



Guest Speaker
**JUDGE
SALVATORE VASTA**
Federal Circuit Court
of Australia

Guest Speaker
The Hon
**JONATHAN
HAMBERGER** PSM
Fair Work
Commission

Guest Speaker
JAMES ADONIS
Employee
Engagement
Expert

2017 WR & HR CONFERENCE

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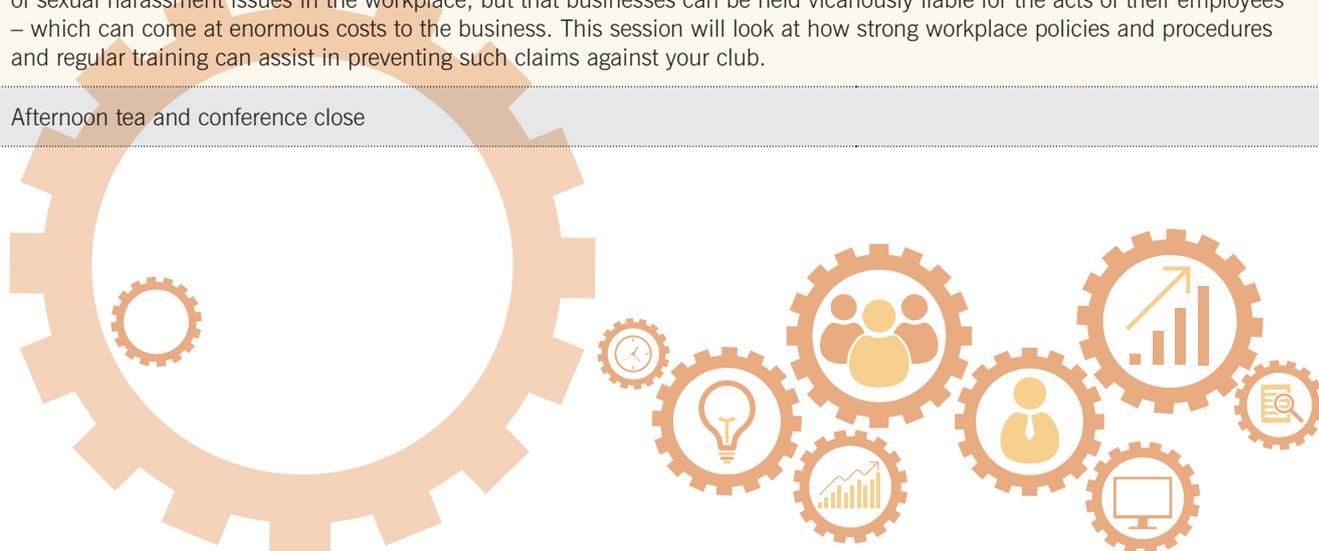
Clubs Australia
INDUSTRIAL

