

92% of companies permitting home-based work say health & safety outcomes are worse off-site

Source: International Journal of Health Services, 2008

Working from HOME

Employers' issues

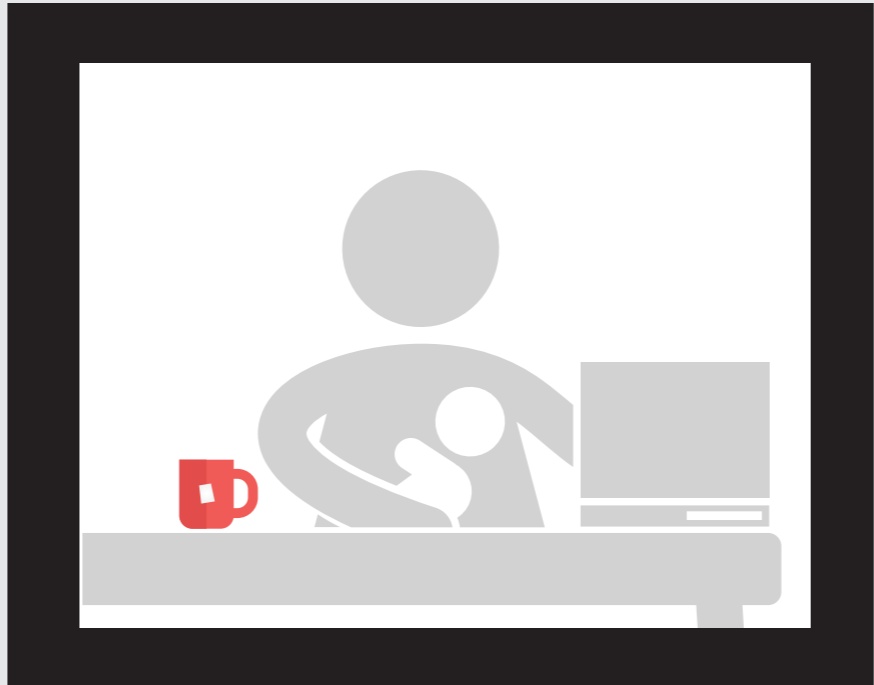
1 **Duty of care:** beyond traditional business premises

2 **Employer liability:** may extend to employees working from home
EVEN while cooking lunch, walking around, etc.

3 **Injury likely to be deemed:** "out of, or in the course of employment"

4 **Employer concern:** liability for injuries while on extended breaks, commonly:

- Flight attendants
- Mining workers



For example?



Employee working from home. Slipped. Fell down stairs – twice!



AAT accepted her claim. "Why" walking down stairs was important:

- 1. to continue her working duties
- 2. directed by employer

25% of employees working from home say work-life balance is improved

Source: McCrindle Research, 2013

8% of Australian workers primarily working from home

Source: Australian Bureau of Statistics, 2013

