Lose Your Anger or Lose Your Job

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A business development manager of Advantage Communication and Data Pty Ltd was dismissed in May this year for serious misconduct stemming from anger issues, costing the business a $35,000 shortfall.

Complaints led by ACD's partner, Telstra, alleged that the manager was very aggressive towards Telstra's telephone consultants which in turn lowered employee morale and damaged the working relationship between Telstra and ADM.

The manager's anger management issues consequentially impacted his performance at work, failing to issue invoices for products supplied to clients over a period of nine months, contributing to cash flow issues for the company.

His behaviour was not condoned by the Fair Work Commission. Commissioner Tony Saunders said such misconduct warranted instant dismissal such as repeated breaches of workplace law, breaches of his contract of employment, failing to issue invoices which created a 'serious and imminent risk to the reputation, viability and profitability of ACD's business'.

Tips for Employers

If you have an employee who is prone to anger outbursts or similar misbehaviour, you should:

- **monitor** the working hours your employee commits per week and ensure such hours are not excessive under workplace law and stipulated in the employment contract
- **implement** programs or fund training for employees to help create a healthier workplace environment
- **encourage** work/life balance to foster happier staff members and to remain compliant with employment law
- **ensure** the contract of employment stipulates for dispute resolution procedures or a grievance policy

Questions/Assistance

If you would like more information about this article or if you would like any assistance in other employment law matters, from an employment lawyer in Sydney, please feel free to speak with or email one of our specialist employment lawyers on **(02) 9635 7966** or info@matthewsfolbigg.com.au

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