DAY 1 2017 WR&HR CONFERENCE

9:30	Conference registration opens	
10:15	WELCOME & SPONSOR ADDRESS – Opening Remarks from Mr Peter Newell AO, ClubsNSW Chairman and Stefan Strano, CEO Club Plus Superannuation	Chris Mossman Executive Director Clubs Australia Industrial
10:30	OPENING KEYNOTE – Review of the Modern Award Review Having commenced in 2014, the '4 yearly Modern Award Review' is now drawing to a close. The Fair Work Commission's own views on how the process has gone will provide insight into the future of the review process.	The Hon Jonathan Hamberger PSM Senior Deputy President Fair Work Commission
11:15	WORKERS COMPENSATION SESSION – Understanding the Financial Relevance of Your WorkCover Premiums The claims management process is often fraught with difficulties. In this session, Manage Damage will share key details about understanding the impacts you can have on your premium calculations, company cost and industry averages and incentives to gain significant premium reductions and savings.	Jillian Hamilton Managing Director Manage Damage
12:00	LAW UPDATE SESSION – Discrimination & Harassment – What Would You Do? Recent decisions from the Courts and Tribunals have awarded a significant amount of compensation for successful applications. Recent case law also shows us that these areas are constantly evolving and no two cases are the same. The cases are real. The scenarios are real. The only question is, what would you do?	Chris Mossman Executive Director Clubs Australia Industrial
12:45	Lunch	
1:30	HEALTH SESSION – Mental Health in the Workplace: Increasing Awareness & Understanding within Organisations Employees experiencing mental health conditions in the workplace are costing Australian businesses over \$10billion per year. The <i>beyondblue</i> National Workplace Program has been specifically designed to create awareness of mental health issues and assist organisations to take action using early intervention and prevention strategies.	Edith Hurt <i>beyondblue</i> NWP Accredited Facilitator Davidson Trahaire Corpsych
2:15	PERFORMANCE SESSION – How Frontline Managers Can Support HR The importance of early intervention when it comes to performance management cannot be understated. HR often find themselves in trouble when given a possible case for termination, only to find out the employee in question has not yet been spoken to about their ongoing poor performance. How can HR give frontline managers the tools to have difficult conversations in real time, to save trouble in the future?	Edward Cregan Workplace Relations Counsel Lion Beer Australia
3:00	Afternoon tea	
3:30	WORKSHOP SESSION #1 Workshop A – Bullying Update: Lessons from the First Club Case & Other Developments In late 2016, ClubsNSW ran its first case in the bullying jurisdiction of the Fair Work Commission – and won. But some important lessons came from the case in regards to reasonable management action. This session will look at this club-specific example and other recent cases to help clubs prevent and respond to bullying claims.	
	Workshop B – Contracts and Policies and JDs – Oh My! Is Your Paperwork Compliant? Regular attendees of the conference will remember that contracts and most other employment documentation don't have to be in writing to be enforceable, but it does help. Not only is it a matter of best practice, having rigorous record keeping practices ensures compliance with the Award and other legislation. In this session participants will be able to share and develop their strategies for document development as well as take away tips to avoid common pitfalls.	
	Workshop C – Sexual Harassment in the Workplace: Recent Cases & What They Mean for Your Club? From State Anti-Discrimination Commissions to the Fair Work Commission, recent cases demonstrate not only the prevalence of sexual harassment issues in the workplace, but that businesses can be held vicariously liable for the acts of their employees – which can come at enormous costs to the business. This session will look at how strong workplace policies and procedures and regular training can assist in preventing such claims against your club.	
4:30	Networking Drinks Held immediately onsite at the conclusion of the workshop sessions.	
6:00	An Evening with Club Plus ClubPlus Super are seeking expressions of interest from attendees wishing to join them for a function following day one of the conference. Details to be confirmed – please indicate your interest where prompted when completing your registration.	

DAY 2 2017 WR&HR CONFERENCE

9:00	Conference registration opens	
9:30	WELCOME & INTRODUCTION	Chris Mossman Executive Director Clubs Australia Industrial
9:35	OPENING KEYNOTE – How the Federal Circuit Court Deals with General Protections & Underpayment Claims There is an increasing incidence of clubs having to defend general protections claims and other litigation outside of unfair dismissal matters. Not only are claims typically lodged when employees are represented by solicitors (as opposed to the union), the general protections provisions are so broad that they add a plethora of litigation avenues available to both current and ex-employees. This session will look at how the process differs in the Federal Circuit Court and remove some of the uncertainty around these claims.	Judge Vasta Federal Circuit Court of Australia
10:20	ENGAGEMENT SESSION – Employee ‘Enragement’ – Why Employees Don’t Like Working for You Employee engagement is one of the most important people-related issues facing companies all around the world. But what causes employees to be angry, frustrated, and upset at work? This warts-and-all session will show you how to avoid doing what annoying and incompetent managers do and how to increase your popularity and likeability.	Dr James Adonis Employee Engagement
11:05	PANEL SESSION – Managing Cultural Change Employees in the hospitality industry are notoriously sociable, with relationships often extending beyond the workplace. But are these kind of cultures helping the business? How does the employer manage the fall out when a close-knit culture falls apart? And how does new leadership combat a history of a toxic culture? This panel session will use real club examples to work through how you define, measure, and change culture.	Dr James Adonis Employee Engagement Two Club Representatives – TBA
12:00	Lunch	
1:00	WORKSHOP SESSION #2 Workshop A – Bullying Update: Lessons from the First Club Case & Other Developments In late 2016, ClubsNSW ran its first case in the bullying jurisdiction of the Fair Work Commission – and won. But some important lessons came from the case in regards to reasonable management action. This session will look at this club-specific example and other recent cases to help clubs prevent and respond to bullying claims.	
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2:00	Afternoon tea and conference close	



