

*Based on your answers, and for the purpose of employment law, your alleged conduct may fall into the category of a serious misconduct.*

### **1.07 Meaning of *serious misconduct***

- (1) For the definition of *serious misconduct* in section 12 of the Act, serious misconduct has its ordinary meaning.
- (3) For subregulation (1), conduct that is serious misconduct includes each of the following:
  - (a) the employee, in the course of the employee's employment, engaging in:
    - (i) theft; or
    - (ii) fraud; or
    - (iii) assault;
  - (b) the employee being intoxicated at work;
  - (c) the employee refusing to carry out a lawful and reasonable instruction that is consistent with the employee's contract of employment.