

WALKING THE TALK



South Australia's Pre-eminent Employment Law Conference for CEOs, Team Leaders, Senior Managers and Human Resource Professionals

Thursday 5 April 2018

Walking the Talk is back in 2018 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 as nominated by our clients. Also, back by popular demand we will be running our interactive Expert Panel session.

Session time	Topic
8:45am – 9:15am	Registration
9:15am – 9:20am	Introduction and housekeeping
9:20am – 10:10am	Terrifying tales – employment case law update Employment law is a continuously evolving beast, which requires HR professionals to stay ahead of the game. This session will provide an insight of the game-changing decisions of the past year.
10:10am – 11:00am	Procedural fairness and evidence gathering – ensuring you put your company in the best position Ensuring procedural fairness and natural justice during a termination of employment is not an exact science. We will explore what are the best methods to put your organisation in the driver's seat.
11:00am – 11:20am	Morning tea – confessional open
11:20am – 12:10pm	The horror of sexual harassment in the workplace Sexual harassment in the workplace is not limited to Hollywood! During this session we will take you through what is and what is not considered sexual harassment through relevant case law and legislation. We will also discuss what steps your organisation should take to respond to a complaint, and the resources to have in place to prevent an incident occurring.
12:10pm – 1:00pm	Taking the fear factor away from managing serious work health and safety incidents and SafeWork investigations Team leaders, managers and HR professionals are often sent into moments of panic and uncertainty when a WHS incident occurs in the workplace. In this session, we will discuss how you should respond as soon as an incident occurs, the proper investigation procedure, and what to expect when faced with a SafeWork investigation and prosecution.
1:00pm – 2:00pm	Lunch

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Program continued...

Session time	Topic
2:00pm – 2:40pm	<p>What is a disability discrimination claim and how do we avoid one?</p> <p>Disability discrimination is when a person with a disability is treated less favourably than a person without the disability in the same or similar circumstances, and can often occur in the workplace. Being cognisant of what may be considered disability discrimination may protect your company should an employee ever make a claim.</p>
2:40pm – 3:20pm	<p>Where have all our leaders gone?</p> <p>Potential 'leaders' begin with a specific purpose in mind, but unless there is the right vision to achieve that purpose, they won't know where they are going. A leader must know and understand the fundamentals but the fundamentals have been 'missing in action' and have constantly been forgotten.</p> <p>In this session learn the 6 Core areas affecting 'leaders'.</p> <p>Guest Speaker – Brian Carr, CEO of Light Regional Council</p>
3:20pm – 4:00pm	<p>Expert Panel</p> <p>The "Heavyweights" from Norman Waterhouse to punch through your tricky questions. Make sure your questions are submitted online prior to the day!</p>
4.00	Closing remarks
4.00 - 5.00pm	Drinks and Canapés

The Confessional: In the Confessional the Barefoot Lawyer (Michael Foley, Special Counsel) will take questions on employment law, industrial relation concerns and expectations in private. What happens in the Confessional stays in the Confessional.

Event Details

When Thursday, 5 April 2018
8:45am – 4:00pm, followed by drinks and canapés (Registration from 8:45am, tea and coffee available on arrival)

**Location Pullman Adelaide, Level 15,
16 Hindmarsh Square, Adelaide.**

Cost \$350 ex GST

Register at normans.com.au

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