

GRMSearch Hosts Roundtable on Regulating Employee Behaviour Outside of Work

MELBOURNE – September 28, 2015 – Employers have the ability to regulate their employees' behaviour outside of work hours and will increasingly move to exercise this, according to insights shared at a recent roundtable event hosted by executive search firm GRMSearch (GRM).

GRM, which specialises in legal, compliance, insurance, banking and asset management, this month hosted a roundtable in Melbourne attended by General Counsels and HR Managers to look into this issue, with Glen Bartlett, principal of Bartlett Workplace Lawyers & Consultants and former managing partner of Clayton Utz in Melbourne, invited as the key speaker.

Mr Bartlett specialises in Workplace Relations advice, workplace investigations and restricting, and is a leading provider of management capability training. He said Australian courts and tribunals have been increasingly willing to allow employers to exercise their right to supervise their employees' private conduct in certain circumstances.

“Any behaviour can be regulated, as long as there is sufficient connection between what it is you are looking to regulate and the potential for damage to the employer's reputation or the employee's ability to carry out work,” said Mr Bartlett.

“An employee's behaviour does not have to be illegal for it to be damaging to an organisation, and many companies are now seeking legal counsel in the development of written, enforceable policies to regulate employee conduct outside of work hours,” Mr Bartlett added.

Paul Garth, Managing Director of GRMSearch in Australia, said that the regulation of employee behaviour outside of work was a topic he was seeing a lot of interest in – both from human resource departments and from lawyers.

“It is widely accepted that employee conduct during work hours is subject to the standards set and maintained by the employer, and that any breach of these standards comes with relative consequences,” said Mr Garth.

“There is far less clarity and a lot of interest, however, in options for the regulation of employee conduct outside of work, particularly as this still very much has the potential to impact an organisation's reputation,” added Mr Garth.

The Melbourne roundtable event was part of a series of exclusive events being hosted by GRMSearch looking at topical industry issues.

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About GRMSearch

GRMSearch (GRM) is an award-winning executive search firm specialising in the legal, compliance, insurance, banking and asset management sectors. Headquartered in Hong Kong and with teams in Australia, Japan and South Africa, GRM works closely with many of the most respected firms in its specialist sectors.