



Leave, WHS & Vaccinations

Presented by Wendy Jeffery-Lonnie

Your Host today

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Local knowledge.

National Connections.

Global Reach.

-
- Business structure & set up
 - Business valuations
 - Due diligence
 - Accounting, tax, compliance assistance
 - Strategic Planning Workshops



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Today we are covering

1. Leave Management

2. Vaccinations

3. WHS and home office

Quick Poll first.....



Employment Law Basics

Work Health & Safety Act



- \$13,320 and \$66,600 (x 10 for issues relating to vulnerable workers)
- Industrial Instruments
- Employment Arrangements
- Fair Work Act
- Consultation Procedures
- Policies and Procedures



Leave

Annual leave

- Understand your current position
- Review your policy
- Excessive leave definition
- Cashing out annual leave
- COVID clause
- Quarantine and self isolation


Sick Leave

- Understand your position
- Review your policy
- Patterns and data
- When you can ask for a medical certificate
- COVID clause
- Quarantine and self isolation

Return To Work (RTW) requirements

- COVID RTW clause
- Communicate it
- Documentation when it does happen


Vaccinations



Questions to ask?

- Do you want all staff vaccinated
– WHY/WHY NOT?
- Are you willing to have staff
leave?
- Articulate your reasons
- Vaccinated v unvaccinated
staff

Work Health & Safety



Working from home and WHS

- Working from home safety checklist
- Ergonomics
- Check-in expectations
- Environmental factors



Turn your insights
into action

Consider:

- If your policies and procedures have evolved to meet the demands of 2022.
- Develop your RTW
- Review your WFH checklists and realign it with what is happening now and into next year
- Vaccinations – consider your plan now

Questions?

Local knowledge
National Connections
Global reach

Thank you!

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