

MASTERCLASS SERIES

Employee & Workplace Relations MASTERCLASS 2010

The ALB Masterclass Series is proud to present the latest learning and networking event for employment law specialists, HR professionals and union groups, focusing on the changing landscape of Australian employment law and workplace relations.



PROGRAM HIGHLIGHTS

- Analyse GOOD FAITH BARGAINING case studies and the role of unions
- Understand how to comply with MODERN AWARDS transitional provisions
- Prepare for PAID PARENTAL LEAVE commencing January 2011
- Refine your knowledge of EXECUTIVE REMUNERATION, termination and post-employment restraints
- Examine general protection of WORKPLACE RIGHTS
- Explore EQUAL OPPORTUNITY and complaint investigation issues
- Gain guidance on HARMONISATION OF OH&S legislation
- Focus on the FAIR WORK OMBUDSMAN investigation and prosecution process

All sessions run 8:30am-4:30pm

Melbourne: Wednesday 15th September 2010 Rydges Melbourne, 186 Exhibition St

Sydney: Wednesday 22 September 2010 Sydney Harbour Marriott Hotel at Circular Quay, 30 Pitt St

Brisbane: Thursday 18 November 2010 Brisbane Marriott Hotel, 515 Queen St

YOUR BRISBANE SPEAKER FACULTY



Aaron Anderson partner Norton Rose



David Cormack barrister-at-law Queensland Bar



Hedy Cray partner Clayton Utz



Joanna Glynn partner Freehills



Ken Greedy associate director, employment strategies Griffith University



Heinz Lepahe partner Cooper Grace Ward



Martin Osborne partner Norton Rose



Dan Williams partner Minter Ellison

Samantha Betzien partner Minter Ellison

HOW TO REGISTER

visit: www.albmasterclass.com

Phone: (02) 8437 4726

E-mail: eventqueries@keymedia.com.au

Official online partner

Official publication

Supported by

Organised by









ALB

MASTERCLASS SERIES

Employee & Workplace Relations MASTERCLASS 2010

KEY BENEFITS

- Earn up to 6 CLE/CPD points
- Hear the latest case law updates and legislative reforms
- Develop new strategies and innovative practices
- Receive comprehensive course notes
- Increase your industry contacts through networking

Brisbane Agenda: Thursday 18th November

8:30am Registration opens

9:00am Welcome & opening remarks from the Chair

- Opening remarks reflecting on the employee relations landscape
- Inviting contributions from delegates about what they expect to get out of the conference

Ken Greedy, associate director, employment strategies, Griffith University

9:10am Analysis of good faith bargaining – Examination of case studies and unions' role in the process

- · Practical guidance on what good faith bargaining should look like
 - > Role of the unions in good faith bargaining: CFMEU v Tahmoor Coal [2010] FWAFB 3510
- Lessons from Fair Work Australia The implications of McDonald's and the Shop Distributive and Allied Employees Union (SDA)
- Analysis of case studies in protected action ballots

Hedy Cray, partner, Clayton Utz

9:55am Modern Awards the sleeping giant: Essential concepts you need to understand to comply with the transitional provisions of Modern Awards

- Practical tips and guidance on implementing Modern Awards' transitional provisions – Examination of Fair Work Ombudsman Guidance Note 7
 - > Guidance on which entitlements must be phased in
 - > Identify any allowances that must be paid immediately
 - > Correctly calculate wage and loading payments
- Application of the "Better Off Overall Test"
- Case studies and applied examples

Samantha Betzien, partner, Minter Ellison

10:40am Refreshment & networking break

11:00am Practical guidance on Individual Flexibility Agreements (IFA) & paid parental leave

- Comparing and contrasting Individual Flexibility Agreements and "Preferred working hours" clauses
- Drafting an effective IFA satisfying the "Better Off Overall Test"
- What are the "reasonable business grounds" to refuse an IFA?
- Examples of essential workplace procedures required for an IFA request
- Be prepared for paid parental leave requests tips on essential workplace policies and procedures you need to have by January 2011

Dan Williams, partner, Minter Ellison

11:45am Refining your technical skills & knowledge in dealing with executive remuneration arrangements, executive termination payments & post-employment restraints

- Tips for negotiating executive contracts
- Effect of amendments to the Corporations Act 2001 (Cth) The impact on directors and senior executive remuneration arrangements and termination entitlements
- Best-practice drafting of senior executive contracts including:
 - > Ensuring flexibility
 - > Making sure your restraints are enforceable
 - > Dealing with incentive arrangements

Joanna Glynn, partner, Freehills

12:30pm Networking lunch for speakers & delegates

1:15pm Examining general protection of workplace rights: Adverse action & other issues

- Case studies on avoiding adverse action in termination and performance management of an employee
 - > Jones v Queensland Tertiary Admissions Centre Limited (No 2) 2010 FCA 339 (QTAC)
 - > Barclay v The Board of Bendigo Regional Institute of TAFE [2010] FCA 284
- Examples of best-practice procedures and training under the new general protection provisions
- Case studies and guidance on managing long-term ill workers including McLachlan v Endeavour Coal Pty Ltd [2009] NSWADT 312

Martin Osborne, partner, Norton Rose

2:00pm Exploring equal opportunity & complaint investigation issues in the workplace

- Amendments to the Sex Discrimination Act (Cth)
 - > Analysis of proposed changes in the first phase of reform and what it means to employers
 - Exploration of the upcoming broader reform process and what it means to employers
- Complaint investigation
 - > Best practice in grievance investigations
 - > Analysis of the essential policies and procedures you need for natural justice
- Make sure your workplace policies aren't discriminatory: Police
 Association of New South Wales v Commissioner of Police, New South
 Wales [2010] NSWADT 56

