

Walking the Talk

South Australia's Pre-eminent Employment Law Conference

Friday 5 April 2019 | Pullman Adelaide



Walking the Talk is South Australia's pre-eminent Employment Law Conference for CEOs, Team Leaders, Senior Managers and Human Resource Professionals. With sessions featuring Norman Waterhouse experts and special guest speakers, this year we take a deeper look at the challenges of employee absence and disengagement and equip you with the strategies and tools you need to overcome these hurdles in your workplace.

Session time	Topic
8:45am – 9:15am	Registration
9:15am – 9:20am	Introduction and housekeeping
9:20am – 10:00am	Recent cases that have shaped employment law In this session, we will discuss the recent cases that have shaped the continuously shifting legal landscape and update you on the decisions that affect your workplace.
10:00am – 10:40am	Chronic tardiness, partial shifts and unexplained absences: the impact of drugs and alcohol Substance abuse not only is a significant health and safety risk to an organisation, it also impacts workplace productivity and can be the cause of passive disengagement. In this session, we will discuss how to manage workers who turn up to work under the influence, and the essential elements required to draft a clear-cut workplace drug and alcohol policy.
10:40am – 11:00am	Morning tea
11:00am – 11:40am	'We'll just not show up to work' - Tips on managing workers on strike 'We'll just not show up to work' is a common throw-away line when workers resort to striking to push for a pay rise or other employment entitlements. During this session we will take you through how to approach potential industrial action within the legal framework, and how to protect your business continuity.

11:40am – 12:20pm	<p>Conducting investigations and effective statement taking <i>GUEST SPEAKER - Belinda Richards, BalanceHR</i></p> <p>After spending first 10 years of her career as lawyer specialising in providing employment law and industrial relations advice, Belinda has gone on to build a legal/HR consultancy practice specialising in assisting businesses improve their workplace practices. A large part of her work involves entering workplaces and conducting independent investigations on complaints of bullying, harassment, misconduct and other unlawful behaviour.</p> <p>We have invited Belinda to share her experience and what she considers to be essential interviewing skills, being able to read people, elicit information and build rapport with witnesses, complainants and defendants alike.</p>
12:20pm – 1:00pm	<p>Lunch</p>
1:00pm – 1:40pm	<p>Political correctness - has it gone too far? Dealing with vexatious complaints</p> <p>Where do you draw the line between a serious complaint that warrants investigation, and one lacking substance? Easily offended employees with a taste for filing complaints and regularly taking 'stress leave' may be taking away from your business, but how do you assess each complaint and determine whether it is worth a proper investigation?</p> <p>This session will provide you with weird and wonderful real world examples to help answer these questions.</p>
1:40pm – 2:20pm	<p>Two years later...when income protection ends</p> <p>Be it acute injuries, chronic injuries, or psychological injuries, it is not uncommon for workers to inform employers that they are fit to return to work on the second anniversary. In this session we will discuss fitness for work requirements and the essential elements of a fitness for work policy.</p>
2:20pm – 3:00pm	<p>Successfully returning and reintegrating employees in the workplace <i>GUEST SPEAKER - Chris Wood, General Manager People, Performance & Culture, Adelaide Football Club</i></p> <p>One of the biggest challenges for HR professionals is finding ways to successfully return and reintegrate employees who have been absent for an extended period of time, due to physical and/or psychological injuries, into the workplace.</p> <p>In this session, we invite Chris Wood, General Manager People, Performance & Culture of the Adelaide Football Club to give us a different perspective and approach on rehabilitating workers to the workplace. Chris will be speaking about how the Adelaide Football Club reintegrates its employees, particularly in the context of elite football players who sustain sporting injuries, back into the workplace. Chris will provide his insight on the role of Human Resource professionals and the ways that they can support this process.</p>
3.00 - 4.00pm	<p>Closing remarks and networking sessions</p>

When Friday, 5 April 2019

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

