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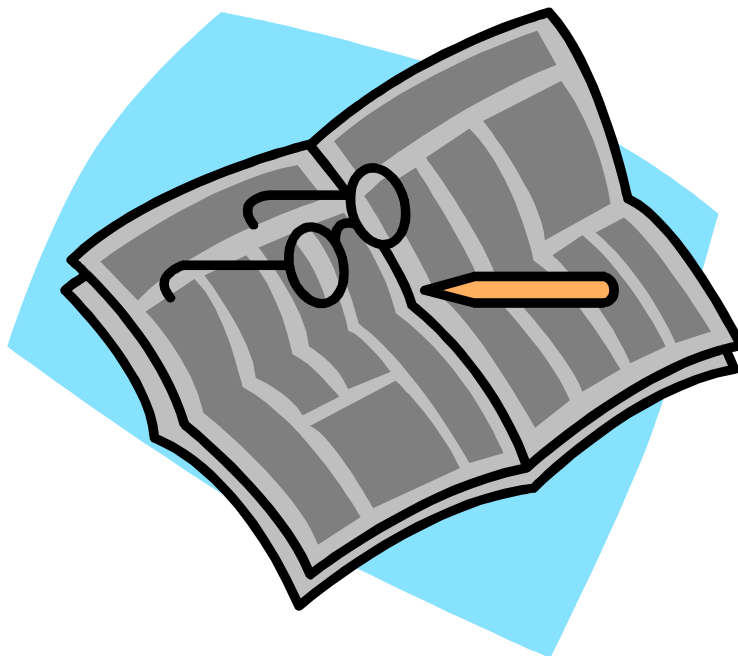
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Easy HR Newsletter
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Mentally Ill Man Wins Back His Job

The Australian Industrial Relations Commission (AIRC) has ordered that the Murray Goulburn Co-operative Ltd (MGC), Australia's largest milk producer, must reinstate the man, who was sacked over two incidents of misconduct at work. Steven Berry was found to be suffering from schizophrenia, a mental illness that caused his misconduct. Not only was the employer ordered to reinstate him but also awarded the employee backpay.

Commissioner Bill Mansfield ordered Mr Berry's reinstatement after he lodged an unfair dismissal complaint in the AIRC.

Prior to the June 2004 incidents which led to his dismissal, which occurred shortly before he was committed to a mental hospital by his family, Mr Berry, had a blemish-free record of more than 17 months' employment as a print machine operator at MGC's Leongatha plant. The National Union of Workers (NUW), which represented Mr Berry, said the case set a precedent for mentally ill people in the workforce.

Mr Berry was dismissed for leaving his workplace during his shift, without notifying his supervisor. The second incident revolved around Mr Berry wandering around a hygienic area of the plant with a bottle of beer and smoking a cigarette.

After these two incidents Mr Berry was committed to a mental hospital and received treatment for schizophrenia. He later sought to return to work after having advised the company that his health had been restored. After a meeting with senior management of the plant, he was sacked.

Mr Mansfield said Mr Berry had been denied a fair go when he attended a meeting with management. "Due to the mental state of Mr Berry whereby he could not be held responsible for his actions there was no valid reason based on the two incidents to terminate his employment.

NUW industrial officer Susie Allison said the case would establish an important precedent.

"It makes it clear that someone who has engaged in conduct beyond their control because they're suffering from a mental illness will be treated in a fairer way as a result of this," she said.

Barbara Hocking, executive director of SANE Australia said "I'm sure there's been many other cases like this, but for people with mental illness the process of going through a court case can be extremely stressful," she said. "People with mental illness could still be valuable employees, but it was important that co-workers and employers recognised the signs so they could get timely treatment."

Dangerous Substances Act 2004

ACT Workcover has produced a comprehensive guide to the Dangerous Substances Act 2004.

