

Workplace Legal Issues workshops



Workplace law is currently undertaking significant and rapid changes, placing considerable burden on employers to ensure compliance.

Seminars and newsletters updating participants on current requirements are useful, but they do not provide a forum within which to explore in greater detail the issues as they relate to individual employer's circumstances and experiences.

Piper Alderman is conducting Workplace Legal Issue workshops to meet these needs.

Designed as interactive sessions, the workshops allow time for the presenter to detail relevant amendments and developments, work through some 'real life' examples and allow questions and issues raised to be thoroughly explored.

The sessions are limited to 15 participants and provide an opportunity for practitioners to interact with other HR/ER practitioners.

The workshops are ideally suited for HR Managers in small to medium sized companies, and HR Officers within HR teams in larger enterprises.

Workshop 1 Contracts of Employment

22 July 2008
8.30 am for a 8.45 am start
– end 11.30 am

Workshop 2 Workplace Agreements

21 August 2008
8.30 am for a 8.45 am start
– end 11.30 am

Workshop 3 Termination of Employment

23 September 2008
8.30 am for a 8.45 am start
– end 11.30 am

Location
Level 24, 385 Bourke Street
Melbourne Vic 3000

Morning tea will be served

Cost
\$340 (+ GST) per person per session*

*A 10% refund is available for employers who book 3 or more participants in any one session, or 1 participant in all 3 sessions.

As workshops fill, further workshops will be arranged. Workshops may also be arranged for delivery at your workplace.

Please register and pay online by clicking on the link below:

www.MyBookingManager.com/WorkplaceLegalIssues

Workshop details

Workshop 1 Contracts of Employment

22 July 2008
8.30 am for a 8.45 am start
– end 11.30 am

This session will consider:

- How contracts of employment should be constructed.
- How they interact with other industrial instruments eg awards, collective agreements etc.
- Review of specific clauses eg restraint, confidentiality, probation/qualification period, company policy and procedures etc.
- What recourse do employers and employees have when things go wrong eg Australian Industrial Relations Commission, the Court, injunctions etc.
- Implication of labour reforms eg 10 minimum standards etc.

Workshop 2 Workplace Agreements

21 August 2008
8.30 am for a 8.45 am start
– end 11.30 am

This session will consider:

- The types of workplace agreements available eg ITEA's, Union and non-union agreements, Greenfield agreements.
- Coverage ie who they cover, who they can't cover, exceptions, time limits.
- What can and can't be included in a workplace agreement, the relationship with other industrial instruments eg awards.
- Negotiating agreements eg procedural requirements, time frames, protected action, secret ballots etc.
- Termination/Cessation of workplace agreements.
- Beyond 2009 – Rudd/Gillard reforms.

Workshop 3 Termination of Employment

23 September 2008
8.30 am for a 8.45 am start
– end 11.30 am

This session will include:

- Types of termination eg resignation, summary dismissal, redundancy.
- Issues that can arise eg garden leave, redundancy payments, notice etc.
- Unfair Dismissal ie how is a dismissal unfair, how is it avoided, who is subject to it etc.
- Unlawful Termination – what is it, who is at risk etc.
- Australian Industrial Relations Commission ie who may apply, what are the limitations, what is the procedure.
- The effect of the Rudd/Gillard reforms.