GUEST SPEAKERS

Dr James Adonis

Employee Engagement

James is one of Australia's most well-known employee engagement educators. His qualifications include a PhD that researched the ways in which leaders can engage employees during organisational crises and significant change. James's academic history is supported by rich practical experience as a leader in a variety of industries. Still today, he is employed full-time in a leadership capacity with responsibility for more than 100 staff, thereby ensuring he's sharing with his audiences what he, too, is actively putting into practice. For more than a decade, he has worked with hundreds of organisations helping them successfully lead change, engage staff, and improve performance.

Edward Cregan

Lion

Ed started his career in workplace relations as a graduate in the employment team at a big national corporate firm where he focussed primarily on employment relations and litigation for private clients. From there, he moved to a specialist industrial/employment firm owned by the NSW Business Chamber. At both firms, he advised on all matters in the employment relationship in a range of jurisdictions, as well as advocating in broader issues such as the Modern Award 4 Yearly Review. Ed started at Lion in 2014 in the Workplace Relations team where his day-to-day role sees him partner roles, from HR practitioners to management on the shop floor to senior leaders, in a whole host of employment and industrial matters.

The Hon Jonathan Hamberger PSM

Senior Deputy President, Fair Work Commission

Jonathan Hamberger has been a Senior Deputy President of the Fair Work Commission (and its predecessors) since 2004. He is currently the Head of two Panels: the Transport, Agriculture, Mining and Services Panel, and the Organisations Panel. Prior to his appointment to the Commission, he spent over 20 years working both as a policy adviser to Federal and State governments and as a senior public sector manager – including six years running the Office of the Employment Advocate. He has been closely involved in the development of both State and Federal legislation, including the *NSW Industrial Relations Act 1991* and the *Workplace Relations Act 1996*.

Jillian Hamilton

Manage Damage

Jillian has been saving organisations millions of dollars in Workers Compensation and associated insurance costs for over a decade. Her proven ability to fine tune and remedy existing risk management strategy for positive outcomes uses pioneering thinking that challenges the status quo.

Manage Damage is a Risk Management Advisory Firm that focuses on the true cost of risk. Specialising in WorkCover premium reductions, Manage Damage has developed unique IP on allocation of costs, and work closely with clients to provide their business with specialist advisors who can drive efficiency, productivity and profitability.

Edith Hurt

Davidson Trahaire Corpsyche

Edith has a background in health and business management. She studied psychology and moved into business analysis, project and change management, and then senior management in large corporations in the financial services industry. She now provides independent business and HR consulting services to a wide range of organisations across government, not-for-profit and commercial sectors. Edith specialises in strategic planning, corporate social responsibility programs, coaching and positive problem solving for individuals, communities and organisations.

Judge Salvatore Vasta

Federal Circuit Court of Australia

Judge Salvatore Vasta was admitted to the Bar in Queensland in 1990. He was appointed a Crown Prosecutor in 1993 and prosecuted the whole gamut of criminal offences. He was the foremost prosecutor of sexually based offences in Queensland and was the leading prosecutor for the DPP before the Mental Health Court. His Honour was Vice-President of the International Association of Prosecutors before his appointment to the Federal Circuit Court Bench in December 2014. His Honour has a docket in both Family Law and General Federal Law. He is also Chairman of the Board of Queensland Cricket.

CONFERENCE FACILITATOR

Chris Mossman

Clubs Australia Industrial

Chris is an experienced employment and workplace relations lawyer having spent over 16 years in legal private practice. He has represented employers on a wide range of workplace relations, employment and industrial relations matters including unfair dismissals, disputes with unions, enterprise bargaining agreement negotiations and approvals before the Fair Work Commission, adverse action and unlawful termination litigation, discrimination claims in various courts and tribunals, bullying applications, breach of employment contract claims, underpayment of wages and prosecutions brought by the Fair Work Ombudsman. He has also advised employers on the management of complex matters involving injured or ill employees and provided strategic advice on workers compensation claims and premium management.

\$895.00 p/person – 15% discount when you register three or more attendees.

For accommodation packages at the Park Royal Darling Harbour and registration, visit www.clubsaustralia-industrial.com