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Conduct outside of work hours- can and should an employer interfere?

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FIFO communities within Australia have a work/ hard, play/ hard culture, where male dominance is demonstrated by behaviours which include violent confrontations, drinking and the objectification of women

[Carrington, Kerry, *Globalisation, frontier masculinities and violence, - Booze, blokes and brawls*]



Industry response

In 15 years of working at various mine sites I feel safer at any mining camp wet mess than in Northbridge or Fremantle late at night. At least there I know that there are limits on what is served, there is random, targeted or blanket testing for alcohol and drugs the next day and in EVERY site I've ever worked on, a complete, unwavering "one fight and you're out" policy. But lets not let facts get in the way of anecdotes.





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Can employers discipline employees?

- Employers can discipline employees for outside hours conduct if:
 - the conduct is likely to cause serious damage to employment relationship; or
 - the conduct damages employer's interests; or
 - the conduct is incompatible with employee's duties.



What should employers do to minimise risk?

- Implement adequate policies
- Implement adequate reporting systems
- Provide training about employees rights and obligations
- Train managers to identify inappropriate behaviour and ensure action is taken early
- Implement safety measures in employer accommodation





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Thank you

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