Heinz Lepahe, partner, Cooper Grace Ward

2:45pm Refreshment break

3:00pm Occupational Health & Safety issues – Practical tips on avoiding bullying in the workplace, harmonisation of OH&S legislation across Australia & case studies

- Avoiding bullying in the workplace Analysis of essential antiharassment and anti-bullying policies and tips and guidelines for creating a safe workplace
- Essential guidance on the implication of the proposed harmonisation of OH&S legislation across Australia – What you need to know to be prepared
- Case studies Impact of Kirk v Industrial Relations Commission; Kirk Group Holdings Pty Ltd v WorkCover Authority of New South Wales (Inspector Childs) [2010] HCA 1 on your OH&S policies

Aaron Anderson, partner, Norton Rose

3:45pm Analysing the Fair Work Ombudsman investigation and prosecution process

- Focus on Guidance Note 8 FWO investigative process
- What you need to do to avoid prosecution
- Consequences of contravention Media releases and fines

David Cormack, barrister-at-law, Queensland Bar

4:30pm Closing remarks from the Chair & conclusion of Masterclass

3 EASY WAYS TO REGISTER

1 PHONE: 02 8437 4736

ONLINE: www.albmasterclass.com

6 E-MAIL:

hadzisani.mokwena@keymedia.com.au

This form is a tax invoice when completed ABN: 74 096 504 308 $\,$

PA	YMENT D	ETAILS						
Please reserve me place(s)								
Employee & Workplace Relations Masterclass 2010 All sessions run 8:30am-4:30pm								
	Melbourne: Wednesday 15th September 2010 Rydges Melbourne, 186 Exhibition St							
	Sydney: Wednesday 22nd September 2010 Sydney Harbour Marriott Hotel at Circular Quay, 30 Pitt St							
	Brisbane: Thursday 18 November 2010 Brisbane Marriott Hotel, 515 Queen St							
REGISTER & PAY BY FRIDAY 6 AUGUST 2010								
		d individual pass						
	(4 delegates	d team pass s from the same organi:	\$2623.50 inc gst sation)					
REG	REGISTER & PAY AFTER FRIDAY 6 AUGUST 2010							
	Standard	l individual pass	\$1094.50 inc gst					
	Standard	I team pass s from the same organis	\$3283.50 inc gst					
TOTAL PAYMENT			\$					
DEBIT MY CREDIT CARD Please supply your credit card details below								
	CHEQUE	Payable to Key Media	Pty Ltd.					
	SEND ME AN INVOICE							
CA	RD DETA	ILS						
	VISA	MASTERCARD	DINERS AMEX					
Please note: For payments made with American Express and Diners, a 4% processing fee will be added to the final invoice AMEX 4 DIGIT PIN								
CARD	NUMBER		AIVIEA 4 DIGIT PIN					
EXPIR	Y DATE	NAME ON CARD						
	/							
	/		CCV					
SIGNA	CCV. SIGNATURE							

ALB MASTERCLASS SERIES Registration form

DELEGATE INFORMATION PLEASE COMPLETE IN BLOCK LETTERS

MR/MS/MISS/MRS (please circle)							
FIRST NAME		LAST NAME					
COMPANY							
JOBTITLE							
POSTAL ADDRESS							
SUBURB		STATE	POSTCODE				
TELEPHONE		FAX					
MOBILE							
E-MAIL A LIST OF SEMINAR PARTICIPANTS MAY BE PROVIDED TO OUR PRESENTERS. TICK THIS BOX IF YOU WISH TO BE EXCLUDED FROM THE LIST DELEGATE 2 MR/MS/MISS/MRS (please circle)							
FIRST NAME	LAST NAME						
JOB TITLE E-MAIL DELEGATE 3 MR/MS/MISS/MRS (please circle)							
FIRST NAME	LAST NAME						
JOB TITLE DELEGATE 4 FREE MR/MS/MISS/MRS (please circle)	E-MAIL						
FIRST NAME	LAST NAME						
JOB TITLE CANCELLATION, TRANSFER AND PRIVACY If you are unable to attend, a substitute delegate is welcome at no extra charge. Cancellations received 14 or more working days in advance will incur a 50% charge of the GST inclusive rate. The company regrets that no cancellations will be accepted within 14 working days of the start date; however, a credit note will be issued. Should we cancel or postpone a conference, delegates will receive a full refund. Key Media is not responsible for any loss, damage or additional costs as a result of an alteration, cancellation or postponement of a conference. We reserve the right to vary the program and speakers. Key Media is not liable for the content of speaker presentations. Photographs/audio visual content may be produced at this conference and may be used for future ALB Masterclass collateral.							
Information provided in the registration form will be entered into our database for the purpose of processing payments and registrations. We may also use it to provide you with future marketing material. A list of seminar participants may be provided to our presenters and stakeholders.							
YOU WILL RECEIVE A CONFIRMATION OF YOUR REGISTRATION VIA EMAIL. IF YOU DO NOT RECEIVE THIS CONFIRMATION WITHIN 48 HOURS, PLEASE CONTACT ACCOUNTS ON +612 8437 4700.							

ORGANISED BY

S518/TEL-HM

FAX TO: +612 8437 4753

MAIL TO: Level 10, 1 Chandos St,

St Leonards NSW 2065