

## Compliance Essentials' e-Bulletin April 2014

This year, so far, has brought major legislative changes with the implementation of anti-bullying legislation in January and amended privacy legislation effective in March. Each of these can impact on an organisation's operations and we encourage employers to implement and/or update in house policies and procedures to manage risk and compliance issues.

### Why business needs policies and procedures?

Policies and procedures set the tone of an organisation as well as determining the company philosophy and culture and are a means of putting in place benchmarks for expected behaviours and practices within the organisation. Whether or not an organisation has relevant policies and procedures in place can be a deciding factor in the event of legal action by a dissatisfied employee [read more](#).....

### Anti-bullying

With the implementation of anti-bullying legislation employers are encouraged to protect their organisation by a positive effort to eradicate bullying and discrimination in the work place. With the prevalence of use of social media sites for both business and personal reasons it is recommended that all organisations implement a social media policy applicable to all staff as protection for instances of alleged bullying/vilification using this medium.

### Privacy Law Reform

Changes to privacy legislation were effective from 12 March 2014. To establish if this legislation applies to your organisation we suggest checking out the website of the Information Commissioner [www.oaic.gov.au](http://www.oaic.gov.au) many organisations will be automatically captured by the criteria of the legislation whilst other organisations may wish to voluntarily adopt the Privacy Principles [more](#).....

### Not for Profit news

Organisations that are registered charities have been obliged to follow the requirements of the ACNC since December 2012. News reports tell us that the future of the ACNC now hangs in the balance and we wait for the decision as to the disbandment, or not, of the Commission. In the interim registered charities continue to be answerable to the ACNC in terms of reporting and organisational governance. Whatever the future of the ACNC the governance standards that are in place ([ACNC](#)) provide a good foundation for managing risk and compliance in all NFPs.

### Legacy Systems

What is meant by legacy systems? In summary it's 'the way we've always done it'. These systems, possibly disjointed or piecemeal, may work fine for your organisation however if there is an area of frustration in obtaining information or the whole or part of the process takes up too much time there is likely an way to apply an electronic solution and/or improve functionality. [Find out more](#).....

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