Available online at www.workcover.act.gov.au

Giving The Finger

Before the Battle of Agincourt in 1415, the French, anticipating victory over the English, proposed to cut off the middle finger of all captured English soldiers. Without the middle finger it would be impossible to draw the renowned English longbow and therefore they would be incapable of fighting in the future. This famous weapon was made of the native English Yew tree, and the act of drawing the longbow was known as "plucking the yew" (or "pluck yew").

Much to the surprise of the French, the English won a major upset and began mocking the French by waving their middle fingers at the defeated French, saying, "See, we can still pluck yew!"

It is also because of the pheasant feathers on the arrows used with the longbow that the symbolic gesture is known as "giving the bird."

The rest, as they say, is history.

Don't Eat And Drive!

Bus drivers in South Australia have lost their jobs because they are too fat. That's the claim by the Transport Workers Union (TWU).

Bus company Serco lost a service contract to another bus company, Torrens Transit. Many of the existing drivers opted to leave the industry but 17 drivers who did apply to the new employer to retain their jobs were told that they were too heavy.

"They had a job yesterday - medically accredited, legally able to drive - and now they haven't because someone is saying they're too heavy," said Mr Gallacher, the union's South Australian secretary. "The new successful tenderer has deemed them to be overweight and didn't offer them positions in the new contract." "They deem it as an occupational health and safety issue," he said.

The union believed the bus drivers weren't offered new contracts because the company considered heavy drivers a greater insurance risk. "The reality is, if you get 600 bus drivers together, see if you can find a skinny one," Mr Gallacher said. "It's the sort of job that lends itself to people being a bit overweight."

Some of the drivers have lodged complaints with the Equal Opportunities Commission.

The Captain & The Ship

The popular adage that a captain must go down with a sinking ship is completely false. There is no law, provision, or custom dictating such self-sacrifice. A ship's master, as senior officer aboard, by tradition would be expected to direct the evacuation of passengers and crew before abandoning his ship. However, a captain is often the last one off a sinking ship. But the reason this occurs on a damaged or sinking vessel usually has nothing to do with chivalry. Often, the senior officers of a ship elect to stay aboard to prevent the abandoned ship from being claimed as a salvage prize by another vessel.

Is An Employee Employed If Paid To Work But Given No Duties?

This case required a determination as to whether an employer had reinstated an employee in accordance with the *Workplace Relations Act 1996* (WR Act) when it gave the employee the title of his former position, paid the employee his ordinary wages and an average bonus payment, but refused to provide the employee with any duties until he underwent a medical examination.

Stephen Blackadder, was employed as a boner with butchering company, Ramsey Butchering Services Pty Ltd. The employee had given evidence at an unlawful dismissal hearing involving another employee and his employer. After giving evidence, the employee was directed to change from working in the boning room, where he had previously worked on chilled boning, to working on the slaughter-house floor.

The employee refused on the grounds that he did not have the skills to perform these tasks and also suffered from a disability that restricted his ability to carry out his new role. The employee's employment was then terminated.

On application to the AIRC for unfair dismissal, Commissioner Redmond determined that the employer's direction to perform "hot necking" was unreasonable and unsafe, and directly resulted in the termination of the employee's employment. Commissioner Redmond determined that Mr Blackadder's termination was unfair and unlawful and ordered reinstatement.

Following this ruling, the employer advised the employee that he had been reinstated, but that he would not be required to report for duty or perform any work in order to be paid.

The employee commenced proceedings in the Federal Court to enforce the initial reinstatement orders made by the AIRC. At first instance, the Federal Court (Madgwick J) determined that "reinstatement" under the WR Act involved a return of the employee to the workplace and ordered reinstatement of the employee to the position prior to his termination.

This decision was then appealed to the Full Federal Court who upheld the employer's appeal. It found that there is no obligation upon an employer to provide work to an employee unless the contract of employment specifically requires that it be provided, or where it is necessary for an employee to continue to be employed in order to maintain a profile.

However, in four separate judgments, the High Court recently quashed this decision of the Full Federal Court.

