

# Walking the Talk

## SA's Leading Employment Law Conference

Thursday, 11 May 2017

Walking the Talk is back in 2017 and Norman Waterhouse's Employment and Industrial Relations Team will again take you through an in-depth analysis of the most important issues facing your workplace. Also, back by popular demand, our interactive Q&A session.

Session Time	Topic
9:00 - 9:30am	<b>Registration</b>
9:30 - 9:35am	<b>Introduction and housekeeping</b>
9:35 - 10:25am	<b>Monitoring your employees and your assets: The impact of the new <i>Surveillance Devices Act 2016 (SA)</i></b>  With the introduction of new statutory provisions making it illegal to install or use a tracking device to determine the location of a person without consent, how far will this limit go in an employment context? Does it extend to company provided mobile devices? Do GPS tracking devices need to be removed from company vehicles? We break down the new legislation and consider how it will apply to your workplace.  <i>Presented by Sathish Dasan and Chris Alexandrides</i>
10:25 - 11:10am	<b>24/7 connectivity: Pitfalls for employers and employees</b>  The rise in popularity of smart phones, tablets and laptops means that we never really 'switch off' from work. While many of us bemoan this intrusion on our work/life/balance, is there something more sinister at play? Could employees checking emails and answering phone calls outside of office hours be leaving your organisation at risk of underpayment or workers compensation claims, or worse still, a WHS prosecution? Where and when does 'work' stop and how can you best manage this necessary evil?  <i>Presented by Lincoln Smith and Ganesh Krishnan</i>
11:10 - 11:20am	<b>Morning Tea - Confessional open*</b>
11:20 - 12:05pm	<b>Balancing productivity and mental health issues in the workplace: A roadmap for employers</b>  During this session, we will lay out a road map for dealing with those employees struggling with a non-work related mental health issue. A relevant and notoriously difficult area to navigate in terms of efficiency, capacity and attendance. We will outline the steps you need to take to balance empathy and productivity when dealing with your workforce.  <i>Presented by Belinda Richards and Ganesh Krishnan</i>

**\*The Confessional:** In the Confessional, the Barefoot Lawyer (**Michael Foley**) will hold one-on-one sessions to take questions on employment law and industrial relations concerns. What happens in the Confessional, stays in the Confessional.

## Program continued...

Session Time	Topic
12:05 - 12:50pm	<p><b>The Work Health Safety Act 2012 (SA): A case update</b></p> <p>Since its inception in 2012, there have been a number of judicial decisions that have enlightened us as to how the courts deal with various elements of the Act, including their interpretation of strict liability and reasonable practicability. We will walk you through the most relevant of these decisions and explain how they affect your organisation.</p> <p><i>Presented by Sathish Dasan and Virginia Liu</i></p>
12:50 - 1:50pm	<b>Lunch - Confessional open*</b>
1:50 - 2:35pm	<p><b>Strategies for dealing with challenging teams: A case study</b></p> <p>Functioning teams play by the rules; what are those rules and who determines them? This session will follow the application and implementation of a Team Agreement as a strategy for managing a work group experiencing behavioural challenges.</p> <p><i>Presented by Amanda Green</i></p>
2:35 - 3:20pm	<p><b>Managing upwards in your organisation</b></p> <p>Our guest speaker this year is <i>Kate Costello, Managing Director of Governance Matters Pty Ltd</i>. Kate has over 25 years' of experience in corporate governance and strategic consulting, and has worked closely with both national and international boards of organisations. Kate is an experienced company director and facilitator in the Company Directors' course offered by the Australian Institute of Company Directors.</p> <p>Kate will be addressing you on navigating the often fraught task of dealing with employees at higher levels and how to achieve the best dynamics within your team.</p>
3:20 - 4:15pm	<p><b>Expert Panel</b></p> <p><i>Practitioners from Norman Waterhouse</i></p>
4:15 - 4:30pm	Closing remarks
4:30 - 5:20pm	<b>Drinks and Canapés</b>

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### Event Details

**When:** Thursday, 11 May 2017

9:00am - 4:30pm, followed by drinks and canapés  
(Registration from 9:00am. Tea and coffee available on arrival)

**Location:** Crowne Plaza Adelaide, Level 15, 16 Hindmarsh Square, Adelaide SA 5000

**Cost:** \$350 ex GST

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