com/watch?v=YGtUW7WtUqg>

Sexual harassment includes inappropriate conversation that is secondary.

<https://www.youtube.com/watch?v=AeW7XC5-c00>

Sexual harassment includes jokes that are inappropriate – even if they are not targeted at an individual.

What can you do if you experience sexual harassment?

- Report it to:
 - Manager / supervisor
 - Human Resources
 - Police

- Record it:
 - Date/time
 - Actions
 - Possible witnesses
 - Quotes

- Address it directly
 - Explicitly say to stop / discontinue
 - Refer to the sexual harassment policy
 - Warn of consequence

Appropriate Conversations

What are unsafe topics at work?

- Topics of a sexual nature
- Money – salary & wages
- Religion
- Politics
- Personal life
- Race
- Past employment grievances

What are appropriate conversations to have at work?

- Weather
- Holiday / weekend plans
- Main stream media
- Sports
- In response to genuine questions
- Anything that effects your industry
- Food
- Work related topics / ideas

Dismissal & Termination

Employees who are casual, on a set contract, subcontractors or self-employed are not covered by unfair dismissal laws.

What rights has an employer to dismiss an employee?

Not meeting employer expectations

- showing up or being late
- attitude
- inappropriate use of technology
- not showing initiative and enthusiasm

Not meeting company expectations

- Uniform
- Key performance indicators
- Social media policy
- Any other policy

Serious misconduct

- Any criminal behaviour including:
 - Taking or being possession of illegal substances
 - Under age drinking
 - Assault
 - Stealing

- Use of equipment not licensed
- Direct sexual harassment

What are some reasons an employer cannot dismiss an employee?

- Making a mistake
- Pregnancy
- Discrimination – religion / political / ethnicity / sexuality / age
- Personality clash

<https://www.youtube.com/watch?v=eLCNWvRg6fQ>

Why was this case of unfair dismissal?

<https://www.youtube.com/watch?v=8ssBAund5-l>

Does the employer have the right to terminate employment?

<https://www.fwc.gov.au/resolving-issues-disputes-and-dismissals/dismissal-termination-redundancy/what-unfair-dismissal>

What can you do if you feel you have been unfairly dismissed?

<https://www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/minimum-workplace-entitlements/ending-employment>

What financial payments are you entitled to if you are dismissed?

<https://www.youtube.com/watch?v=oYZXqbGPodo>

What is redundancy?

<https://www.youtube.com/watch?v=9lg61qlpstY>

<https://www.youtube.com/watch?v=L7GsOC3ulao>

What are some factors that impact redundancy rates?

<https://www.youtube.com/watch?v=Xg7IAePh1Q8>

What are examples of a non-genuine redundancy?

<https://www.youtube.com/watch?v=9lg61qlpstY>

What are the industries at risk of massive redundancies?

<https://www.myskills.gov.au/courses/details?Code=CHC50908>

<http://www.seek.com.au/career-advice/salary-and-job-trends>

How do you look up current job prospects?

<https://www.youtube.com/watch?v=Xg7IAePh1Q8>

What are some jobs in demand?

https://www.youtube.com/watch?v=cXQrbxD9_Ng

What could be some of the jobs of the future?

Why are these developments positive for employees?

What do you think will happen?