



Looking Out for Your Own Safety

MGA recently reported an incident where a young supermarket retailer wrestled a potential supermarket thief to the ground despite the person holding what appeared to be a gun. In April, in Morley W.A. a white goods retailer was confronted by a person when he was closing his store at 9 pm.

Members are advised to treat all potential threats very seriously and not to take chances with their personal safety.

MGA is currently undertaking a project to help members with preventing and managing retail crime in their stores and the results of the project will be available to members shortly.

What Does the Future Hold for Tobacco Sales?

In our last MGA magazine we reported that the ACT and the NSW Governments are proposing new laws which will focus on removing tobacco products from sight in stores. MGA has lobbied the Governments in the ACT and NSW of the difficulties that retailers will face if new restrictive legislation on the sale of tobacco products is introduced.

The debate on the proposed laws is continuing.

The Victorian Government is now planning to release a Tobacco Control Strategy which it hopes will cut the smoking rates in Victoria by up to 20%. One of the planned strategies is to ban stores from displaying any tobacco products for sale.

MGA will continue to monitor the progress of these Government initiatives and will promote the interests of retailers wherever possible.

Preventing Harassment in Your Workplace

Most employers and employees are aware that discrimination is unacceptable but it can be easy to forget the extent of offensive conduct. Examples of harassment can range from making derogatory comments about a person's gender, race or religion, to displaying offensive posters or screensavers, or contributing to a workplace environment that someone might feel is hostile. Employers should ensure that all employees are aware that unacceptable conduct such as telling crude or offensive jokes will not be tolerated.

It is never acceptable for anyone at work to make discriminatory remarks. In a recent case involving a major supermarket chain, an employee who laughed at racial slurs made by another employee was found to have engaged in a form of harassment.

Employers who do not take reasonable action to remedy situations, harassment can be subject to an action in the Human Rights and Equal Opportunity Commission. It is important for employers to prevent harassment from happening in the workplace. It is important to have an anti discrimination policy in your workplace and ensure that you foster a culture of equity and fairness at all times.

If a claim of harassment is made by an employee, employers should ensure appropriate action is taken to resolve the problem. Members are encouraged to contact an MGA Workplace Relations Advisor for assistance with this process.

MGA Agreement Making Services

If you would like a simple, user friendly workplace agreement with your employees then we can provide you with one.

We have now lodged collective workplace agreements with the Workplace Authority for members in different States, which are fair, clear and easy to read.

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Contact our Workplace Relations Team to discuss your agreement options on

1800 888 479