

Legal Framework For..

EMPLOYMENT AND WORKPLACE RELATIONS IN THE PUBLIC SECTOR

**Addressing the impact of the legal framework on the current employment and
workplace relations arrangements in the public sector**

KEY ISSUES TO BE ADDRESSED INCLUDE:

- ❖ Key features of the current National Workplace Relations System
- ❖ Update and impact of the current 'Fair Work Act' on public sector workplace
- ❖ How does the current changes impact the public sector workplace
- ❖ Lessons learned from the previous regime and what to look for in the coming year
- ❖ Rights, obligations and protections for employees, employers and unions
- ❖ Workplace fraud and strategies for limiting risks due to fraudulent activities
- ❖ The legal impact of workplace surveillance and testing on public sector workplace
- ❖ Termination of employment and general protections under the new system
- ❖ Unfair dismissal and how courts view adverse action
- ❖ Key features of the 'Model Health Safety Act' and its impact on public sector workplace
- ❖ The rights and duties of people at the workplace as per law
- ❖ Personal liability in federal public sector for the first time and its impact
- ❖ Managing workplace performance and disciplinary issues

Who Should Attend?

Directors, Senior Managers, Managers and Officers responsible for:

- * Workplace Relations
- * Employee Relations
- * Legal Advisory Roles
- * Recruitment
- * HR Management
- * Employee Safety and Welfare
- * Industrial Relations
- * People Management

TO REGISTER CALL NOW!

TEL: (02) 95852304 FAX: (02) 95852094, Email: info@learningnetworks.com.au

Organised By: LEARNING NETWORK SOLUTIONS



CONFERENCE OVERVIEW

Public sector workplace is governed by laws and a range of legislations that have a profound impact on employment and workplace relations and the 'HR' function as a whole. Backed up an experienced and excellent faculty of speakers, Learning Network Solutions is proud to present its 3rd annual conference that will address the impact of the legal framework on the current workplace arrangements and reforms in the public sector.

This unique conference will address the legal and legislative impact of the current National Workplace System on the public sector workplace. It will detail key elements of the legal framework and the challenges it brings along with it for efficient management of public sector workplace and workforce.

PROGRAM AGENDA

Tuesday 14th September, 2010

8.30 – 9.00: REGISTRATION & MORNING TEA ON ARRIVAL

9.00 - 9.15: OPENING REMARKS BY THE CHAIR

Tim McDonald, Partner, **Moray & Agnew Lawyers**

9.15 – 10.10: SESSION 1

KEY FEATURES OF THE CURRENT NATIONAL WORKPLACE RELATIONS SYSTEM

- Key features of the Fair Work Act
- Rights, obligations and protections for employees, employers and unions
- The role of Fair Work Australia
- Other laws that apply

Presented by:

Maree Skinner, Special Counsel, **Dibbs Barker**

10.10 -10.30: NETWORKING TEA BREAK

10.30 - 11.25: SESSION 2

UPDATE ON THE FAIR WORK ACT: How the legislation has developed

- Some issues in the Act still to be worked out
- Six lessons learned
- Top ten tips for 2010/11

Presented by:

Michael Tehan, Partner, **Minter Ellison**

11.25 – 12.25: SESSION 3

WORKPLACE FRAUD AND STRATEGIES FOR LIMITING RISKS

- The impact of technology
- Preventative measures
- Workplace surveillance and testing
- Conducting investigations
- Strategies for recovery

Presented by:

Joe Catanzariti, Partner –Workplace Relations, Employment & Safety, **Clayton Utz**

12.25 - 1.20: NETWORKING LUNCH

1.20 – 2.15: SESSION4

UNFAIR DISMISSAL AND MANAGING PERFORMANCE AND DISCIPLINARY ISSUES IN THE PUBLIC SECTOR

This mock hearing format demonstrates the process and procedures involved with unfair dismissal claims. It will also examine how performance and discipline has been handled.

Is the dismissal unfair? You be the judge!

Presented by:

Tim McDonald, Partner, Moray & Agnew Lawyers

2.15 -3.10: SESSION 5

TERMINATION OF EMPLOYMENT AND GENERAL PROTECTIONS

- What are the general protections including adverse action
- The difference between general protections and unfair dismissal
- Notice requirements before terminating employment
- Recent unfair dismissal cases
- How courts view adverse action

Presented by:

Sara Ralph, Partner, Norton Rose

3.10 - 3.25: AFTERNOON TEA

3.25 - 4.20: SESSION 6

UNDERSTANDING THE MODEL HEALTH AND SAFETY ACT AND ITS IMPACT ON THE PUBLIC SECTOR WORKPLACE

- The new primary duties of care, including the officers' duties of care.
- Personal liability in Federal public sector for the first time - who will be an officer?
- The rights and duties of people at the workplace
- Participation and protection & enforcement and compliance

Presented by:

Siobhan Flores-Walsh, Partner, Australian Business Lawyers

4.20 – 4.30: CLOSING REMARKS BY THE CHAIR

**Legal Framework For..
EMPLOYMENT & WORKPLACE RELATIONS IN
THE PUBLIC SECTOR**

**1 Day National Conference: Tuesday, 14th September
Venue: Cliftons Centre , Canberra**

REGISTRATION FORM

*** Three Ways To Register:**

Tel: (02) 9585 2304
Fax: (02) 9585 2094
Email: info@learningnetworks.com.au

INVESTMENT TOTAL:

- Register by 15th July: \$899 + GST (\$ 988.9)
- Register from 15th to 20th August: \$1099 + GST (\$ 1208.9)
- Register after 20th August: \$1249 + GST (\$1373.9)

First Delegate:

Name _____
Position _____
Email _____

Second Delegate:

Name _____
Position _____
Email _____

Third Delegate:

Name _____
Position _____
Email _____

Organisation: _____

Address: _____

Telephone: _____ Fax: _____

Sign: _____

- * Invoice shall be sent after receipt of the registration
- * Cheques made payable to *Learning Network Solutions*
- * Please quote company name & invoice no. for EFT payments.

Please debit my:

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Card Number: _____

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Cardholder's Name: _____

GROUP DISCOUNTS: Only one discount applies

- Register 2 or 3 delegates and a 10% discount on the total package
- Register 4 delegates and get a free pass for the 5th delegate
- Register 6 delegates and get 2 additional free passes
- Please contact us for a customized package of more than 8 delegates

VENUE

Cliftons Centre, Canberra, Level 2, 10 Moore St
Tel: 1800629088

DOCUMENTATI

Conference documentation provided by speakers will be supplied to delegates at the venue.

PRIVACY POLICY

We respect your privacy and hence we have a strict privacy policy where we do not have mailing lists. We do not send out hard copies or emails without the consent of the receiver.

CANCELLATION POLICY

Cancellations made after the early bird offer will attract a 10% cancellation fee. For cancellations done within 2 weeks of the program you are liable to make full payment and no refund can be made. We will issue you a credit note that could be used to attend any of our future events of the same amount. If the conference is not held due to any reason, our liability is limited to the event fee only. In any event our liability is limited to the event fee only.

PROGRAM CHANGES

We reserve the right to make changes in the program and the panel of speakers and the venue.

PROFESSIONAL DEVELOPMENT

If this training conference is relevant to your ongoing legal professional development, you may claim one unit for each hour of attendance. Refreshment breaks are not included in this hour.

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