

HUMAN RESOURCES SEMINAR & EXPO

INDUSTRIAL RELATIONS - a UNIONS' PERSPECTIVE

The unions platform and issues with the Fair Work Act

FAIR WORK ACT FROM AN EMPLOYERS PERSPECTIVE

The move away from the best interests of the employer—disadvantaging business

ADVERSE ACTION

Review of adverse action claims and decisions in the past 12 months (including the Barclay update)
Implications for employers - remedies, pecuniary penalties and costs

BULLYING AND HARASSMENT

Workplace bullying - Why it is a health and safety issue and how to manage it.

SOCIAL MEDIA—MANAGING THE VIRTUALLY UNMANAGEABLE

Employer boundaries, recent cases and impact on bullying & harassment, discrimination

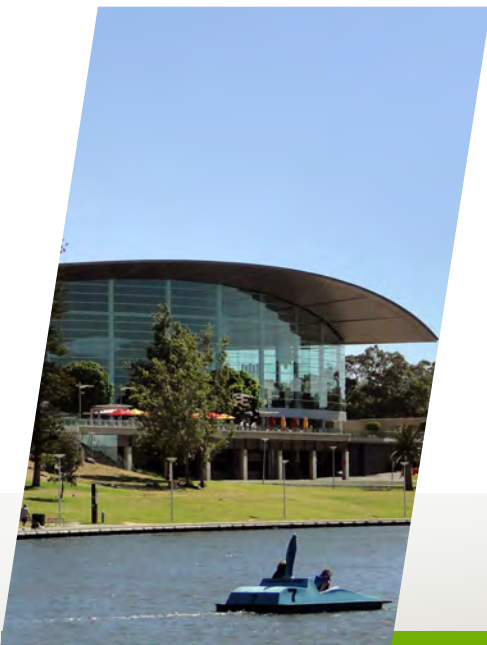
ADDRESSING KEY IMMIGRATION ISSUES AND HOW IT TIES IN WITH INDUSTRIAL RELATIONS

Issues arising from the use of foreign labour in Australia
Addressing issues relating to wages for foreign workers immigrating into Australia and their legal rights

HR BEING ACCOUNTABLE FOR BOTTOM LINE RESULTS

How to demonstrate value add to the bottom line. Impacting the strategy and direction of the business.

Adelaide Convention Centre
Adelaide SA
Wednesday 22nd August



HR/IR and OHS specialists
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HUMAN RESOURCES SEMINAR & EXPO

8:00am Registration, Networking & Coffee

8.45am

Keynote:

INDUSTRIAL RELATIONS - UNIONS' PERSPECTIVE

- The issues with the Fair Work Act and the changes proposed by Unions?
- The National workplace safety standards, the new union campaign—WHS the new industrial format?
- Strengthening and enhancing the rights of workers for a secure job before bringing in overseas labour

9.30am

Theresa Hines

Managing Director Employer Global Solutions PL

Telstra Business Woman of the Year 2011

Review of the Fair Work Act from the employers perspective and its future

- What are the key problems identified by the parties?
- What works and what needs to change?
- Can we stop the movement away from the best interests of employers?
- Review of modern awards - How are they shaping up?
- Enterprise award modernisation - What lies ahead?
- Other significant cases impacting on FWA

10.15am Morning Tea

11:00am

Lincoln Smith

Partner Employment and Industrial Relations

Norman Waterhouse Lawyers

Adverse action and managing the risks of adverse action claims

- What constitutes adverse action
- A review of adverse action claims and decisions in the past 12 months (including the Barclay update)
- Implications for employers - remedies, pecuniary penalties and costs
- The process of addressing adverse action claims under the Fair Work Act
- Applying effective strategies in managing risks associated with possible adverse action claims

11.45am

Gemma Farquhar

Manager-People relations

QANTAS

Making a stand against bullying and harassment

- Workplace bullying - Why it is a health and safety issue
- Codes of Practice under the WHS Act and how they will affect organisations
- Assessing preventative methods for bullying and harassment and harnessing a zero tolerance culture and why employers should promote this
- Initiating policies that foster a healthy non threatening environment

12.30pm Lunch & Networking

1.30pm

Paulette Kolarz

Managing Director

BespokeHR

Retention and Attraction of High Calibre Staff

- Attraction, Retention and Better Practice Employers
- How to calculate the cost of disengagement in the workplace
- Learn why people choose to leave an organisation
- Learn some of the things better practice employers are doing to attract and retain talent
- Tools and Tips to improve culture

2.15pm

TBA

Human Resources being accountable for business financial results

- Human Resources role in identifying business opportunities in current climate.
- Ensuring that you bring your employees on the journey when going through periods of growth and change.
- Human Resources partnering with business leaders and impacting the strategy and direction of the business.
- Human Resources needing to demonstrate value add to the bottom line, rather than being seen as a cost.

3.00pm Afternoon Tea

3:30pm

Amanda Tinner

Director

Visa Executive Pty Ltd

Addressing key immigration issues and how it ties in with industrial relations

- Issues arising from the use of foreign labour in Australia
- Addressing issues relating to wages for foreign workers immigrating into Australia and their legal rights
- Closing the gaps within the immigration system pertaining to 457 labour agreement and enterprise Migration Agreement
- Actions taken to get the processes right before employers are granted an open passage

4.15pm

Sonia Albertini

Partner; Minter Ellison Lawyers

Social Media - Managing the virtually unmanageable

- Reviewing the recent Fair Work Australia decisions regarding social networking
- Use of personal information collected on social networking - restrictions on employers
- Employee boundaries on social media posts
- Discussing the social media and workplace bullying and harassment debate
- Practical tips on the development and implementation of social media policies

5.00pm End of Conference

Thank-you for attending

Guest Speakers

Sonia Albertini,

Special Counsel

MINTER ELLISON

Sonia joined Minter Ellison in 2004 and was appointed Special Counsel in January 2009. Prior, Sonia worked at EMA Legal and Norman Waterhouse Lawyers.