Justices Callinan and Heydon, in a joint judgment, noted that the literal definition of "reinstatement" meant to put back in place, and to pay the employee. To put him back in his usual position in the workplace would not be to reinstate him. Accordingly, Callinan and Heydon concluded that the AIRC has the power to make an order requiring an employer to provide a re-appointed or reinstated worker with actual work to do.

They concluded that: "It is almost unthinkable that the Commissioner would have made an order that the appellant be re-appointed had he thought that the appellant would either not be able to perform, or would not be allocated actual work by the respondent for him to do."

Therefore, Callinan and Heydon concluded that Commissioner Redmond's order should be read as an order intending that the employee be reinstated, and that he be given work to do of the kind he had done in the past.

Justice Kirby noted that to provide an employee an average salary in lieu of actual employment denied the employee the opportunity to increase his income and the satisfaction of this employment, feelings of self worth and maintenance of skills. Therefore, Kirby concurred in concluding that under the WR Act, reinstatement of the employee was meant to be "real and practical, not illusory and theoretical".

Blackadder v Ramsey Butchering Services Pty Ltd [2005] HCA 22, 27/4/05

New Computer Virus

There is a new Virus called "WORK". If you receive WORK from your colleagues or your boss, via e-mail, or from anyone else, do not touch it under any circumstances. This virus wipes out your private life completely.

If you should happen to come in contact with this virus, take two friends and go straight to the nearest bar. Order drinks immediately and after three rounds, you will find that WORK has been completely removed from your brain.

Forward this virus warning immediately to at least five friends. Should you realize you do not have five friends, this means you are already infected by this virus and WORK already controls your life.

If this is the case, go to the bar and stay until you make at least five friends. Then retry.

Employees Would Work Harder If Given Incentives

Three-quarters of employees say they'd work harder if they were rewarded for their service, and two-thirds want to work for companies offering work/life balance, or companies which provide incentive programs.

According to the Autumn 2005 Australian Pleasure Survey of 3,575 respondents commissioned by online gift voucher service RedBalloon Days at www.redballoondays.com.au 75.1% said they would contribute more to their organisation if they were rewarded for their service.

Companies which recognise people want work/life balance, and are motivated by reward and recognition programs are more attractive to employees, says the chief of experiences at RedBalloon Days, Naomi Simson.

“When asked what would make them choose between roles offering the same money in the same location, 35.3% said they would select a company whose management was committed to work/life balance,” said Simson. “The next most popular factor was incentives or reward and recognition programs at 30.9%.”

Clear career progression appealed to 20%, while only 11% required a fun atmosphere or social club.

The survey also found that 71.4% believe their company’s products or services are the best in the industry, but they are less likely to put their money where their mouth is, says Simson.

“While 66.8% say they would buy their company’s products and services, and 58.2% rave about them to family and friends, only 52.9% would purchase shares if their company was listed on the stockmarket, “ said Simson.

About six in ten respondents (61.0%) report their company has grown in staff and/or in turnover since they joined, while 22.5% didn’t know or said not applicable.

“We know strong brands have higher turnover than less well-known companies, and by letting everyone – not just marketing and customer service – feel personally responsible for their brand, that turnover could increase even more,” said Simson. “As much as 19.3% of respondents said people complain to them about their company’s customer service but there will be many who never complain, they just never come back.”

When asked how their company treats customers, 64.5% said they got a buzz out of helping their customers, 21.7% that they did enough to keep them on side and 9.0% responded that they had no idea as it wasn’t their job. Only 4.8% said customers were a pain in the proverbial or a necessary evil.

One-third of respondents (33.8%) have become disillusioned enough that they are now seeking another job, while 16.6% agree they used to make an effort but now just do the bare minimum.

“If they were recognised for their contribution, perhaps fewer people would be seeking another job,” said Simson.

Absenteeism–The Problem That Is Seldom Absent

Ever had that feeling that you just don’t want to get up and go to work? Perhaps you would rather just lie there and recover from the evening before or you have something else on your mind that is more pressing and that you would rather do? If you gave in to the temptation you would be contributing to the estimated \$2.56 billion that absenteeism is costing our country every year.

