

Today's topic: Workplace surveillance

Workplace Info

workplaceinfo.com.au

NEW TECHNOLOGIES

Increasing in the workplace,
SO...

- What about Privacy?
- What types of surveillance are allowed?

1. TYPES OF SURVEILLANCE & MONITORING DEVICES:



Optical video
(camera/video)



Computer



Telephone



Biometrics
(Fingerprints, Iris pattern,
DNA, Handwriting, Gait)



Tracking
(GPS)



Listening
devices

2. IN AUSTRALIA

Federal legislation regulates telecommunications & prohibits



- Listening
- Recording

without
consent or
knowledge!

State legislation: Listening devices



- Listening to private conversations
- Recording private conversations

without
consent or
knowledge!

3. BIO- OR BODILY - PRIVACY

Applies to:

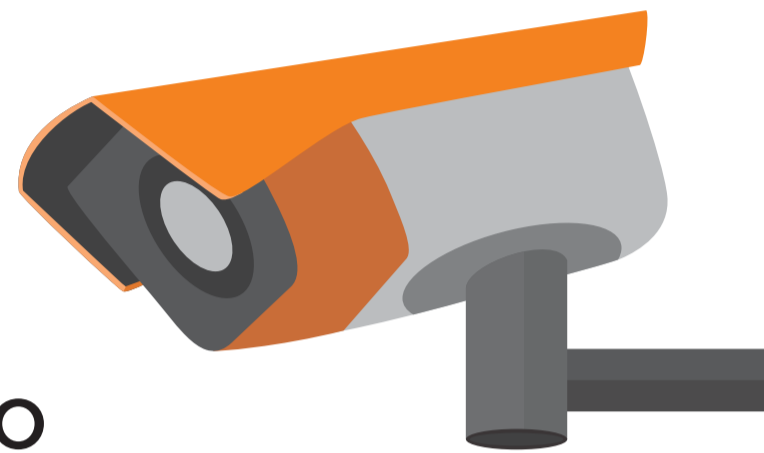
- Medical assessments
- Drug/alcohol tests
- Psychometric tests
- Genetic tests



4. PRE-EMPLOYMENT

Medical, Physical and Psychometric testing

- Consent required!
- Physical testing without consent = assault!
- Results = highly sensitive
- Protected by privacy law
- Disclose results only to legally authorised person(s)



VIDEO SURVEILLANCE NOT ALLOWED:

- Change room
- Toilet facility
- Lactation room
- Shower or other bathing facility at a workplace



Source: Surveillance Devices Act 2007 [NSW];
Surveillance Devices (Workplace Privacy) Act 2006 [Vic]

Computer, Internet & Email Surveillance

- Employer must have a computer surveillance policy
It must be notified in advance
- Email and internet surveillance allowed as long as notice given
Must be notified if their incoming or outgoing emails are blocked
- Normal business practices not considered surveillance

(Source: Surveillance in the Workplace, WorkplaceInfo)