

Australian Workplace Relations Summit 2008

Regulation, Recruitment, Retention & Retrenchment

14th July 2008 - Melbourne Convention Centre



Topics include:

- Government address
- Regulation update
- Compliance toolkits
- Generation workforce assessment
- Recruitment best practice
- Strategic human resource management techniques
- Technology updates
- Case Study – staff engagement
- Retrenchment guidelines

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Positive Workplace Relations

8:50am Opening of Summit

Chairperson:

Dr Angela O'Brien, *President, The Institute of Arbitrators & Mediators Australia*

9:00am Federal Government Address

Keynote speaker:

The Hon Julia Gillard MP, *Deputy Prime Minister; Minister for Employment and Workplace Relations; Minister for Education; Minister for Social Inclusion*

9:20am Working with Government and business

- Negotiation of wages and work conditions
- Use of pattern bargaining
- Balancing employee demands with employer needs
- New changes in protecting workers
- The use of industrial action

Speaker:

Sharan Burrow, *President, ACTU*

9:40am Workplace relations and employment law compliance updates

- What will the Government's transitional workplace relations bill mean for employers?
- Award modernisation and new transition of employment agreements (ITEA's)
- Impact of new bargaining initiatives
- Detailing the ten minimum national standards
- How the Federal Government's agenda will impact on HR professionals
- Updates on collective agreements
- Outlining the 'No disadvantage test'
- Where do common law employment agreements, Australian Workplace Agreements stand?
- The new regulatory authorities landscape
- Preparing for reforms – what should you be doing now?

Speaker:

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

10:20am – Morning Tea

10:40am The CEO perspective

- Where does HR sit in the boardroom?
- What are today's business success drivers?
- Are people the number one challenge for companies?
- Effective employee attraction & retention models
- CEO's view and strategies on today's skills shortages
- The value of employee engagement
- The importance of HR communication across the business
- What drives organisational cultural change?
- Why HR professionals should learn the business financials

Speaker:

Mike Cutter, *Chief Executive Officer, GE Australia & New Zealand*

11:20am Exploring Australia's workforce by generation – panel discussion

- Addressing the skills crisis
- How important is corporate identity when attracting talent?
- Retention strategies by generation
- University graduates – what do they want?
- Next generation (iGen) workforce implications
- The art of managing GenY
- Bye bye baby boomers – are businesses prepared for the loss of the experienced workers?
- Boosting participation among the 'untapped workforce'

Panel Speakers:

Steve Rowe, *Human Resources Director, Pfizer*

Brett Reid, *Change & Organisational Development, HBA Health Insurance*

Alec Bashinsky, *National Partner – People & Performance, Deloitte*

Katriina Tahka, *Head of Workforce Management, AMP*



Effective Workplace Practices

12:10pm Recruitment & retention – employment engagement in motion

- Employee engagement – key drivers
- Understanding the link between employee satisfaction and engagement
- Making the most of online recruitment
- How to win the hearts and minds of employees
- Practical approaches to attraction & retention
- Powerful influences of employee engagement
- Effective candidate management systems

Speaker:

Sue Toby, *Vice President Human Resources, Rendezvous Hotels & Resorts*

12:50pm Lunch

1:50pm The recruiter's perspective – securing our future skills supply

- Current recruitment environment
- The importance of getting the recruitment right
- Attraction and retention in a tight labour market
- What job seekers really want
- Employment market outlook
- A collaborative approach

Speaker:

Phillip Guest, *Managing Director of Australia, Michael Page International*

2:30pm Exploring a sustainable workplace and business practices

- Building a sustainable workplace – best practice
- How sustainability affects attracting talent and employee satisfaction
- Effective employee engagement strategies through sustainability
- Understanding business risk associated with environment
- Managing climate change at work
- Creating a greener workplace and flow on benefits

Speaker:

Anita Mitchell, *Head of Sustainability - Asia Pacific, Bovis Lend Lease*

3:10pm Afternoon Tea

3:30pm Case study – staff engagement

Sales Force is a three times 'Best Employer' in Australia and New Zealand as voted by Hewitt surveys.

- Secrets to retaining key staff in a talent short market
- Eight enemies of engagement
- Creating a culture of high performance
- The link between staff engagement and commercial performance
- Staff engagement best practice

Speaker:

Kevin Panozza, *Chief Executive Officer, Sales Force Australia*

4:30pm Termination & dismissal – noteworthy changes in Industrial Relations

- Costs of retrenchment – are your risk management strategies in place?
- The return of the unfair dismissal laws and proposed changes
- When is it appropriate to dismiss an employee?
- The use of 'genuine operational reasons'.
- The introduction of a fair dismissal code

Speaker:

Joe Catanzariti, *Head of Workplace Relations, Employment & Safety, Clayton Utz*

5:10pm Close of summit

Testimonials from last year's sold out summit.

"Excellent - Very timely in today's market. Great ideas and thoughts raised. Very useful to take back to the workforce."

Orica Australia Pty Ltd

"Really engaging with fascinating and compelling topics. Highly recommended. I look forward to attending next year."

Psynergism Consulting

"A comprehensive summary and analysis of emerging issues in Workplace Relations."

Australian Federal Police

"Speakers were quality."

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Mr Ms Dr Hon (Please tick)

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| <input type="checkbox"/> Book by 20th June 2008 | \$750 + GST | \$75 | Total: \$825 |
| <input type="checkbox"/> Full registration fee | \$900 + GST | \$90 | Total: \$990 |
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