

AUSTRALIAN EMPLOYMENT, INDUSTRIAL RELATIONS AND SAFETY WEBINARS

15 July 2021 | Australia
Webinars

In case you missed it, you can access our previous Employment & IR briefing and Safety Leadership Series webinars below. Join our expert briefings for the latest developments we are seeing in the employment, industrial relations and workplace healthy and safety space. In these short sessions, our national team share their insights on what key legislative changes mean for employers.

EMPLOYMENT AND IR BRIEFING SERIES: MANDATING VACCINES AT WORK

By Wendy Fauvel, Mark Rigotti, Nicholas Ogilvie, Nerida Jessup and Alissa Anderson - 14 September 2021

Organisations across the globe are trying to motivate as many employees as possible to get the vaccine. Many are offering incentives while some are starting to mandate vaccines where many feel public health orders have stopped short – but at what cost?

In this webinar our panel of experts discussed the key issues that arise with this complex topic. What do employers need to consider in developing their approach? Will it be a lawful and reasonable direction for employers to mandate vaccinations? How are companies encouraging their employees to vaccinate? What do employers need to consider once they have decided their policy?

[Access the webinar](#)

To listen to the podcast, please visit the Employment, IR and Safety podcast series [here](#).

SAFETY LEADERSHIP SERIES: PSYCHOLOGICAL SAFETY IN THE WORKPLACE

By Aaron Anderson, Steve Bell, Anna Creegan and Nerida Jessup - 15 July 2021

In May 2021 the Federal, State and Territory Ministers met and voted to amend the model Work Health and Safety Regulations which will see the inclusion of specific provisions on psychosocial risks in the Regulations.

In this briefing, our national panel of safety experts including [Steve Bell](#) (Melbourne), [Anna Creegan](#) (Perth), [Aaron Anderson](#) (Brisbane) and special counsel [Nerida Jessup](#) (Sydney) discuss the impact of psychological safety policy and legal developments on the management of psychosocial risks in the workplace.

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EMPLOYMENT AND IR BRIEFING SERIES: UNDERPAYMENTS AND 'WAGE THEFT' - LATEST DEVELOPMENTS AND INSIGHTS

By Anthony Wood, Anna Creegan, Wendy Fauvel and Rommo Pandit - 23 June 2021

Investigating and managing wage underpayments, is one of the biggest risk and governance issues right now, as many employers grapple with historical claims and the aggressive approach being adopted by the regulator, the Fair Work Ombudsman. Adding further heat to the issue is the pending commencement of state government 'wage theft' reforms. Our briefing session will provide practical guidance and insights for employers.

In this webinar series, the panel features partners [Anthony Wood](#) (Melbourne) and [Anna Creegan](#) (Perth), with Executive Counsel [Wendy Fauvel](#) (Brisbane) and Senior Associate [Rommo Pandit](#) (Sydney) as they discuss:

- What we are seeing in relation to underpayment issues, including self-reporting and our experience using external accounting firms to conduct compliance audits;
- Where does an employer start to understand whether it is potentially in breach of its pay and record keeping obligations?;
- The Fair Work Ombudsman's current priorities and how they are regulating underpayment claims;
- What do managers and directors need to do to manage the due diligence obligations

under the Victorian wage theft laws, and what are the chances this will be expanded nationally.

[Access the webinar](#)

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AUSTRALIAN IR REFORMS: THE IR OMNIBUS BILL - WHAT THIS MEANS FOR EMPLOYERS

By Anthony Longland, Tony Wood and Sophie Beaman

In this webinar briefing, Partners [Anthony Wood](#) (Melbourne) and [Anthony Longland](#) (Perth), and Senior Associate [Sophie Beaman](#) (Sydney) discuss the Federal Governments' scaled-down Fair Work Amendment Bill which passed the Senate last Thursday. The panel was joined by special guest **Ben Davies**, Director of Workplace Relations at the Business Council of Australia who was involved in the reform consultation process.

[Access the Webinar](#)

To listen to the podcast, please visit the Employment, IR and Safety podcast series [here](#).

SAFETY LEADERSHIP SERIES: SEXUAL HARASSMENT AND GENDERED VIOLENCE IN THE WORKPLACE

By Aaron Anderson, Nerida Jessup and Drew Pearson

In 2020, the AHRC Respect @ Work report called out sexual harassment as fundamentally a WHS issue, to which safety policy makers and regulators ought to take a greater education and compliance role. Following on from the release of that report, SafeWork Australia has released its 2021 guidance material on Preventing Workplace Sexual Harassment and we expect an increased focus on this issue from jurisdictional safety regulators.

Partners [Aaron Anderson](#) (Brisbane) and [Drew Pearson](#) (Sydney) and Special Counsel [Nerida Jessup](#) (Sydney) discussed the employment and WHS obligations employers need to be aware of to prevent sexual harassment and gendered violence in the workplace, as well as considerations and risks in employer intervention and response to incidents and complaints.

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To listen to the podcast, please visit the Employment, IR and Safety podcast series [here](#).

SAFETY LEADERSHIP SERIES: MENTAL HEALTH MATURITY PROJECT IN CONVERSATION WITH DR ALI BURSTON

By Anthony Longland and Anna Creegan - 18 November 2020

In our final Safety Leadership Series briefing for the year, we discussed workplace mental health and wellbeing, and what businesses can learn from recent research on mental health literacy.