According to a 1997 bureau of statistics report, 58.7% of all leave taken was either sick leave or unapproved absence. 12.4% of respondents surveyed admitted that none of their “sickies” were genuine.

A report published by the Confederation of British Industry (CBI) stated that organisations with the worst record have twice the absence rate of the best ones. Men under 40 have half the absence rate of women of the same age. Public sector employees report sick more often than private sector employees and trade unionists report sick more often than non-union employees.

One can draw some contentious conclusions from these statistics. Is there a culture of taking a “sickie” within the organisation that can be changed? Are the staff aware of, or can they be educated to understand the cost of the “sickie,” both to themselves and to the organisation.

Looking at some of the suggested preventative measures outlined below, we can see that, if implemented, they could have an impact on the observed CBI data.

- Family friendly policies with flexible hours, work sharing, or child-caring facilities at or near the workplace can help parents cope with childcare problems – possibly the major cause of the gender imbalance for workers under 40 years of age.
- Mentoring or counselling of employees, as an ongoing process, to help identify workplace stress and to monitor work loads. Workplace stress could be caused by bullying, or staff abuse which, when it eventually bubbles to the surface, could be very costly.
- Training of managers to manage employee absenteeism.
- Provide a clearly documented policy on absenteeism.
- Training managers to recognise and manage the signs of stress, and to motivate employees through training and development opportunities.
- Work with employees to develop strategies to reduce absenteeism.
- Monitor annual and long service leave to ensure that staff are taking adequate recreational leave. Its in the employers interest to ensure staff take their leave regularly.

The true cost to the organisation does not consist only of the employees lost contribution – the wages paid for work not performed.

We must also add overtime or other payments to staff members to cover the loss, or the cost other shift workers or contractors called in to fill the gap, plus the impact on their morale and their stress levels, having to “carry” a colleague. Then there must be added to this total, the cost of any resultant delays in production that could impact elsewhere in the organisation as well as wastages and inefficient usage of resources. This ripple effect can permeate different departments and can flow on through time.

Solving the problem with termination is not an easy option, the process of termination must be fair, even though you may be managing a department with tight deadlines. Like many problems, it is far easier to take preventative steps than it is to correct once they have become entrenched.

Noah's Ark

In the year 2005, the Lord came unto Noah, who was now living in Australia, and said, "Once again, the earth has become wicked and over-populated and I see the end of all flesh before me.

Build another Ark and save two of every living thing along with a few good humans."

He gave Noah the blueprints, saying, "You have six months to build the Ark before I will start the unending rain for 40 days and 40 nights".

Six months later, the Lord looked down and saw Noah weeping in his yard.... but no ark.

"Noah", He roared, "I'm about to start the rain! Where is the Ark?"

"Forgive me, Lord," begged Noah. "But things have changed - I needed a building permit. I've been arguing with the inspector about the need for a sprinkler system. My neighbors claim that I've violated the neighborhood zoning laws by building the Ark in my yard and exceeding the height limitations. We had to go to the Land & Environment Court for a decision.

Then the electricity companies demanded a bond be posted for the future costs of moving power lines and other overhead obstructions, to clear the passage for the Ark's move to the sea. I argued that the sea would be coming to us, but they would hear nothing of it.

Getting the wood was another problem. There's a ban on cutting local trees in order to save the spotted owl. I tried to convince the environmentalists that I needed the wood to save the owls. But no go! When I started gathering the animals, I got sued by an animal rights group. They insisted that I was confining wild animals against their will.

As well, they argued the accommodation was too restrictive and it was cruel and inhumane to put so many animals in a confined space.

Then the EPA ruled that I couldn't build the Ark until they'd conducted an environmental impact study on your proposed flood.

I'm still trying to resolve a complaint with the Human Rights Commission on how many minorities I'm supposed to hire for my building crew.

