



ATHOC INDUSTRY CONFERENCE 2019

MENTAL HEALTH ISSUES AND DISCIPLINE



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HFW

ATHOC
SETTING THE SCENE





ABSENTEEISM

- Lateness
- Regular absences
- Long term absence

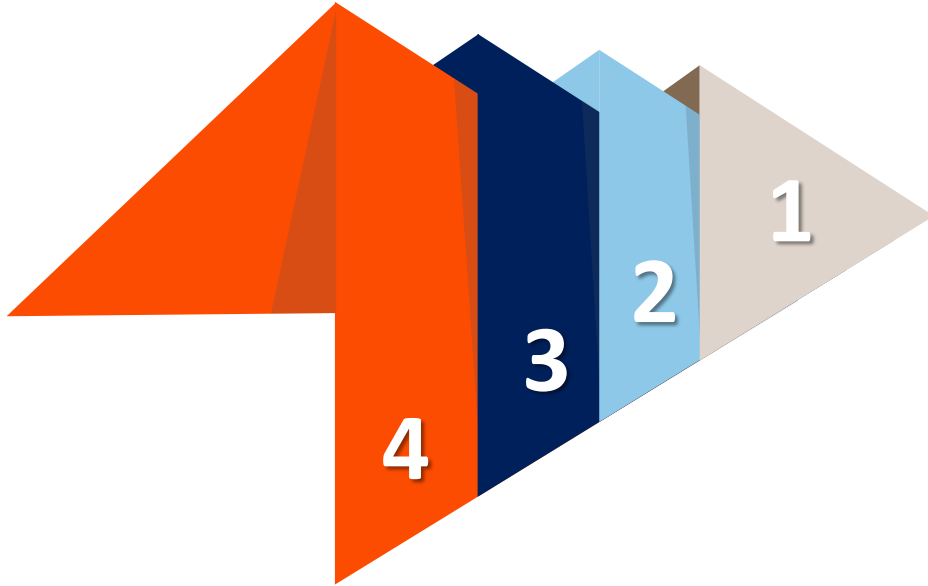
DRUGS AND ALCOHOL

- Hang-over
- Under the influence



CONFLICT

- Conduct issues
- Bullying



- 1 DISABILITY DISCRIMINATION
 - 2 FAIR WORK LAWS
 - 3 PRIVACY
 - 4 WORK HEALTH AND SAFETY
-

REASONABLE ADJUSTMENTS

- Flexible working options
- Change how instructions given
- Extra time/changing tasks
- Making social events optional
- Time off
- EAP

INHERENT REQUIREMENTS







- It is ok to take disciplinary action against a colleague with a mental health issue for unsatisfactory conduct which you would take against any other colleague (drink on shift, rude to a guest, yell at a colleague).
- After making reasonable adjustments, it is ok to start a performance management process with a colleague with a mental health issue if performance issues persist.
- However, great care, patience and compassion is required as you work your way through these processes.



QUESTIONS?

THANK YOU

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