

2019 Gold Coast HR Symposium

QT Hotel | 1 March 2019



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DEVANEY
INVESTIGATIONS

Program

8.00	Registration
8.30	Welcome
8.45	Investigations and judgement calls
9.30	War stories from a seasoned foot soldier
	Morning tea
10.45	Accessorial liability – the widening net
11.30	The role and functions of the ABCC
12.15	GIGO (garbage in, garbage out!)
	Lunch
2.00	I am not a child so stop training me like one!
3.00	Is workplace love taboo, in light of #metoo?
4.00-5.00	Networking drinks and canapes

Cost per delegate

Early bird offer: register and pay by 31 January 2019 - \$350+GST (save \$100.00)

Payment received after 1 February 2019 - \$450+GST

Registrations close on 22 February 2019

To register, please complete the [Registration Form](#) per person and [Payment Form](#)

Enquiries: Bec Blacker 07 5553 9551 or hrsymposium.goldcoast@minterellison.com

Investigations and judgement calls

Efthimia Voulcaris

As HR professionals and lawyers, we are constantly reminded by Commission and Court decisions of the ramifications of a poorly planned or executed internal investigation. Whether it is using information that you shouldn't, not considering relevant information, or acting hastily, the consequences for your organisation can be significant. Whether you are the investigator, or you are managing the process, investigations are a series of judgement calls that you need to get right. In this interactive presentation, Efthimia will run through a series of decisions that may need to be made during the course of an investigation and will explain the case law and mindset behind making sound judgement calls.

Efthimia Voulcaris is a partner of Devaney Investigations and is an independent workplace and corruption investigator. She is also admitted as a lawyer in the State of Queensland and is a HR professional certified by the Australian HR Institute. Efthimia conducts investigations and consults with Local and State Government departments, not-for-profit organisations and employers. She is appointed to Government services and investigations panels as an external and independent investigator.



War stories from a seasoned foot soldier

Andrew Herbert

Andrew has prepared a selection of weird (but true) war stories canvassing an interesting spread of workplace law topics.

Andrew Herbert is one of Australia's leading barristers practising in the areas of industrial and employment law.

Andrew has been practicing at the Queensland bar since 1977, specialising in industrial law throughout Australia since about 1985.

He acts for industrial clients from all sides of the debate, including

- employers,
- unions,
- employees and
- Governments.



Accessorial liability – the widening net

Amanda Coulthard

The accessorial liability provisions in the Fair Work Act are being increasingly relied upon to extend responsibility for contraventions of the Fair Work Act to third parties. The Fair Work Ombudsman, unions and individuals bringing proceedings for contraventions of the Fair Work Act are regularly joining third parties to the proceedings. Recent cases show that the net of responsibility is widening beyond directors and company managers to other individuals and entities such as HR managers, accountants and other professionals as well as to those in a labour hire or supply chain arrangement who are the beneficiaries of the employees' labour.

Amanda Coulthard has been a legal practitioner since 1982, and at the Bar practices predominantly in the areas of workplace relations and employment law. Amanda also holds the position of Associate Professor at Bond Law School. Amanda has published a number of articles in the area of workplace relations and employment law both in journals in Australia and overseas, and is a regular speaker at academic and industry conferences.



The role and functions of the ABCC

Wayne Jenkinson

Wayne will speak about the role of the ABCC and broadly cover the topics of:

- right of entry
- freedom of association
- unlawful industrial action
- coercion / adverse action

Wayne Jenkinson has a background in law enforcement, having served 16 years with the Queensland Police Service including 10 as a detective. Wayne joined the Building Industry Taskforce, the predecessor to the ABCC, in October 2003 as an Inspector. In 2006 Wayne was appointed to the role of Manager/State Director of the ABCC's Queensland office and oversaw the agency's investigations and compliance activities. In June 2013 he commenced a twelve month secondment to the Queensland Government – Department of Justice and Attorney-General. Wayne was the Director of the Building Construction Compliance Branch, the office responsible for implementing and enforcing the Guidelines to the Queensland Code of Practice for the Building and Construction Industry. Wayne returned to the ABCC in July 2014 and joined the legal team as an in-house lawyer. In 2016 he returned to the operations area as a team leader overseeing the compliance and investigative work of the ABCC's Brisbane Inspectors. Wayne has been relieving as the Acting Regional Manager – Northern since October 2018.



