

“WORKPLACE RELATIONS IN 2009-10”

THE NEW “FAIR WORK” LAWS IN 2009-2010

TERMINATION OF EMPLOYMENT

SEMINAR

Wednesday 1st July 2009, 9am – 11am

Venue: Hume Global Learning Centre, 1093 Pascoe Vale Road, Broadmeadows

Presentations include the following important topics:

- (A) SUMMARY OF THE NEW FAIR WORK LAWS**
 - UNFAIR DISMISSALS
 - UNLAWFUL TERMINATIONS
 - DISCRIMINATION CLAIMS
- (B) SMALL BUSINESS FAIR DISMISSAL CODE**
- (C) WARNINGS AND COUNSELLING -**
- (D) TERMINATION WITH NOTICE**
- (E) SUMMARY DISMISSALS**
- (F) REDUNDANCY PROCEDURES AND ENTITLEMENTS**
- (G) PERFORMANCE MANAGEMENT AND DISCIPLINARY PROCEDURES**

TERMINATION OF EMPLOYMENT-THE NEW LAWS

The Rudd Government is implementing fundamental changes to Australia's workplace relations system through the Fair Work Act 2009 and other transitional legislation and regulations.

This legislation removes many aspects of the WorkChoices system introduced by the former Howard Government including the exemption from unfair dismissal claims of businesses with less than 100 employees.

New termination of employment provisions of the Fair Work Act 2009 will operate from 1 July 2009. These involve a new approach to management and resolution of unfair dismissal claims, special provisions for small businesses and preservation of the unlawful termination jurisdiction as well as new institutions for dealing with these matters.

This seminar presented by experienced Industrial Relations practitioners will explain in practical terms what these changes mean for employers and ways in which employers can address these new obligations and exposures.

Presenters include;

- (1) **Mr Neil Craven** is a Director of Craven & Associates Consulting services Pty Ltd. Established in 2005, Craven & Associates has in excess of 100 clients in the manufacturing, warehousing and service industries. Neil has in excess of 25 years experience in Industrial Relations and Human Resources, providing clients with expert advice in respect of the preparation of Contracts of Employment, Agreements and employee policies and procedures; interpretation in respect of Award conditions, and conducting information workshops.
- (2) Mr David McLaughlin is a Partner with Piper Alderman, a leading firm of solicitors with expertise in Industrial Relations. David has had in excess of 28 years experience as an employer representative with Industry Associations and major employers and now as a solicitor providing specialist advice to both major and small enterprises. David has extensive experience in representing large and small companies in Unfair Dismissal, Unlawful terminations and Discrimination cases at tribunal hearings.

During and following the seminar, each of the presenters will make themselves available to answer any questions employers may have about their individual businesses. This is a wonderful opportunity to be informed.

Numbers for this one off workshop in 2009 are strictly limited so you will need to act fast if you want to secure your seat at this must see event.

REDUCING THE RISKS – AVOIDING UNFAIR DISMISSAL CLAIMS

ASK QUESTIONS AND BE INFORMED

BE INFORMED, BE PREPARED

REGISTRATIONS CLOSE - Monday 29th June 2009

REGISTRATION FORM

TERMINATION OF EMPLOYMENT

SEMINAR

Wednesday 1st July 2009, 9am – 11am

REGISTER TODAY BY COMPLETING THIS APPLICATION FORM

**RETURN WITH YOUR CHEQUE - \$50.00 per participant (GST Inclusive) IN FAVOUR OF –
CRAVEN & ASSOCIATES CONSULTING SERVICES**

OR

BY DIRECT DEBIT

(Please advise by email or fax of payment details)

BSB : 633-000
Account No : 125023481
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Send To: Craven & Associates, 34 Houston Avenue, Strathmore, Vic 3041

Information: Craven & Associates PH: 9379 5053, FAX : 9379 5053

Email: cravenco@bigpond.net.au

Number of Participants @ \$50.00 each Total Payment \$.....

Participants Name/s:
Participants Name/s:
Participants Name/s:

Organisation Name:

Address:

..... P/Code:

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