

MORGAN

Human Resource Management

Dear Newsletter Recipients
Welcome to the latest issue of the MHRM Newsletter.

“Thank You Board” (should your business have one?)

I noticed the above board in a workplace recently and thought it was a great idea. It could be used as a means of catching work colleagues being helpful or showing initiative, to congratulate on a birth, birthday or marriage etc. In this instance post it pads were used and placed randomly on the board. It made for interesting reading and had a “feel good” impression. This is definitely a positive way to improve/maintain the culture in a workplace.

Mental Health (SafeWork NSW website)

One in five employees is likely to suffer from a mental illness. It can be brought on by many means (and not necessarily work related) e.g. violence, fatigue, bullying, stress, work pressure, poor work environment or a traumatic event. Psychological (or mental) health just like physical health is an important part of Work Health & Safety.

Psychological health has hazards or potential hazards and must be managed. The difficulty with psychological health issues is that they are not often easy to identify (what I refer to as a non-visual hazard).

The SafeWork website has two publications that may be of assistance to not only identify someone with these health issues but also how to deal with them. They are:

- [How to manage work health and safety risks, Code of Practice](#)
- [Preventing psychological injury, Fact Sheet](#)

Drugs and the Workplace

Alcohol related issues in the workplace appear to be taking a back seat to the use of drugs and its effects on individuals and the workplace. In my view due to the prevalence or perceived prevalence of drug affected workers in the workplace, a Drug and Alcohol Policy is essential and should include a provision for random drug testing; this can be undertaken in house or external (preferred).

One workplace I deal with introduced such a policy and as a result an employee the workplace was concerned about simply resigned. Do not underestimate the positive impact of the introduction of a Drug and Alcohol Policy. If there is an existing policy in place is it time to dust it off and remind workers of the expectations in relation to drugs and alcohol and disciplinary ramifications?

It is not uncommon for non-taking employees to be aware of those that are taking; other employees may raise concerns about working with workers suspected of being on illicit drugs.

If it is not considered to be an issue in your workplace I suggest that may be a little naïve.



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Regards

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