GIGO (garbage in, garbage out!)

Leanne Morgan

As a recent delegate of the first Australian Senior Women Leaders Trade Mission to China, Leanne will share insights and awareness around technological breakthroughs and the increasing need for people, process and systems alignment in order to deliver on strategic business priorities.

***Leanne Morgan** is the Organisational Development Manager for Villa World, responsible for Human Resource functions, with 20 years' experience within the property development and real estate industries. Leanne has additional expertise in IT and business systems management having overseen these areas of corporate services for over 15 years.*

Leanne's role as the Organisational Development Manager is to act as liaison and advisor to the leadership team, as well as facilitate the development and integration of human resource and technology capabilities, to assist in delivering strategic business goals and operational objectives.



I am not a child so stop training me like one!

Ruth McPhail

There are critical steps to understanding how to engage adult learners. In this presentation you will learn the 10 Steps to Successfully Engaging Adult Learners. The Steps will help HR professionals improve the output of their training and better engage their learners.

Ruth McPhail is a Professor of Human Resource Management and Head of the Department of Employment Relations and Human Resources at Griffith University. She is on the board of ANZAM and is Standards Australia's representative to ISO on the development of a standard for diversity and inclusion. Ruth has wide experience in management consulting, human resource management and leadership, having trained management teams in Australia, China, Malaysia, Thailand, the USA and India. Ruth's research interests include international human resource management, LGBT expatriates, LGBTI elders and aged care, student success, educating adults and first year preparation and transition. Ruth holds a PhD from Griffith University and a Master and Bachelors of Education from the University of South Australia.

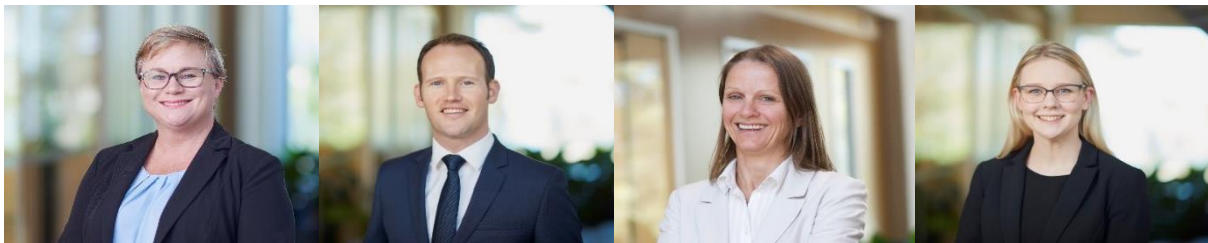


Is workplace love taboo, in light of #metoo?

Kerry Gibb, Michael Cole, Tobey Knight, Teneille McDermott

The MinterEllison team will take delegates through an interactive case study canvassing the many legal minefields facing HR practitioners when dealing with an office romance, or its breakdown.

Kerry, Michael, Tobey and Teneille comprise the Workplace Relations Law team at MinterEllison Gold Coast. The team advises clients in various sectors on a range of Workplace Relations Law issues, including routine daily issues, complex projects, disputes and audits. The team is experienced in a range of areas including unfair dismissal and general protection disputes, work health and safety, discrimination, harassment, bullying enterprise bargaining, award interpretation, preparation of contracts, policies and procedures, discipline and performance management, training and development and Court representation and advocacy.



Registration Form

Full Name

Job Title

Company name

Postal address

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Dietary requirements

Please return a completed registration form for each delegate by fax to 07 5575 9911 or email hrrsymposium.goldcoast@minterellison.com.

If more than one person from your organisation is attending, only the first delegate need complete the postal address details.

Registration will only be confirmed upon receipt of payment.

Payment Form

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