Sonia has been practicing in the areas of workplace relations for more than 15 years. She has extensive experience as an industrial relations and human resources advisor in a range of industries including mining, insurance, disability, education, security and media.

Sonia is recognised for her ability to blend practical legal advice and commercial awareness with a strong understanding of her clients' business objectives.

Sonia's relevant workplace relations experience includes providing advice regarding compliance and enforcement issues, enterprise bargaining, performance management and termination of employment, transmission of business, OHS, equal opportunity matters, restraints and contract preparation.



Lincoln Smith

Partner Employment and Industrial Relations:

Norman Waterhouse Lawyers

Lincoln brings significant Employment, Industrial and Media Law Expertise, with over a decade of legal experience representing corporate clients in Industrial, Employment, Occupational Health and Safety and Discrimination proceedings across a range of jurisdictions and Courts, including the Federal Court, Supreme Courts of South Australia and Victoria, the Australian Industrial Relations Commission and its successor Fair Work Australia. Lincoln brings experience from an organisations perspective having been seconded to General Motor Holden during his career. He specialises in solutions that achieve the industrial and commercial needs of his clients. Lincoln has a Bachelor of Laws and Legal Practice (First Class Honours) (Flinders University) as well as a Bachelor of Commerce (Flinders University).



Theresa Hines

Managing Director, Employer Global Solutions Pty Ltd

Theresa, a 2011 winner of the Telstra Business Women's Awards (SA) has extensive experience in Occupational Health and Safety, Human Resources and Industrial relations. Theresa as Managing Director of Employer Global Solutions partners with business to achieve their Human Resource, industrial Relations and Work Health and Safety outcomes. Their clients include wineries, mining, manufacturing, aged care, construction, retail and medical.

She managed a team responsible for the management of factory closures, significant redundancy and outplacement programs, in numerous industrial agreement negotiations, self insurance accreditation, Workers Compensation savings of over 8 million dollars and significant reductions in injuries and claims. She has Tertiary qualifications in Business and Management and Post Graduate qualifications in Occupational Health and Safety. Her career has included mining and manufacturing industries. In industrial, human resource and WHS roles.

As Global Director of Environmental, Health and Safety for the Electrolux Group of Companies, she was responsible for 34 manufacturing facilities, some 45,000 employees throughout Asia Pacific, Europe, Latin America and North America. Her responsibilities and experience include Human Resources, Industrial Relations, Safety, Workers Compensation, Rehabilitation and Organisational Development. She has tertiary qualifications in Business (Labour Law), Management (HR/IR) and Post Graduate OHS Management. Theresa is on the South Australian Governments Industrial Relations Advisory Committee.



Guest Speakers



Paulette Kolarz
Managing Director
BespokeHR

Paulette, as Managing Director of BespokeHR works with businesses to maximise productivity, potential and profit by providing a one-stop shop when it comes to people. She assists companies recruit, manage, grow and transition their workforce and has a background across a wide variety of industries. Paulette has a wealth of experience including her previous role as the GM Human Resources, Organisational Development and Public Relations for Harris Scarfe Australia, in addition to her also managing their \$80m flagship store in Rundle Mall (Adelaide). She was one of the executives involved in the successful resurrection and rebranding of the Harris Scarfe business after it came out of receivership in 2001. Paulette has a Degree in Management, Honours in Human Resources and Associate Diploma in HR/IR (University of South Australia). In 2008, she was nominated SA Telstra Business Woman of the Year, SA Price Waterhouse Coopers Young Business Woman of the Year and SA Hudson Private and Corporate Business Woman of the Year. She holds various board positions including Urban Myth Theatre of Youth, Bedford Foundation, SA Government Industrial Relations Advisory Committee and the SA Business Development Council.



Amanda Tinner
Director
Visa Executive Pty Ltd

Amanda Tinner has been a registered migration agent since 1995 and she is a Fellow of the Migration Institute of Australia (MIA). She is Past Vice President of MIA (Vic/Tas), Member of the American Chamber of Commerce (AMCHAM), Australia. Member of the Canadian Australian Chamber of Commerce (CACC). Associate of the New Zealand Association for Migration and Investment (NZAMI).

Amanda started her immigration career at the Australian High Commission in London where she worked for the Immigration Department for 5 years. On returning to Australia she was asked to be a Researcher into a State Parliament Report on Business Migrants and represented the migration industry on a Federal Joint Standing Committee.

Amanda has consulted to Solicitors on migration matters and worked for 3 years in Australia's Detention Centres practicing refugee law. Amanda managed the migration practice for a global relocation company for 5 years and began her own migration business in 2006 specialising in 457 and Employer Nomination Scheme Visa applications.

Conference Packages

VIP Package (Limited Seats)

- Executive Cabaret Seating
- Network With Guest Speakers
- Lunch, Morning and Afternoon Tea

\$395.00 (Excludes GST)

Gold Package

- Theatre style seating
- Q & A Participation
- Lunch, Morning and Afternoon Tea

\$359.00 (Excludes GST)

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