

EMPLOYMENT AND INDUSTRIAL RELATIONS WORKPLACE TRAINING PROGRAMS - 2022

21 September 2021 | Australia
Events

Our Employment, Industrial Relations and Safety team is pleased to offer our program of employment, industrial relations and safety training in 2022.

Our practical and interactive workplace training programs offer human resources professionals, general counsel and managers access to highly skilled lawyers and facilitators, and provide an unrivalled opportunity for skills development.

We are running four online sessions over the course of 2022. The online, interactive sessions will be presented via a live stream by HSF's experienced lawyers and trainers.

Due to increased demand, each session will be run twice in 2022, initially in the first half of the year and repeated in the second half of the year. We are also excited to introduce a new addition to the program - Safety Law Essentials - a fundamentals course in understanding workplace health and safety obligations and duties in Australia. Further details on all of our sessions are below.

Our programs have been run online since 2020, to great success. The feedback from participants was extremely positive, and enabled our programs to be made available more widely than ever, especially to clients who are working remotely. You can read the client feedback [here](#).

The 2022 program details are set out below.

Program	Session #1	Session #2
Employment Law Essentials - From Hiring To Firing	Wednesday 23 February 2022 10.00am - 3.00pm AEDT	Wednesday 17 August 2022 10.00am - 3.00pm AEST
Safety Law Essentials	Wednesday 9 March 2022 10.00am - 3.00pm AEDT	Wednesday 7 September 2022 10.00am - 3.00pm AEST
Industrial Relations & Enterprise Bargaining Essentials	Wednesday 30 March 2022 10.00am - 3.00pm AEDT	Wednesday 14 September 2022 10.00am - 3.00pm AEST
Conducting Workplace Investigations	Wednesday 27 April 2022 10.00am - 3.00pm AEST	Wednesday 12 October 2022 10.00am - 3.00pm AEDT

The programs run for 5 hours, with short breaks and a 30 minute lunch break included. The costs for attending each program is \$675* (incl. GST). Participants will receive hard copy workbooks and notes in advance of the sessions.

*2 or more enrolments in any of our programs receive a 10% discount on the total enrolment fee.

REGISTRATION

If you are looking for employment and HR law training which is tailored to your organisation's unique needs, please contact us to discuss how we can partner with you to design a learning program which is customised for your team.

To enrol in one of our public programs or enquire about customised programs, please call +61 3 9288 1105 or email EIRSTraining@hsf.com

CPD REQUIREMENTS

Recommended CPD point allocation: 4.5 points per webinar.

If this particular educational activity is relevant to your immediate or long term needs in relation to your professional development and practice of the law, then you should claim one CPD unit for each hour of attendance, refreshment breaks not included. Please contact your Professional Body for your state.

EMPLOYMENT LAW ESSENTIALS: FROM HIRING TO FIRING

There are a myriad of laws that relate to engaging, managing and terminating employees. This program will provide you with a clear and comprehensive explanation of employment law, including recent developments, to help you improve existing procedures and manage employee issues that arise.

This online, interactive program will assist you to:

- know which laws guide interactions between employers and employees, from hiring to firing
- understand the key legal concepts relating to workplace relations, equal opportunity, bullying, performance management and termination of employment
- identify key risks and opportunities in relation to award coverage, employment contracts and enterprise bargaining
- apply the law to advise stakeholders and inform business strategy on human resources issues

For detailed program information click [here](#).

Online

Wednesday 23 February 2022 10.00am – 3.00pm AEDT \$675* (incl. GST)	Wednesday 17 August 2022 10.00am – 3.00pm AEST \$675* (incl. GST)
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SAFETY LAW ESSENTIALS

Work health and safety (WHS) compliance requires organisations to have a clear understanding of the corporate obligations it owes to ensure the business has in place effective arrangements to guard against all types of workplace health and safety risks applicable to the operations.

This program will provide a clear explanation of the safety law framework in Australia, including practical guidance on the application of WHS laws in some specific areas of compliance including incident response, due diligence, mental health and sexual assault.

This online, interactive program will assist you to understand:

- the primary corporate and individual responsibilities owed under WHS laws in Australia
- the duty of 'due diligence' owed by officers of the organisation, and how the business can build a framework for compliance
- the application of WHS laws in the context of managing mental health in the workplace
- how the duties owed under WHS laws apply in the context of preventing and responding to sexual harassment
- the key legal issues that will arise in the aftermath of a serious workplace incident.

For detailed program information click [here](#).

Online

Wednesday 9 March 2022 10.00am - 3.00pm AEDT \$675* (incl. GST)	Wednesday 7 September 2022 10.00am - 3.00pm AEST \$675* (incl. GST)
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INDUSTRIAL RELATIONS AND ENTERPRISE BARGAINING ESSENTIALS

All employers need to be aware of the complex collective bargaining options under the Fair Work Act and how to navigate the stringent procedures that exist. This program will provide an introduction to Australia's industrial relations and enterprise bargaining framework and ensure you use the Fair Work laws to your best advantage. HR/ER practitioners, in house counsel and Operations Managers with basic to moderate enterprise bargaining experience will benefit most from attending this session.

This online, interactive program will assist you to understand:

- the framework of Australia's industrial relations laws
- how bargaining commences and concludes
- union right of entry
- good faith bargaining laws
- the role and powers of the Fair Work Commission, unions and the courts
- responses to industrial action
- the 'BOOT' test and other procedural requirements
- the strategic considerations regarding bargaining and employee engagement

For detailed program information click [here](#).

Online

Wednesday 30 March 2022 10.00am – 3.00pm AEDT \$675* (incl. GST)	Wednesday 14 September 2022 10.00am – 3.00pm AEST \$675* (incl. GST)
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CONDUCTING WORKPLACE INVESTIGATIONS

Conducting a workplace investigation can be a daunting process – allegations can be difficult to identify, interviewing witnesses and analysing evidence can be time consuming and confusing, and making findings of fact can be complicated. After handling all the practical and technical difficulties, managing expectations and maintaining workplace harmony while carrying out your investigation may feel all but impossible. Conducting a properly scoped workplace investigation is critical to managing legal risk and protecting your business reputation.

In this online, interactive program, we will:

- provide clear and practical guidance on how to run an effective workplace investigation
- provide a sound understanding of the legal and practical issues to address when conducting an investigation
- how to ensure investigations are efficient, procedurally fair and minimise legal risk
- when to consider to outsource an investigation and when to seek a report under legal professional privilege
- explain how to make findings of fact, even in the face of conflicting witness evidence

For detailed program information click [here](#).

Online

Wednesday 27 April 2022 10.00am – 3.00pm AEST \$675* (incl. GST)	Wednesday 12 October 2022 10.00am – 3.00pm AEDT \$675* (incl. GST)
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PARTICIPANT FEEDBACK

I thought the session was excellent. [It was] very engaging and fantastic presenters. Excellent online delivery.

HR Advisor

Great refresher and update on case law/ changes in the bargaining landscape. Pitched at an appropriate level and presenters were engaging and insightful. [It was] very professional and well run. Online worked well generally and it was great to be able to participate from interstate.

Employee Relations Specialist

I really enjoyed the format - it's hard online but technology worked well. Fantastic refresher and great reminder on key steps and big rocks for employers to keep in mind for process and key areas to watch out for.

Head of HR

The information is very clear, digestible and structured. The ability of the presenters to respond fully to participant questions is fantastic.

General Manager Human Resources

Very thorough and covered a lot of different topics. Presenters were engaging and knowledgeable

Corporate Counsel

Brilliant and very informative and easy to follow.

Disability Discrimination Solicitor

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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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