



## WORKPLACE RELATIONS & SAFETY

# 2012 WORKPLACE RELATIONS & SAFETY KNOWLEDGE PROGRAM

### AN OVERVIEW

In 2012, HWL Ebsworth's Workplace Relations & Safety Group will be presenting a series of workshops designed specifically to equip employers with the skills and knowledge to deal with common workplace issues. We aim to provide managers and HR & OHS professionals with practical information and tools to assist them in dealing with what is often a complex legal minefield with significant penalties when things go wrong.

Our Program seeks to de-mystify employment and safety related scenarios so that participants are able to take away practical knowledge they can apply immediately and tools they can use in their workplace for the future. The Program is designed for small group learning, that is, we aim to keep the groups at a small number to ensure interaction, effective role playing and a collaborative learning environment. The workshops run for half a day from 9.00am - 1.00pm.

### TOPICS COVERED

The 2012 Workplace Relations & Safety Knowledge Program will cover a broad range of topics which have been selected based on our experience and understanding of some of the important workplace relations and safety concerns facing businesses today. This includes comprehensive workshops on the following topics:

- WHS Act Compliance and Officer Due Diligence
- Bullying, Harassment, Discrimination and General Protections Claims
- Best Practice WHS Management Systems and Managing WHS Incidents
- Enterprise Agreements and Good Faith Bargaining: Avoiding the Pitfalls; Negotiating with Unions
- Conducting Effective and Fair Workplace Investigations
- Management of Ill, Injured and Disabled Workers
- Management of Contractors Under the WHS Act; Contractor or Employee? Be Clear
- Performance Management, Termination of Employment, Unfair Dismissal and Adverse Action

### WHO WILL BENEFIT THE MOST?

Our workshops are designed specifically for HR and OHS Managers, professionals and anyone who is involved in the management of people in the workplace.

### FEEDBACK FROM PAST ATTENDEES

*"Practical and logical. Very relevant to workplace issues experienced today. Very concise informative handouts with tools which can be used in the workplace especially from a management perspective".*

*"I found it very enlightening and helpful. The small group meant that I was able to ask relevant questions to my workplace".*

*"The session was extremely well laid out, well communicated and relevant. All matters were related back to real cases with legislative jargon avoided. As a HR professional, I found this seminar informative and relevant to my day-to-day work".*







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### WORKSHOP DATES

<b>Thursday, 15 March 2012</b>	WHS Act Compliance and Officer Due Diligence
<b>Thursday, 26 April 2012</b>	Bullying, Harassment, Discrimination and General Protections Claims
<b>Thursday, 17 May 2012</b>	Best Practice WHS Management Systems and Managing WHS Incidents
<b>Thursday, 14 June 2012</b>	Enterprise Agreements and Good Faith Bargaining: Avoiding the Pitfalls; Negotiating with Unions
<b>Thursday, 19 July 2012</b>	Conducting Effective and Fair Workplace Investigations
<b>Thursday, 16 August 2012</b>	Management of Ill, Injured and Disabled Workers
<b>Thursday, 13 September 2012</b>	Management of Contractors under the WHS Act; Contractor or Employee? Be Clear
<b>Thursday, 18 October 2012</b>	Performance Management, Termination of Employment, Unfair Dismissal and Adverse Action

### WORKSHOP LEADERS

 <p>Michael Connolly, Partner</p>	<p>Michael specialises in Occupational Health and Safety (OHS) law. He has a detailed understanding of the relevant legislative obligations in OHS jurisdictions in NSW and across Australia and has a background as a WorkCover NSW OHS inspector and legal officer. He provides specialist advice to employers across a range of industries including national peak OHS bodies.</p>
 <p>Steven Penning, Partner</p>	<p>Steven specialises in employment, industrial relations, human resources and workplace issues and is an Accredited Specialist in Employment and Industrial Law and a member of the Specialist Accreditation Employment &amp; Industrial Law Advisory Committee (the Specialist Committee that oversees the specialists). For several years he has been named by Doyle's Guide as one of Sydney's top Recommended Employment Lawyers.</p>
 <p>Sian Ryan, Special Counsel</p>	<p>Sian specialises in employment and discrimination law. Sian has extensive litigation experience and has conducted hundreds of matters across the various employment, discrimination and industrial courts and tribunals. Sian also has considerable experience in employee injury claims and occupational health and safety. Sian is an Accredited Specialist in Employment and Industrial Law.</p>
 <p>Ron McCallum, Consultant</p>	<p>Emeritus Professor Ron McCallum AO is Australia's pre-eminent expert in labour law and a consultant with HWL Ebsworth's Workplace Relations &amp; Safety Team. Ron is the first totally blind person to be appointed to the Deanship of a Law School in Australia or New Zealand. Ron is the inaugural president of the Australian Labour Law Association and in 2011, was named Senior Australian of the Year.</p>