Also, the trades unions say I can't use my sons. They insist I can only hire only Union workers with Ark building experience.

To make matters worse, the Tax Office seized all my assets, claiming I'm trying to leave the country illegally with endangered species.

So, forgive me, Lord, but it would take at least ten years for me to finish this Ark."

Suddenly the skies cleared, the sun began to shine, and a rainbow stretched across the sky.

Noah looked up in wonder and asked, "You mean, You're not going to destroy the world?"

"No," said the Lord. "The government beat me to it."

Sports Professional Deemed To Be Working

In a recent decision the High Court has held that an Australian Olympic javelin thrower in full-time employment with the Queensland Police Service, was carrying on business as a professional athlete. Accordingly, prize money and grants received by her were assessable income.

The taxpayer had competed at the Olympics and was a member of the Australian Olympic Games A squad. It was a requirement of selection by Athletics Australia for both the Commonwealth and Olympic Games that an athlete compete in a variety of athletic meetings and perform to a high standard. During the year, the taxpayer received sporting receipts totalling \$136,448 - consisting of prize money of \$93,429, government grants of \$27,900, sponsorship moneys of \$12,419 and appearance moneys of \$2,700.

During the whole tax year, the taxpayer continued to be employed full time with the Queensland Police Service. The Service maintained a "Sporting Leave Policy", which permitted certain paid leave to be taken for training or taking part in sporting events. The taxpayer received paid sporting leave at various times.

The Commissioner assessed the taxpayer to tax on the whole of her sporting receipts in addition to her income from the Police Services and the taxpayer appealed.

At first instance, Commissioner Hill held that the taxpayer was carrying on a business and that all of the rewards of that business were income in accordance with ordinary concepts.

On appeal, the Full Federal Court held that the taxpayer was not carrying on a business. It said she had a full time occupation as a police officer and in her spare time trained for and competed in top-level athletic competitions. Accordingly, prize moneys awarded and grants received were not assessable income.

However, appearance monies and sponsorship payments were assessable income as they were made as a reward for a service.

The High Court held that once it was accepted that the sums paid by the sponsors to the taxpayer formed part of her assessable income, the conclusion that she had turned her sporting ability to account for money was inevitable. The sponsorship agreements could not be put into a separate category marked "business", with other receipts being put into a category marked "sport".

The court said that taken as a whole, the taxpayer's athletic activities for the year constituted the conduct of a business. This was the case notwithstanding the taxpayer's statement that she did not throw javelins for money. The court said that where a taxpayer's motives were idealistic rather than mercenary, the conclusion that the taxpayer was engaged in a business may still be reached. The wide survey and exact scrutiny of a taxpayer's activities that must be undertaken may reveal, as it did in this case, that the taxpayer's activities constituted the carrying on of a business.

Court ref: [2005] HCA 21 (Gleeson CJ, Gummow)

Legislation For Gender Equality

Laila Daavoey, Family Affairs Minister of Norway, says companies have been dragging their feet and need to recruit more women. She said that they would shut companies that refuse to recruit at least 40 per cent women to their boards by 2007.

In the UK "The DNA of Women Leaders" study was undertaken to identify whether women leaders possess common qualities that distinguish them and to determine whether these competencies differ between women leaders in the United Kingdom and the United States.

In depth analysis of the women leaders found that they shared common traits. This poses a question regarding whether women need to know, learn and develop specific leadership behaviours, or whether women with the specific qualities are more likely to advance in their careers.

The data revealed five useful facts as follows:

- UK and US women leaders share similarly strong traits
- Women leaders are highly persuasive
- Women leaders feel the sting of rejection but rapidly learn from adversity and develop an "I'll show you" attitude
- Women leaders have an inclusive team oriented style of problem solving and decision making
- Women leaders are more likely to ignore rules and take risks.

Overall, the data revealed that women leaders are assertive, highly urgent, persuasive, collaborative, intelligent risk takers.