Partner [Anna Creegan](#) hosted the session, in conversation with Dr Ali Burston (MAPS, PSIOPA), an AHPRA Endorsed Organisational Psychologist and the founder and Managing Director of Perth-based consulting firm, Metisphere.

During this session we discussed:

1. Dr Burston's research into managing mental health in the workplace;
2. trends and key findings on workplace mental health, including how it is changing over time and across industries; and
3. managing mental health as a safety issue and strategies for organisational improvement.

ABOUT THE MENTAL HEALTH LITERACY PROJECT

The Mental Health Literacy Project (Project) is the first of its kind in Australia. The Project measures knowledge of key psychosocial terms to assist in managing psychosocial hazards and risk factors in the workplace, including the implementation of appropriate controls and strategies for individual, team and organisational improvement.

The Project fits in with broader mental health strategies and reflects new guidelines in the DMIRS Code of Practice and broader FIFO mental health recommendations.

The Project methodology allows for the development and progress of individuals across the continuum of mental health: from mitigating illness, to preventing harm, to helping people thrive.

[Access the Webinar](#)

To listen to the podcast, please visit the Employment, IR and Safety podcast series [here](#).

SAFETY LEADERSHIP SERIES: 2020 YEAR IN REVIEW

By Aaron Anderson, Steve Bell, Anna Creegan and Nerida Jessup - 27 October 2020

In this webinar briefing, our Safety team reviewed the key developments in health and safety during 2020.

During this session they shared our health and safety insights from 2020, including in relation to Australia's industrial manslaughter laws and the latest prosecutions, Covid-19 and working from home and return to work WHS considerations, the recent draft WHS Code of Practice, and other key case law and legislative developments.

The panel presentation was hosted by [Nerida Jessup](#), special counsel, and included contributions from the following safety experts:

- [Aaron Anderson](#), Brisbane
- [Steve Bell](#), Melbourne
- [Anna Creegan](#), Perth

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EMPLOYMENT & IR BRIEFING SERIES 2020 - WHAT'S NEXT?

By Kirsty Faichen, Natalie Gaspar, Anthony Longland, Drew Pearson and Anthony Wood - 16 September 2020

During the webinar, we provided an update on:

- Covid-19 – some of the key issues that are affecting our clients, including an update on JobKeeper, organisational change and restructuring and modern award changes;
- IR and Enterprise Bargaining – how the federal government's IR reform process is progressing, as well as recent Fair Work Commission decisions in relation to enterprise bargaining;

- Underpayments – recent state government ‘wage theft’ reforms; the Fair Work Ombudsman’s current priorities; and looked at the impact of the Federal Court’s Rossato decision and how it impacts employers who are engaging casual employees; and
- Discrimination/Sexual Harassment – the recent Report on workplace sexual harassment inquiry; discussed what best practice employers are doing in this space; and provided a summary of the recent Federal Court decision dealing with employer liability and damages.

The webinar was hosted by Perth based partner [Anthony Longland](#) in conversation with partners:

- [Kirsty Faichen](#), Partner (Brisbane)
- [Natalie Gaspar](#), Partner (Melbourne)
- [Drew Pearson](#), Partner (Sydney)
- [Anthony Wood](#), Partner (Melbourne)

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WORKPLACE MANSLAUGHTER DEVELOPMENTS IN AUSTRALIA - A NATIONAL SNAPSHOT

By Steve Bell, Aaron Anderson, Anna Creegan and Nerida Jessup - 27 July 2020

In case you missed it, the Herbert Smith Freehills Safety team hosted a webinar and offered their insights on the state of these laws.

During the session we discussed the approach to the new laws which came into effect in Victoria on 1 July 2020, the recent prosecutions under these manslaughter laws in the ACT and Queensland, and the approach planned for Western Australia, NSW and the other jurisdictions.

Featuring our safety leaders in each of our Australian offices, the session draws upon the lessons and insights we have been sharing with clients in these significant developments.

The webinar panel presentation was hosted by [Steve Bell](#) and included contributions from the following safety experts:

- [Aaron Anderson](#), Brisbane
- [Anna Creegan](#), Perth
- [Nerida Jessup](#), Sydney

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NATIONAL INQUIRY INTO SEXUAL HARASSMENT IN AUSTRALIAN WORKPLACES

By Anthony Wood and Lucy Boyd - 4 June 2020

On 5 March 2020, the Australian Human Rights Commission released its fourth national survey on Sexual Harassment in Australian Workplaces. The report has wide-ranging implications for employers - from a policy perspective and what it means to the culture of the workplace.

In case you missed it, the Employment, IR and Safety team hosted a special webinar briefing session on the key findings of the report, and how employers can be on the front foot to address these issues.

During the session, our expert panel offered their insights on:

- The key findings of the report;
- what legislative and institutional reforms we might expect;
- practical implications on issues such as the use of non-disclosure agreements; and
- evolving to a best practice workplace culture.

The webinar panel discussion was led by partner [Anthony Wood](#) and included our guest panellists:

- Heather Price, Chief Executive Officer from Symmetra;
- Tamsin Lawrence, Deputy Director - Workplace Relations from the Australian Chamber of Commerce and Industry (ACCI);
- Catherine Dixon, Executive Director of the Victorian Human Rights and Equal Opportunity Commission; and
- HSF Senior Associate, [Lucy Boyd](#).

[Access the Webinar](#)

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KEY CONTACTS

If you have any questions, or would like to know how this might affect your business, phone, or email these key contacts.



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