

Australian Employment & Workplace Relations Summit 2009

Regulation, Recruitment, Retention & Retrenchment

28th August 2009 - Bayview Eden Hotel, Melbourne

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Topics include:

- Government & Regulation update
- Fair Work Act 2009 update
- Economic forecast
- Compliance toolkits
- Innovative workplace planning strategies
- Recruitment best practice
- Technology updates
- Strategic Human Resource management techniques
- Case study – Cultural change management
- Talent management study outcomes
- Retrenchment guidelines
- Outplacement best practice

EVENT ORGANISER

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Positive Workplace Relations

8:30am Summit registration and coffee

8:50am Summit opening

9.00am Working with the Regulator

- What happens when a complaint is lodged?
- What records do I need to keep?
- What can I expect if my workplace is regulated?
- What are the penalties for non-compliance?
- How do I find out more?

**Rhonda Murray, State Director,
Fair Work Ombudsman**

9.20am Legal Update – Fair Work Act 2009

- Exploring the current legislation and what organisations need to do in order to comply
- How the Fair Work Act will affect your workplace relations strategy
- Understanding the emerging bargaining strategies available to employers, employees and unions
- The new “general protections” under the Act: the expanded rights of employers and employees
- Implications of the new award modernisation process
- The new transfer of business rules

**Nick Ruskin, Partner & Practice Group Leader
Workplace Relations Employment & Safety,
DLA Phillips Fox**

**10:00am Union’s panel - Working with
Government and business**

- Exploring Australian workplace agreements
- Negotiation of wages and work conditions
- Balancing employee demands with employer needs
- The use of industrial action

**Tim Lyons, Assistant Secretary, ACTU
Richard Calver, National Director, Industrial
Relations & Legal Counsel,
Master Builders Australia
John Sutton, Secretary, CFMEU**

10:30am Morning Tea

**10:50am A quick word from our event partner
Gavin Scholes, Chief Executive Officer,
1300Record**

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**11:00am Talent management in the current
environment and beyond**

- Why talent management (still) matters
- What’s different about the current environment
- Lessons from Best Employers
- Ideas for moving forward

**Andrew Bell, Global Practice Leader, Hewitt
Human Capital Consulting Practice,
Hewitt Associates**

11:40am NAB case study:

**Changing recruitment one way,
same way, better way**

- Weighing up the merits of outsourcing versus in sourcing recruitment
- NAB’s recruitment model
- Challenges & opportunities presented with recruitment at NAB
- Engaging recruitment agencies – The NAB way
- The recruitment brand approach
- How to leverage equity and marketing opportunities from your corporate brand

**Mark Devine, Change & Communications
Manager, Recruitment & Onboarding, NAB
Matt Ivey, Head of Recruitment & Onboarding,
NAB**

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Effective Workplace Practices

12:20pm ARMY RESERVE

- The part time of your life

How having employees in the Army Reserve can benefit employers

- What does the Army Reserve do?
- The benefits of being a Reservist
- Being a leader in the ADF
- Army training, skill sets and how they transfer to civilian employment
- Benefit to employers

Captain Andrew Christie, *Careers Promotion Team, Australian Army*

1:00pm Lunch

2:00pm Outplacement – Ensuring effective redundancy management

- Effective methods for separating employees from your organisation
- The power of clear communication throughout the transformation process
- Building a strategy to ensure a satisfactory outcome for all
- Who can help?

Tim Corcoran, *Managing Principal for Talent Management, Right Management*
Allison Robison, *Managing Principal Career Management, Right Management*

2:30pm GE Money case study: Where to from here

- Immediate business impacts from the new legislation
- Complying with the new Award and Agreement system
- Current hurdles and resulting benefits
- Success tips to find your way through the maze

Teresa Grove, *Director of Workplace Relations & HR Compliance, GE Money*



3:00pm CEO & HR Partnership

- Steering the ship through unprecedented economic uncertainty
- What is expected from the HR team
- Developing an effective people management strategy
- The role of organisational culture and employee engagement in driving business success

Dale Monteith, *Chief Executive Officer, Victoria Racing Club*

Donna Price, *General Manager Human Resources, Victoria Racing Club*

3:30pm Afternoon Tea

3:50pm Online HR – The power of outsourcing

- Developing a culture of participation
- The benefits of social networking in the HR cycle
- Can Twitter help build organisations?
- Why organisations should be investing in HR now?

Peter Williams, *Chief Executive Officer, Deloitte Digital*

4:20pm Industry leaders' panel: Preparing for recovery

- How to move on post major redundancies
- Effective methods of employee engagement during difficult times
- Organisational priorities post recession
- The importance of training & development through tough times
- Effective strategies for managing talent
- Innovation in workplace planning

Makarand Tare, *Head of Organisation Performance, OTC ANZ/AMEA,*

Novartis Consumer Health Australasia

Mary-Anne Palatsides, *Manager People Performance, Knox City Council*

Denita Wawn, *General Manager, Workplace & Corporate Relations, National Farmers Federation*

Adam Walker, *Strategic Sourcing & Delivery Manager, Talent2*

Dean Sparshott, *General Manager Human Resources, Employee & Shared Services, Ergon Energy*

5:00pm Cocktail session and close of summit

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28th August 2009 - Bayview Eden Hotel, Melbourne

Mr Ms Dr Hon (Please tick)

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Job title: _____

Company name: _____

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| <input type="checkbox"/> Full registration fee | \$900 + GST | \$90 | Total: \$990 |
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