Full details of research see <http://www.wherewomenwanttowork.com/dna.pdf>

Did You Know?

- *An ostrich's eye is bigger than its brain.*
- *Butterflies taste with their feet.*
- *It's impossible to sneeze with your eyes open.*
- *The microwave was invented after a researcher walked by a radar tube and a chocolate bar melted in his pocket.*
- *Tigers have striped skin, not just striped fur.*

Sneezy Building Syndrome

If you are finding it hard to catch your breath and your workday is peppered with wheezes and sneeze, it may be time to fix the leaky roof or drafty window.

A recent American study has found that workers in a building that had been damaged by water leaks were more than twice as likely to suffer from respiratory illnesses like asthma, hypersensitivity pneumonitis or sarcoidosis.

For two-thirds of the participants, adult-onset asthma developed after occupancy of the building being surveyed, a 20 storey non-industrial block where the building's roof, sliding doors and windows leaked. There were also plumbing leaks on many floors, damaging interior walls. Participants in the study were given questionnaires to fill out and medical tests (spirometric testing, methacoline challenge testing, bronchodilator testing and allergen skin prick testing) to establish their respiratory case.

Full details at <http://ehp.niehs.nih.gov/members/2005/7559/7559.html>

Employer's Duty To Take Reasonable Care

Because of the employer's duty to take reasonable care to eliminate workplace risks, a WA company could not rely on an employee looking out for his own safety when loading a truck, but needed to have a system in place for the employee's safety.

A general assistant was loading boxes onto the back of a truck that had a mechanical lifting platform at the rear. Another employee brought the boxes to the truck on a trolley. The truck was filling up and the general assistant stepped back, expecting the platform to still be level with the tray of the truck. However, the other employee had already started lowering the platform. The general assistant fell to the ground and was injured.

The assistant sued his employer for negligence, arguing that the risk of falling had been eminently foreseeable. The employer had failed to provide a warning device to indicate when the platform was being lowered or failed to implement a system whereby the person operating the platform would keep others aware of any change in its position.

In the District Court of Western Australia, the employer submitted that the general assistant had been responsible for his injuries because he had failed to look where he was stepping. The trial judge did not accept this but found that the employer had exposed the general assistant to unnecessary risk of injury. The risk could have been avoided if a warning had been given when the platform was lowered.

The employer appealed to Supreme Court, contending that the risk had been so obvious to anybody exercising reasonable care, that no warning had been necessary.

The Full Court of the Supreme Court of Western Australia found that the employer had been entitled to expect that the general assistant would look where he was going. He had known that the platform was constantly moving up and down with boxes for him to load. The employer had not been negligent in relying on him to check where he was stepping. The appeal was allowed.

The employee appealed to High Court of Australia. He relied on the principles that:

- a) an employer owes a non-delegable duty of care to its employees to take reasonable care to avoid exposing them to unnecessary risks of injury.
- b) the employer must take reasonable care to eliminate workplace risks or provide adequate safeguards against them and
- c) the employer's duty applies also to employees who may be thoughtless or careless, especially if they are performing repetitive work.

The High Court confirmed that the general assistant was correct in relying on those principles. This was a case of a failure to devise and implement a safe system of work or provide the employee with adequate equipment to perform the work safely. Not only had the risk of him stepping backwards onto the platform, believing it was still raised, been clearly foreseeable, there had been no system in place to guard against it.

The High Court said, "The case for the appellant was not that he should have been warned by his employer that if he fell off the truck he might suffer injury, or that if he stepped off the back of the truck into space he would fall. It was not a question of warning the appellant of a risk. It was a question of creating a risk by failing to adopt a safe system of work ... The system of work necessarily had to also take into account that the task was a repetitive one to be performed in a diminishing space". The full court had erred.

The High Court unanimously allowed the general assistant's appeal and set aside the previous orders of the full court. (Czatytko v Edith Cowan University [2005] HCA 14, 6 April 2005).

