

MORGAN

Human Resource Management

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

Workplace Displayed Safety Signage

Are there those in the workplace that do not adhere to the requirements of displayed safety signage? What is the reason for this? Is it attitudinal? Is it that the signage is obscured or dirty, damaged or even inappropriate? Another strategy that may be worthwhile is displaying signage that contains a degree of humour without dumbing down the importance and significance of the message. It is not suggested necessarily that humorous signage replace existing relevant signage but compliment it. While reviewing existing signage assess its relevance; one should not "assume" that all signage is relevant. I have seen a poster in a workplace that was over thirty years old and out of date by at least 15 years.

Is Personal Hygiene a Health and Safety Issue?

In my view poor personal hygiene in the workplace can be a health and safety issue. Often the person with a problem is not aware that others may find their odour offensive or at least creates some discomfort. There is only one thing to do and that is to address the problem with the offending person, sooner rather than later. Conduct a meeting with the person and their Supervisor/Manager preferably just short of the day's finishing time. The timing may avoid embarrassment for the person for that day with work colleagues. It is important that the detail of the meeting is not discussed with others. Obviously a degree of empathy is required during the meeting.

SafeWork Statistics Financial Year 2014/15 (Source SafeWork)

1. There were 26,280 inspector visits in NSW
2. 91% of compensable fatalities are male
3. 46% decline in compensable claims since 2004/05
4. 6545 improvement notices issued by inspectors
5. 92 penalty notices issued by inspectors
6. 673 prohibition notices
7. 6273 major occupational disease claims
8. 101 completed prosecutions
9. 29% of workplace injuries caused by manual handling
10. Major workplace injuries 32% female, 68% male

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