Employee Must Be paid To Fix Their Mistake

An employer who sacked a worker for refusing to have his pay deducted for a mistake he made at work did so contrary to advice from the then-NSW Department of Industrial Relations, the NSW Industrial Relations Commission (IRC) has found.

Commissioner John Murphy ordered Abacus Shade Structures and Abacus Tarps and Tents to give a young worker 20 weeks pay (\$7,600) for unfair dismissal, saying it sacked him 'for the worst reasons'. The worker had spray painted the wrong serial numbers on tarpaulins. His boss told him he would not be paid at all for the Saturday that he spent correcting them. When the worker presented a letter of demand for the money, he was sacked. (NSW IRC 1041 of 2005. 24/3/05)

Payroll 05/06 Financial Year Figures

Tax-free part of bona fide redundancy payments and approved early retirement scheme payments limits (Lump Sum D) \$6,491 plus \$3,246 for each completed year of service.

Low rate threshold – post June 83 components of ETP when taken in cash for employees 55 years of age and over \$129,751. (ATO now calls this the Upper limit for determining the residual amount for the purposes of section 159SG of the ITAA 1936, that is the threshold on the post-June 1983 component of an eligible termination payment).

Age Based Contribution Limits

- Under 35 - \$14,603
- 35 > 49 - \$40,560
- 50 and over - \$100,587

The employee's age limit is determined at the end of the last day of the income year on which the employer made a superannuation contribution for the benefit of the employee.

Superannuation Guarantee Contribution rates remain at 9%

Superannuation Guarantee – maximum superannuation contribution base \$33,720 per quarter

Superannuation Contribution Surcharge tax – the maximum surcharge will be 10%

- Lower Limit - \$104,496
- Upper Limit - \$126,887
- Divisor - \$2,239.1

The surchargeable contributions threshold is \$4,478

Reasonable Benefit Limits

- Lump Sum - \$648,946
- Pension - \$1,297,886

When Is An Eyebrow Ring Not An Eyebrow Ring?

The Australian Industrial Relations Commission (AIRC) recently ruled that an eyebrow ring posed no more hygiene risk during food preparation than a pair of small earrings.

The commission found in favour of a Victorian butcher who was sacked over his eyebrow ring, and his employer Safeway was ordered to reinstate his employment with back pay and no loss of conditions.

The commission heard that the butcher, Cameron Brown, was sacked in February despite complying for two years with a management requirement that he cover the eyebrow ring with an approved bandaid while at work.

Senior Deputy President Jennifer Acton found the sacking for breaching Safeway's dress code was unjustified as management were aware of the piercing, and the worker had complied with an order to have it covered.

She also said the same dress code for Safeway workers involved in food preparation did allow small ear rings to go uncovered.

"The Safeway Dress Policy allows Mr Brown to wear `one small plain sleeper in each ear`," Ms Acton said. "I do not think Mr Brown's wearing of his eyebrow ring constituted any more risk to hygiene in food handling than if he had worn `one small plain sleeper in each ear`."

Commitment

"There's a difference between interest and commitment. "When you're interested in doing something, you do it only when it's convenient. When you're committed to something, you accept no excuses; only results."

Kenneth Blanchard

Computer Work

A group of Danish researchers has concluded that when organising computer work it is important to allow for physical variation with other work tasks, thereby avoiding employees having to work on the computer during all the work time.

The researchers from Denmark's National Institute of Occupational Health said it was also important to consider the worker's own influence on the speed of work, suggesting that control over work is a key issue too.

The researchers analysed questionnaire responses from 3,361 office workers in 11 Danish companies and reported the findings in the journal: Occupational and Environmental Medicine.

Self-reported Workplace Related Ergonomic Conditions as Prognostic Factors for Musculoskeletal Symptoms (by B Juul-Kristensen and C Jensen) was published in Occupational and Environmental Medicine (volume 62, pages 188-194, 2005)

Our own Easy Restbreak software can remind you to take a break when working on your computer:

http://www.easyhr.com.au/software/easy_rest_break.htm

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